

ANNUAL REPORT 2024

(Membership Year July 1, 2023 to June 30, 2024)

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.

Fiscal Year 23/24 Board of Directors

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

- Conference Planning Committee
- Public Policy Committee
- Research Committee
- Membership Committee
- Executive Committee

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Rebecca Van der Groef, LSW
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Lisa Weingartner, MSW, LSW
Valley Youth House

A Letter From Our President & CEO



Friends,

Welcome to our 2024 Annual Report.

What an eventful year of advocacy, networking and building relationships to strengthen the children's services provider network in Pennsylvania. As an association, we strongly believe in the importance of strength in numbers. This past year, we revived our Membership Committee, staffed by our Director of Membership Growth, to emphasize the importance of becoming an association that is laser-focused on bringing value to our members, while remaining sustainable through membership growth.

As we grow in numbers, so do the challenges and our areas of advocacy. In response, we have built new collaborations and connections throughout the year to champion results for our members. If you are a member, thank you for your ongoing support of our mission. If you're not a member, please consider joining us – there is no other association bringing child welfare, juvenile justice, and children's behavioral health services to the forefront in Harrisburg and statewide.

We thank you for joining our united voice; we know that Pennsylvania's children and families deserve the very best.

Best,

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

Terry L. Clark, MPA

Advocacy

[PCCYFS Public Policy Priorities](#) guide the direction of the agency on behalf of its members. These are the ways that PCCYFS has moved the needle as thought leaders in the field of children's services in Pennsylvania.

Budget Advocacy

As the General Assembly was at a stalemate over the fiscal year 2024 state budget, PCCYFS urged lawmakers to pass a state budget and joined a coalition of 12 like-minded organizations and associations to call for an end to the budget stalemate, while also pushing for children's services to be recognized as an essential service in the event of another budget impasse or stalemate. Similarly, during the stalemate, PCCYFS was in regular contact with the Governor's Office to get greater clarity regarding the availability of funding for human and children's services during the stalemate.

DHS Rate Study

This past year, our focus remained on advancing a Department of Human Services (DHS) rate study to help stakeholders and decision makers better understand budgeted federal, state, and local funding levels related to actual contracted provider rates for child welfare and juvenile justice services. Advancing this study would help PCCYFS' ability to advocate with concrete data and an understanding of the need across the system.

Increase Foster Care Rates

PCCYFS also drafted a letter to the leadership of Philadelphia DHS, signed by close to a dozen Southeast members, emphasizing the critical need to increase foster care rates for providers.

Detention Bed Crisis

PCCYFS also published [Pennsylvania's Detention Bed Crisis: An Opportunity for Change](#), through its Delinquency and Diversionary Services workgroup, on the detention bed crisis challenging the juvenile justice system. The report included a review of statewide data and similar solutions proposed in other states to identify potential challenges for Pennsylvania.

Congregate Care Report

In light of the discussions taking place related to eliminating congregate care, PCCYFS issued [Congregate Care for Youth: A Review of its Benefits, Principles, and Use in Pennsylvania](#), informed by its membership, on the needs of youth who are currently supported through congregate levels of care. The report is intended to recognize that while the children's services system continues to move in the right direction by emphasizing community-based and home-like settings, there is still a subset of young people and children who continue to need more intensive support.

16

PCCYFS took a position on 16 bills this past membership year.

100

PCCYFS met with approximately 100 legislators and state government officials.

120

Collectively, PCCYFS members distributed 120+ letters to their legislators as a result of PCCYFS' organized advocacy efforts.

Read more about PCCYFS' advocacy efforts [here](#).

Salary Survey

In July of 2024, PCCYFS released a [salary survey](#), analyzing salary data from child welfare, juvenile justice, and mental/behavioral health organizations across Pennsylvania. It presents an overview of the industry's compensation structure from entry-level positions through executive positions.



▶ Children's Behavioral Health

PCCYFS is a recognized leader in the field of children's behavioral health. Over this past year, the PCCYFS Director of Children's Behavioral Health Services directly reached out to over 80 members to support their Medical Assistance and Medicaid programming and connect them with the necessary decision makers to identify solutions.

PCCYFS meets with the Office of Mental Health and Substance Abuse Services (OMHSAS) Children's Bureau on a monthly basis, and the Children's Bureau Director also joins the PCCYFS Behavioral Health Workgroup on a regular basis to hear from members directly and share pertinent updates. In addition to regular discussions, PCCYFS coordinates meetings with state officials on an as-needed basis.

PCCYFS sits on close to a dozen various workgroups, committees, and councils that support the advancement of children's mental health services in Pennsylvania. Through those groups, we have been able to:

Assist the Mental Health Planning Council in a survey of Intensive Behavioral Health Services (IBHS) families and providers to identify barriers to service access and delivery.

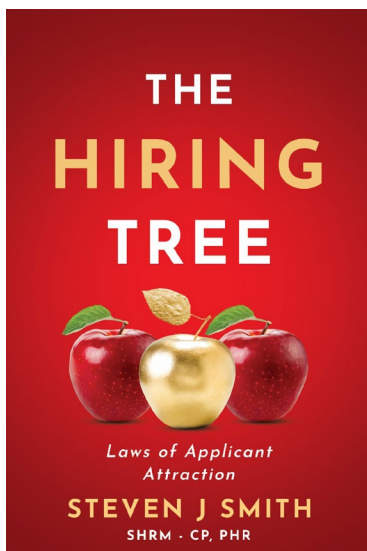
Through the Philadelphia Behavioral Health Workforce Committee, PCCYFS met with Representative Howard's Office to identify amendments to House Bills 1349 and 1350, bills that are aimed towards improving workforce recruitment and retention in the behavioral health field.

- Similarly, through the Committee's Legislation and Policy subcommittee, PCCYFS led efforts to draft a cohesive platform on coordinating behavioral health services in school settings with the pre-existing network of community-based behavioral health providers.

Professional Development

Education Summit

PCCYFS held an inaugural Education Summit on October 17, 2023, that drew nearly 100 attendees to the Child Welfare Resource Center in Mechanicsburg. The day included a session with the Office of Children, Youth & Families Deputy Secretary Laval Miller-Wilson and Dr. Carrie Rowe, Deputy Secretary for the Office of Elementary and Secondary Education in the PA Department of Education, as well as attorneys from the Education Law Center. The Summit sought to better serve the children and youth of Pennsylvania by improving communication and coordination across multiple systems and education partners.



Webinars

In advancing the professional development of its membership, PCCYFS held webinars on:

- The Hiring Tree: Laws of Applicant Attraction, July 31, 2023
- Enhancing County/Provider Contract Discussions, November 15, 2023
- Understanding How Your Nonprofit Should Respond in a Crisis, January 25, 2024
- Transforming Family Finding and Engagement through Technology, February 6, 2024

PCCYFS trained 373 attendees across these four trainings and members can continue to access these recordings on the PCCYFS website.

200+

To keep our members informed, PCCYFS issued 200+ member updates through the PCCYFS website.

Annual Spring Conference

In April of 2024, PCCYFS held its Annual Spring Conference, joined by more than 250 attendees and 28 sponsors. Gerardo Lopez, a former MS-13 gang member who is presently the Executive Director of Homies Unidos, Denver Chapter and a Mayoral Appointee to the Denver Commission for the Office of Strategic Partnerships, delivered a Keynote. The Conference also included a moderated panel that included the Deputy Secretary for the Office of Mental Health and Substance Abuse Services (OMHSAS), Jen Smith and Deputy Secretary for the Office of Children, Youth & Families, Laval Miller-Wilson.





Building Networks

PCCYFS members share challenges, successes, and best practices through participation in our Board Committees and the following Statewide Workgroups:

- Behavioral Health Workgroup
- Child Welfare Services Workgroup
- Delinquency and Diversion Services Workgroup
- Education Services Workgroup
- Statewide Children's Services Workforce Development Workgroup (ad hoc): This workgroup is open to both members and non-members and is focused on improving recruitment and retention challenges across all children's services programs.

PCCYFS may also convene regional workgroups to focus on local priorities as needed.

This past year, PCCYFS convened a small workgroup of members in the Southeast Region to identify solutions to improve the Philadelphia DHS foster care evaluation tool. The workgroup resulted in significant changes made to the tool, which has been a notable challenge for many members and their workers who implemented them.

Additionally, PCCYFS participated in a multidisciplinary workgroup of child welfare and juvenile justice advocates to advance a platform of recommendations for the new Mayoral Administration in Philadelphia.



Media

PCCYFS works to shift the narrative on children's services providers, and our partnerships with members of the media are an important component of that work. This past year, we advanced the priorities of our members by advancing these important provider-based narratives:

[*Salary Survey Highlights Compensation Trends, Pandemic Impact on Child-Welfare Workforce \(August 29, 2023\)*](#)

[*Staffing shortages at County Children and Youth Services are playing a large impact on the system \(October 24, 2023\)*](#)

[*High turnover in County Children and Youth Agencies is directly impacting families in the system \(November 2, 2023\)*](#)

[*Report examines strengths, challenges of PA congregate-care settings for teens \(November 18, 2023\)*](#)

[*The Children's Behavioral Health Services Workforce Shortage And Who It Affects \(November 28, 2023\)*](#)

[*Foster Care providers see liability insurance rates increase \(December 21, 2023\)*](#)

[*Empowering Social Workers, in March and beyond \(March 11, 2024\)*](#)

[*Children forced to sleep in PA offices and hotels, service providers react to the issue \(March 14, 2024\)*](#)

[*Some PA counties are investing in kids deemed complex cases, but it's costing millions \(March 28, 2024\)*](#)

[*STEM model may offer hope for PA child welfare workforce crisis \(April 17, 2024\)*](#)

Stories are estimated to have reached a minimum audience of 1.6 million

2023-2024 Members

Our members make it possible

Provider Members

Abraxas Youth & Family Services
Academy Schools (The)
Adelphoi
Alternative Living Solutions
Appalachian Youth Service
Bair Foundation
Bald Eagle Boys Camp
Bethanna
Bethany Children's Home
Bethany Christian Services of Central Pennsylvania
Bethany Christian Services of the Greater Delaware Valley
Bethany Christian Services of Western Pennsylvania
Bethesda Lutheran Services
Blueprints
Boys Hope Girls Hope of Pittsburgh, Inc.
Buxmont Academy
Carson Valley Children's Aid
Catholic Social Services
Cayuga Centers
Centre County Youth Service Bureau (YSB)
ChildFirst Services, Inc.
Children's Aid Home Programs of Somerset County, Inc. (The)
Children's Aid Society in 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 York
CHOR Youth & Family Services
Christ's Home
Clear Vision Residential Treatment Services, Inc.
COBYS Family Services
Common Sense Adoption Services
Community Alternatives
Community Commitment
Community Service Foundation
CONCERN
CovePREP
Cray Youth and Family Services
Delta Family Services
Diakon Adoption and Foster Care
Diversified Treatment Alternative Centers
Every Child, Inc.
Evolution Expressions
Extended Family Programs
Families United Network
Family Care for Children and Youth, Inc.
Family Intervention Crisis Services of Centre County
Family Matters, a JAFCO Support Network
First Choice Home & Community Services, Inc.
Gemma Services
George Junior Republic in Pennsylvania

Greater Philadelphia Community Alliance
Harborcreek Youth Services
Haven Adoptions & Foster Care
Hoffman Homes
IMPACT Project (The)
Institute for Human Resources & Services (IHRS)
Intercultural Family Services, Inc.
Jewish Family Service of Greater Harrisburg
JusticeWorks YouthCare
Keystone Adolescent Center
KidsPeace Corporation
Lehigh Valley Families Together
LGBT Center of Greater Reading
LifeSpan Family Services of PA
Mazi Adoption and Family Services
MHY Family Services
New Foundations
Northern Children's Services
PA Child
Perseus House
Pinebrook Family Answers
Pradera Corporation
Pressley Ridge
Progressive Life Center
River Rock Day Treatment
Salvation Army Children's Services (The)
Sarah A. Reed Children's Center
Schaffner LYFE Center
Tabor Children's Services, Inc./Tabor Community Partners
Turning Points for Children
United Children's Homes
United Methodist Home for Children (The)
Valley Youth House

PCCYFS Preferred Partners Members

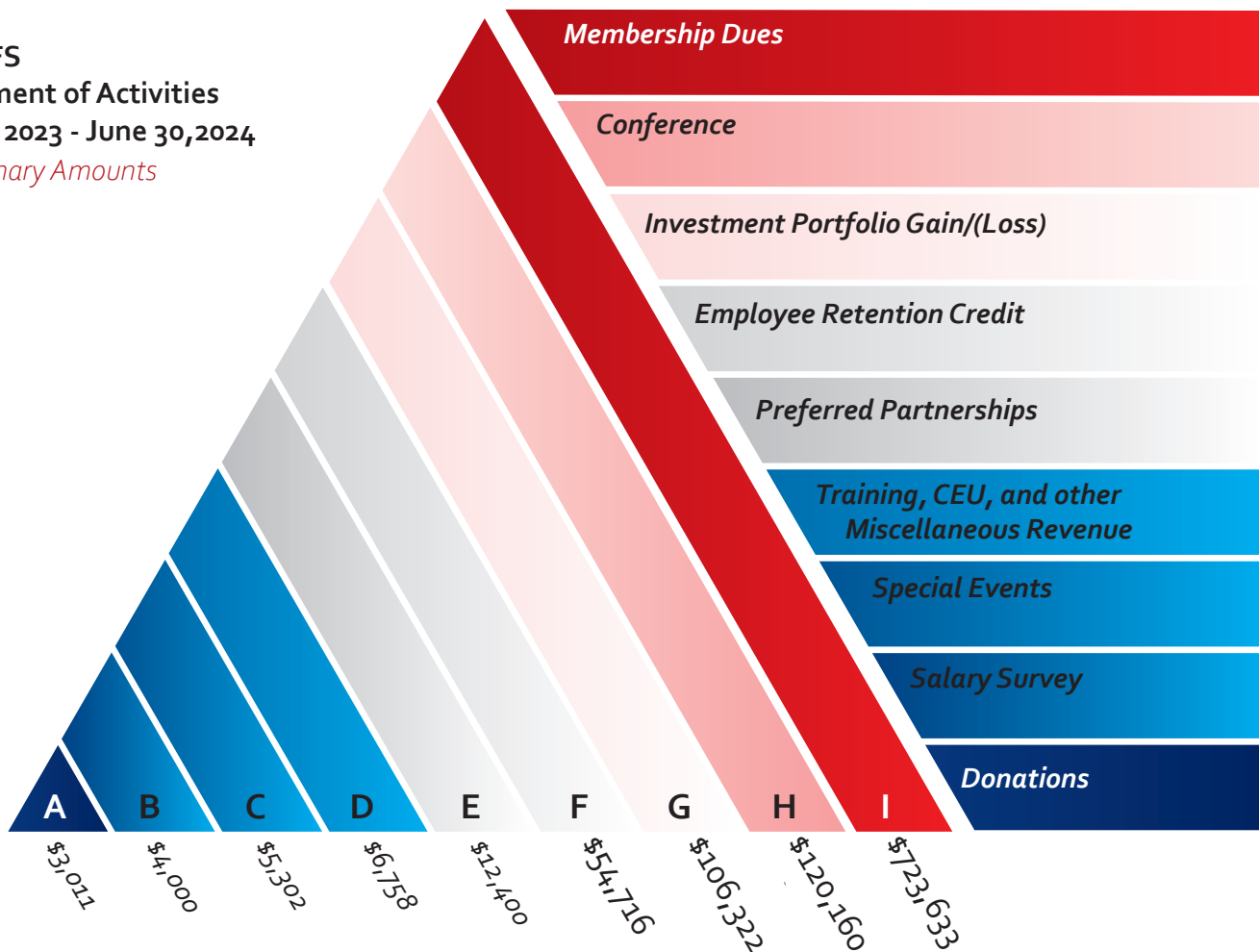
Binti – Preferred Foster Care Software Partner
Brown & Brown – Preferred Insurance Partner

PCCYFS Supporting Members

AccountingTeks
Ascend Counseling Services, Inc.
Bair Foundation
BI Collaborative (The)
Binti
Blockhouse
CAI
CLPS
CompanyMileage
DCM Associates
enkompas Technology Solutions
Info-Matrix
Lamb Insurance
Pennsylvania Child Welfare Resource Center
Schultz & Williams
Voce

Financial Report

PCCYFS
 Statement of Activities
 July 1, 2023 - June 30, 2024
Preliminary Amounts



▶ **Total Assets at End of Year** \$1,768,062

▶ **Total Revenue** \$1,036,302

▶ **Total Expenditures** \$1,010,946

▶ **FY 23/24 Net Revenue** \$25,356
Increase or (Decrease) in Net Revenue

Donors

In advancing our Key Performance Measures to diversify our revenue streams, PCCYFS initiated its first donation-based efforts. We are deeply grateful for those who chose to give to PCCYFS.

Lisa Balkir
 Heather Bert
 Joseph Birli
 Shannon Brooks
 Erin Chick
 Terry Clark
 Jennie Cummings

Louis GrowMiller
 Bob Haussmann
 Nancy Kukovich
 Georgia Liddell
 David Mattern
 Stephen Perko
 Alexander Prattis

Mike Shaffer
 Lisa Strobel
 Terri Tolomeo
 Lynn Unipan
 Becky Van der Groef
 Lisa Weingartner

Consider donating to PCCYFS : www.pccyfs.org



Agency Strategic Plan

Key Performance Indicators (KPI)

Biggest Strengths

- ▶ Maintaining a sustainable financial reserve.
- ▶ Growth of the agency investment portfolio.
- ▶ Reaching stakeholders via Constant Contact.
- ▶ Achieving staff goals and training expectations.
- ▶ Having clear public policy positions.
- ▶ Establishing and sustaining high volumes of meaningful contacts with legislators, legislative staff, state officials and other association & advocacy groups.
- ▶ Releasing news articles, op-eds, position papers, press releases, etc...to help promote the mission and priorities of membership.

Miscellaneous Data Points

Over **22K** pageviews to the PCCYFS News website pages.

250+ meaningful contacts with statewide decision makers.

Over **165** total staff training hours.

Average **98.1** visitors daily to the PCCYFS website.

Fiscal

3 KPI's. Themes of:

- Diversifying Revenue Streams.
- Establishing a Healthy Fund Balance.
- Grow Investments.

Members

6 KPI's. Themes of:

- Diversify and Increase Membership.
- Engage Board and Members.

Internal Business

3 KPI's. Themes of:

- Promote Staff Development.
- Improve Infrastructure and Capacity.

Learning and Growth

8 KPI's. Themes of:

- Influence Public Policy for Improved Provider Health.
- Reposition as Thought Leaders.

Biggest Challenges

Opportunities for Improvement

- Need to continue growing membership.
- Further engagement of members via political advocacy tools.
- Further member engagement on the PCCYFS website.



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OUR MISSION: PCCYFS is a leading, statewide membership organization serving as a united voice for our valued partners through education, data, resources and advocacy towards achieving a brighter future for children, youth and families.