



**PCCYFS**  
PA COUNCIL OF CHILDREN  
YOUTH & FAMILY SERVICES

# ANNUAL **REPORT** 2022-2023

[PCCYFS.ORG](https://PCCYFS.ORG)

## LETTER FROM PCCYFS PRESIDENT AND CEO

Friends,

As you will read later in our report, this year, PCCYFS concluded the implementation of its three-year strategic plan. We began this work to reposition ourselves as thought leaders in child welfare, juvenile justice, children’s behavioral health, and education services. Our strategic plan also incentivized us to operate more efficiently as an organization, diversify our revenue streams, and seek new ways to engage and grow our membership. As I reflect on our work these past three years, I can affirm that we have surpassed many of the benchmarks that we set to achieve and have evolved as an association. The number of provider members, supporting members, sponsors, and other partners with whom we work has grown because we have been working to expand our footprint in children’s services. Through our strategic thinking and with our growing affiliates, we have built momentum to advance the needs of those agencies who serve Pennsylvania’s children and families and better support our members.

There is an ever-increasing need for services to children and families in the child welfare, juvenile justice, and children’s behavioral health systems and providers of these services work tirelessly to ensure that families are supported despite the many challenges inherent in the system. As we embark on a new strategic plan that includes more initiatives and greater aptitude for finding solutions to complex issues, we do so because of our commitment to elevate the work of our members so that children and families are not forgotten or overlooked.



We thank you for joining our united voice as we push forward for the advancement of Pennsylvania’s children and families.

Best,

A handwritten signature in black ink, appearing to read "Terry L. Clark".

Terry L. Clark, MPA

## ABOUT US

The Pennsylvania Council of Children, Youth and Family Services (PCCYFS) is the collective voice for private agencies that serve Pennsylvania’s children and their families. PCCYFS represents nearly 100 private agencies employing more than 12,000 professionals statewide. Services include foster care/kinship care, adoption, residential treatment, behavioral health services, education, counseling, independent living/transitional living services, and others.

## BOARD OF DIRECTORS

The PCCYFS Board of Directors consists of members elected by their respective regional councils.

Chair, Rebecca Van der Groef, LSW  
Hoffman Homes, Inc.

Nathan Gressel, MSW, MBA  
George Junior Republic

Vice Chair, Laura Maines, Esquire  
Every Child, Inc.

Louis GrowMiller, MSW, LSW  
Turning Points for Children

Treasurer, Gordon May  
CONCERN

Nancy Kukovich  
Adelphoi Village

Secretary, Erin Chick, MA  
Common Sense Adoption & Foster Care

Anita Jo Paukovits, M.Ed  
Children's Home of Easton

Lisa Bennett, MS, LPC, BSP  
Tabor

Michael T. Shaffer, M.Ed  
Pinebrook Family Answers

Heather Bert, MSW  
Bethany Christian Services of the Greater Delaware Valley

Lisa Strobel, M.Ed, LPC  
Diversified Treatment Alternative Centers (DTAC)

Joseph Birli, EdD, LPC, NCC  
Bethany Children's Home

Terri Tolomeo, BA  
Children's Home of York

Jennie Cummings, MS, LPC  
Bethany Christian Services of Central PA

George Trauner  
Bethesda Lutheran Services

Dominick DiSalvo, MA, LPC  
KidsPeace  
Immediate Past Chair

Lisa Weingartner, MSW, LSW  
Valley Youth House

The Board consists of the following committees:

Public Policy Committee  
Research Committee  
Membership Committee  
Finance Committee  
Executive Committee

## AGENCY UPDATES

### Strategic Plan

PCCYFS concluded its 3-year strategic plan, an aspirational strategy that influences the direction of the organization as informed by our members and Board. Under the direction of the Board, PCCYFS leadership established new measures to guide our work for the next three years.

## PCCYFS PRIORITIES

Advocacy is a key element of how PCCYFS works on behalf of its membership. PCCYFS frequently meets with legislators, especially those in leadership positions, along with our contracted lobbyist, to advance member priorities. In doing so, legislators regularly reach out to PCCYFS regarding our position on specific legislative matters and policy initiatives. Similarly, after hearing from members, PCCYFS released its [public policy priorities for 2023-2025](#). While developed with advocacy in mind, these three priorities are embedded into all components of PCCYFS work.

### *A well-funded children's services system:*

- In August of 2022, PCCYFS released [a toolkit](#) to support providers' ability to expand their programming into the behavioral health field by becoming a Medicaid-eligible provider.
- PCCYFS continues to advance the dialogue around funding streams and the disparity between a state maximum allowable rate and the county's negotiated rate that is paid to providers. In September of 2022, PCCYFS published [a brief position statement](#) to help demystify the various funding streams that contribute to child welfare and how they can better support the needs of children and families in PCCYFS providers' care. PCCYFS also advocated for similar solutions in [behavioral health](#).
- In October of 2022, the Senate Democratic Policy Committee held a hearing on overnight stays in the Philadelphia Department of Human Services (DHS) office. PCCYFS [submitted testimony](#) outlining the challenges that funding, workforce, and insurance liability impact foster care provider operations, as well as the unique challenges faced by resource parents within Philadelphia's foster care system. PCCYFS also supported the testimony of its member, Gemma Services, in participating in this hearing.
- PCCYFS successfully advocated for a \$500,000 grant from American Rescue Plan Act funding for providers to be administered through the Pennsylvania Commission on Crime and Delinquency. This grant was released in October of 2022 and PCCYFS members were immediately alerted of the opportunity.
- PCCYFS developed a platform of recommendations for the Shapiro-Davis Transition Team that includes opportunities to maximize on limited provider resources through a [children's cabinet](#); emphasized the need for a renewed review of the state funding process for child welfare, juvenile justice, and children's

behavioral health services; greater coordination in state monitoring efforts; and improved attention to the juvenile justice bed capacity crisis. This [platform](#) was shared with the Transition Team, key members of the Governor’s cabinet, and the Pennsylvania DHS leadership. Additionally, PCCYFS met with key leadership of the Pennsylvania DHS upon their appointments, to introduce them to our association.

- As the General Assembly considered legislation to open a two-year window into Pennsylvania’s statute of limitations on childhood sexual abuse, PCCYFS reviewed the potential impact that this legislation could have on providers of children’s services and [submitted testimony](#) in support of the bills but emphasizing the need for safeguards in a House Judiciary Committee hearing in March of 2023. While PCCYFS supports the legislation, it convened a *Special Committee on Pennsylvania’s Movement to Open Statute of Limitations Window*, consisting of other associations and partners who shared PCCYFS focus on [safeguards to include in companion legislation that would protect the window from fraudulent or frivolous claims](#), abuses of the law that were rampant in other states.
- In April of 2023, PCCYFS held its annual training on *Enhancing Provider and County Contracting Discussions*, a joint endeavor of PCCYFS, the Pennsylvania Children and Youth Administrators Association, and Pennsylvania DHS, to assist in helping providers and counties navigate the Needs Based Plan and Budget process and better communicate their budgetary needs.
- After receiving feedback from PCCYFS foster care provider members, PCCYFS actively worked with other state associations to submit public comment in support of a proposed rule on the establishment of *Separate Licensing Standards for Relative or Kinship Foster Family Homes*, a Notice of Proposed Rulemaking issued by the Department of Health and Human Services, Administration for Children.



#### *Workforce development:*

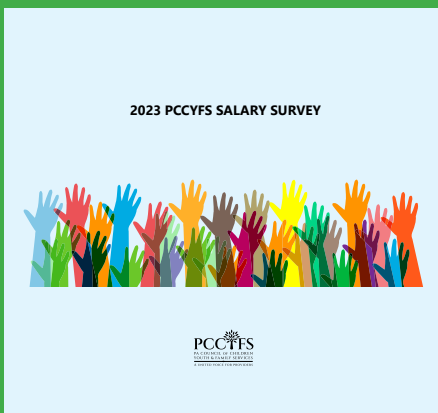
- PCCYFS convened a Philadelphia Child Welfare Workforce Task Force that issued [city-specific recommendations](#) to advance the challenges of recruiting and retaining a high-quality workforce in Philadelphia’s foster care agencies, which include community umbrella agencies. The multidisciplinary workgroup met for a series of months and, in an intentional effort to elevate the perspectives of Philadelphia’s workers, released a survey that netted 281 responses from workers in Philadelphia’s child welfare system. [The Task Force’s final report](#) led to a hearing by the Philadelphia City Council Children and Youth Committee, multiple meetings with members of City Council, financial investments by Philadelphia DHS, citywide workgroups that are studying documentation requirements, and media attention<sup>1</sup>.

- PCCYFS continues to seek advocacy opportunities to address staffing gaps and ease regulatory requirements. On behalf of behavioral health providers who struggle with finding qualified child psychiatrists, PCCYFS has been in support of legislation that bestows prescribing authority onto physician extenders such as certified nurses, physician’s assistants, and psychologists.

1. Similarly, PCCYFS submitted public comments on behalf of members regarding the potential impact of the [Ryan Haight Act of 2008](#) and the expiration of the Federal Public Health Emergency, which waived the requirement that an initial face to face contact must be made before a physician prescribes a controlled substance via telehealth.

*Access to affordable liability insurance:*

- While the passage of House Bill 2214 in the 2021-2022 legislative session was a meaningful win for PCCYFS members, the issue of affordable liability insurance is far from solved. House Bill 2214 remains an important first step in addressing this issue and multiple other states are now looking at similar legislation to support their safety net of children’s services providers. To continue to support providers in the implementation of House Bill 2214, PCCYFS held a [members-only session](#) in May of 2023 with the Nonprofit Insurance Alliance, on *House Bill 2214: Implications for Providers* and how to navigate discussions with counties in light of its enactment.
- PCCYFS also creates critical and strategic relationships to help members navigate the intricacies of accessing quality insurance.



## Salary Survey

Through the PCCYFS Research Committee, PCCYFS began collecting data and reviewing the content necessary to complete the Salary Survey. The Research Committee engaged in discussions regarding the extent to which the COVID-19 pandemic has impacted staffing and compiled a review of almost 50 positions across 42 agencies based on a number of variables.

The survey will be made available for free to members who participated. Everyone else may purchase a copy of the survey on the PCCYFS website. PCCYFS generally completes a salary survey every 3 years. [Buy the survey here.](#)

<sup>1</sup> Volk, S., & Christie, J. (2022, November 3). Crushing caseloads and low wages drive out foster care workers, but children pay the price. <https://www.inquirer.com>. <https://www.inquirer.com/news/philadelphia-foster-care-caseloads-worker-turnover-dhs-hope-jones-20221103.html>  
Smith, D. (2023, March 20). Report: PA Child Welfare Workforce Faces Low Pay, Turnover. <https://www.publicnewsservice.org/2023-03-20/childrens/report-pa-child-welfare-workforce-faces-low-pay-turnover/a83495-1>

1. In April, PCCYFS held [two webinar sessions](#) with members, their brokers, and the Nonprofit Insurance Alliance (NIA) on potential insurance solutions to help them navigate the intricacies of accessing quality insurance. NIA has made commitments that benefit PCCYFS members.
2. PCCYFS continues to hold a preferred partnership with Brown & Brown, a well-regarded insurance broker in the field of human services, to advance member needs and help PCCYFS identify policy solutions to the insurance crisis.

## MEMBER-DRIVEN SOLUTIONS

Our member-driven solutions give PCCYFS members the opportunity to share trends, make connections, and receive updates on pertinent priorities.

### PCCYFS Workgroups

PCCYFS continues to offer other opportunities for members to connect on a regular basis through the following workgroups and committees, which offer members the opportunity to share challenges, successes, solutions, and identify trends:

- Foster Care Workgroup
- Behavioral Health Workgroup
- Delinquency and Diversion Services Workgroup
- Human Resources Workgroup
- Education Services Workgroup
- Philadelphia-specific workgroups on an as-needed basis

Our members also meet on a quarterly basis through Regional Council Meetings.



## PCCYFS Resources

This past year, PCCYFS officially launched our member login and member profiles, giving members the ability to revisit our website and read members-only content. The website also includes a members-only forum, which allows PCCYFS members to share resources, ask questions, and connect directly with other members. Given these changes, PCCYFS began sending its bi-weekly newsletter to other system partners in addition to members.

## Annual Business Meeting

In September of 2022, PCCYFS held its [annual business meeting](#), updating our members on the annual activities and achievements of the association. Dozens of PCCYFS members tuned in for a presentation from the PCCYFS leadership team highlighting advocacy wins, significant accomplishments, and other noteworthy updates.

## EDUCATION AND PROFESSIONAL DEVELOPMENT

### Trainings

PCCYFS made the strategic decision to redesign its formal training program into one that better aligns with member needs and overall demand. Leveraging PCCYFS priorities and its relationships, PCCYFS trainings are now centered on member-driven topic areas, and overall system needs. However, to support PCCYFS member agencies' individual training needs, PCCYFS published a catalogue of [training resources](#) for its members that continues to be revised with new training options. The catalogue inventories dozens of topics and trainers in in-demand areas to address provider professional development needs and requirements.

### PCCYFS Annual Conference

The PCCYFS Annual Conference was fully in-person, for the first time since before the pandemic and over 220 individuals and 25 sponsors joined us for the two-day event. Our conference featured new events such as a wine mixer with live music and a pre-conference trivia night. PCCYFS also recognized Representative Kate Klunk (R-Hanover) as "Legislator of the Year," given her leadership on House Bill 2214 of the 2021-2022 session. Pennsylvania DHS OCYF Deputy Secretary Laval Miller-Wilson also joined attendees on the first day for opening remarks.



PCCYFS Legislator of the Year Rep. Kate Klunk. The award was presented for her efforts and partnership with PCCYFS in passing HB 2214.



## PCCYFS IN THE NEWS

PCCYFS leverages its relationships to advance member priorities in the news media as well. In the past year, PCCYFS has been quoted or included in the development of the following articles:

- [Report: PA Child Welfare Workforce Faces Low Pay, Turnover](#)
- [PA Senate Bill Proposes Changes to State Constitution](#)
- [More Protections Coming for PA Children's Service Providers](#)
- [Lack of PA Juvenile Detention Space Reaches Critical Stage](#)
- [Crushing Caseloads and Low Wages Drive Out Foster Care Workers, But Children Pay the Price](#)
- [Missing kids, illicit activity: Staff warn of chaos at Philly DHS office that houses stranded kids](#)
- [Restorative Practices Strengthening Relationships with PA Students, Communities](#)
- [Largest service provider in Philadelphia's child welfare system pulls out due to high insurance costs](#)





## **PCCYFS 2022-2023 MEMBERS**

### *Provider Members*

Academy Schools (The)  
Adelphoi  
Alternate Consulting Enterprises, LLC.  
Alternative Living Solutions  
Appalachian Youth Service  
Attic Youth Center (The)  
Bair Foundation of PA  
Bald Eagle Boys Camp  
Bethanna  
Bethany Children's Home  
Bethany Christian Services of Central PA  
Bethany Christian Services of Greater Delaware Valley  
Bethany Christian Services of Western Pennsylvania  
Bethesda Lutheran Services  
Blueprints  
Boys Hope Girls Hope of Pittsburgh  
Buxmont Academy  
Carson Valley Children's Aid  
Catholic Social Services  
Cayuga Centers  
Centre County Youth Service Bureau  
ChildFirst Services, Inc.  
Children's Aid Home Programs of Somerset County, Inc. (The)  
Children's Aid Society of Clearfield County  
Children's Aid Society of Franklin County  
Children's Aid Society of Mercer County  
Children's Home of Easton  
Children's Home of Reading (CHOR) Youth & Family Services, Inc.  
Children's Home of York  
Christ's Home  
Clear Vision Residential Treatment Services, Inc.  
COBYS Family Services  
Common Sense Adoption Services  
Community Alternatives, Inc.  
Community Commitment, Inc.  
Community Service Foundation  
CONCERN  
Cove PREP  
Cray Youth and Family Services  
Delta Family Services, LLC  
Diakon Adoption and Foster Care  
Diversified Treatment Alternative Centers (DTAC)  
Every Child, Inc.  
Evolution Expressions  
Extended Family Programs  
Families United Network, Inc.  
Family Care for Children and Youth, Inc.  
Family Intervention Crisis Services of Centre County

FamilyMatters, a JAFCO Support Network  
First Choice Home & Community Services, Inc.  
Gemma Services  
George Junior Republic  
Greater Philadelphia Community Alliance  
Harborcreek Youth Services  
Hoffman Homes, Inc.  
Impact Project  
Institute for Human Resources & Services (IHRS)  
Intercultural Family Services, Inc.  
Jewish Family Service of Greater Harrisburg  
JusticeWorks YouthCare, Inc.  
Keystone Adolescent Center  
KidsPeace Corporation  
Lehigh Valley Families Together, Inc.  
LifeSpan Family Services of PA  
MHY Family Services  
New Day In-Home TSS  
New Foundations, Inc.  
Northern Children's Services  
PA Child  
Perseus House, Inc.  
Pinebrook Family Answers  
Pradera Corporation  
Pressley Ridge  
Progressive Life Center, Inc.  
River Rock Day Treatment  
Salvation Army Children's Services  
Sarah A. Reed Children's Center  
Tabor Children's Services, Inc.  
Turning Points for Children  
United Children's Homes  
United Methodist Home for Children  
Valley Youth House  
Youth Service, Inc.

### *PCCYFS Preferred Partners Members*

Binti – Preferred Foster Care Software Partner  
Brown & Brown – Preferred Insurance Partner

### *PCCYFS Supporting Members*

Accounting Teks  
Ascend Career Services  
Blockhouse  
CAI  
Company Mileage  
DCM & Associates  
enkompas BI  
Info-Matrix  
Life Skills Reimagined  
Pennsylvania Child Welfare Resource Center  
Voce