

Person Centered Care Services

ANNUAL REPORT

2023



PCCS
reconfiguring
humanity



Design Developers

Brendon Luka
Giovanna Stewart

Content Contributors

Corinne Lopez
Deanna Molinaro
Evalessé Segarra
Helen Duchene
Kenya Villaruel
Michele Wenig
Michelle Teye
Nicole DelPrete
Tabitha Aristy

Editors

Alexa Donnelly
cRis marchionNe
Nisha Tumber

Person Centered Care Services

150 Granite Avenue
Staten Island, NY 10303

Phone: 718-370-1088

Email: info@pccsny.org

Facebook: /pccsny

Twitter: @PCCSny

Instagram: @pccsny

LinkedIn: Person Centered Care Services

YouTube: @pccsny

Website: pccsny.org

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“ Let's continue to grow and shine in the coming year. Let's face every challenge with courage to see even better results. ”

Message from our executive team

Dear colleagues,

A new year is a time of reflection and renewal. As we embark on these new days before us, each one an opportunity to accomplish and achieve, let's look back upon what we accomplished together in 2023.

These pages are filled with wonderful accomplishments, achievements, awards, gifts, and more importantly, so many beautiful smiles. The work we do is our collective mission for social justice, equity, and belonging. This noble work is embedded in our shared humanity, which fuels our passion and commitment.

These pages are a testament to our work, our passion, our commitment, and our ongoing journey. It is a privilege and an honor to work alongside all of you. Let's continue to grow and shine in the coming year. Let's face every challenge with courage to see even better results.

Wishing you all a very happy new year...

peace-love-hope
cRis and Alexa

cRis marchionNe
cRis marchionNe
founder/executive director



Alexa Donnelly
Alexa Donnelly
Deputy Executive Director



Leadership



Nicole DelPrete
Associate Executive
Director



Helen Duchene
Chief Financial
Officer



Corinne Lopez
Division Director of
Program Supports &
Services



Nisha Tumber
Director of Outreach &
Engagement



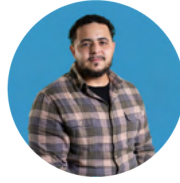
Johanna LoPorto
Director of Person
Centered Practices &
Corporate Compliance



Kenya Villaruel
Director of Residential
Supports



Michelle Toye
Director of Self-Directed
Supports



Hosam Shaarawy
Assistant Director of
Residential Supports



Tabitha Aristy
Acting Director of
Community Supports



Melissa Chapman
Assistant Director of
Self-Directed Supports



Michele Wenig
HR Operations
Specialist/ Acting HR
Generalist



Ashley Militello
Finance Manager



Thomas Worrell
Program Manager of
HRS



Jennifer Jacobson
Fiscal Intermediary
Team Manager



Shanice Wilson
Fiscal Intermediary
Team Manager



Ariyah Ochoa
Program Manager of
Community
Habilitation & Respite



Shailine Roldan
Administrative
Manager

Board of Directors



Donna Long
President



Geoffrey Long
Vice President



Jayne A. Cooper
Secretary



Claire Greer
Treasurer



Jacqueline Rumolo
Trustee



Al Lambert
Trustee



Jason Nazzaro
Trustee

Who We Are



Our Mission

Person Centered Care Services (PCCS) is a not for profit organization creating social change within communities by supporting people with disabilities on their search for identity and acceptance.

Our Vision

To reconfigure humankind. To be genuine and authentic human beings; disabled and non-disabled. Creating a society of belonging and helping one another to live a good life.

Our Values

suPPort

Our responsibility as human beings is to support ourselves and one another.

eQuity

To participate in community is to have active citizenship. To be a participating citizen, one must have opportunities which are equitable; which accommodate the differences all human beings have.

aCCeptance

One of the most vital components of having a quality of life is love. It's okay to tell someone you love them; more importantly, it's okay to show them. To accept another for who they are and what makes them human can be a most validating experience; it is self-empowering.

Our Strategy

To help a person build comprehensive supports that will engage and propel them to lead the life they want to live.

Our Impact

Providing support to the Staten Island community and the greater NYC area to help create and facilitate relationships resulting in a more diverse community while providing services to people with disabilities to engage and be a part of their community.

What We Do



Person Centered Care Services (PCCS), founded in 2006, provides person-centered supports and services to people with disabilities and their families in the New York City area. From supports in education, employment, and housing to training, counseling, and advocacy initiatives, we have been at the forefront of continuing to expand opportunities for people with disabilities. Throughout the years, our vision has remained the same: equitable opportunities for people with developmental disabilities, and a network of disability allies spread across communities near and far.

For people with disabilities, progress in civil rights over the past few decades has been a direct result of the Americans with Disabilities Act of 1990. While strides have been made since then, we know that there is still more work to be done. Many people with disabilities, as well as their families, continue to face a variety of barriers and uncertainty when it comes to the supportive services that are most essential to their everyday lives. Most live in

in communities that do not provide universal access to resources that every community member has a right to utilize. Getting an education, finding a place to call home, and earning a living, for example, becomes unnecessarily difficult in a society that still views disabilities through an antiquated lens. Equally relevant is the uncertainty of substantial funding for the direct services and supports that people with disabilities and their families depend on every single day to not just survive but also thrive.

It is these types of barriers and so much more that we here at PCCS are dedicated to resolving. Our work is not only focused on making a direct impact in the lives of those we support, but creating a network of disability allies who will accelerate our work toward our mission—a more inclusive community.

PCCS remains a place where people with disabilities can gain access to supportive services while preparing for the future they imagine for themselves.

Our Origin

In 1990, lifelong Staten Island resident cRis marchioNNe found her calling working with people with disabilities at Lifespire. Inspired by the organization's mission, she became a direct support professional. Recognized for her dedication, she rose to a management position, gaining valuable experience over a decade with organizations like the Cerebral Palsy Associations of New York State.

Driven by a desire to do more, cRis started Person Centered Care Services (PCCS) in 2001, officially launching in 2006. Starting from her parents' basement, PCCS grew into a trusted organization supporting people with disabilities across NYC. With a mission to create equitable opportunities, PCCS now operates from Mariners Harbor, serving over 800 people across multiple locations with a staff of 750.

Our Story

2001

Founded by cRis marchioNNe. Person Centered Care Services, Inc. becomes fully incorporated as a not for profit organization.

2007

Launched Housing Subsidy services. Launched Community Habilitation services.

2008

Launched Residential Habilitation services. Established first group home living residence.

2010

Launched Respite services.

2015

Approved as a Fiscal Intermediary provider for people choosing self-directed supports. Established Disability Ally Initiative curriculum.

2001-2006

Networking- exploring and researching how to provide services for people with an intellectual disability.

2006

Received authorization to provide Home and Community Based Services Wavier. Launched Medicaid Service Coordination services. Launched Family Education and Training services.

2009

Launched Day Habilitation services.

2012

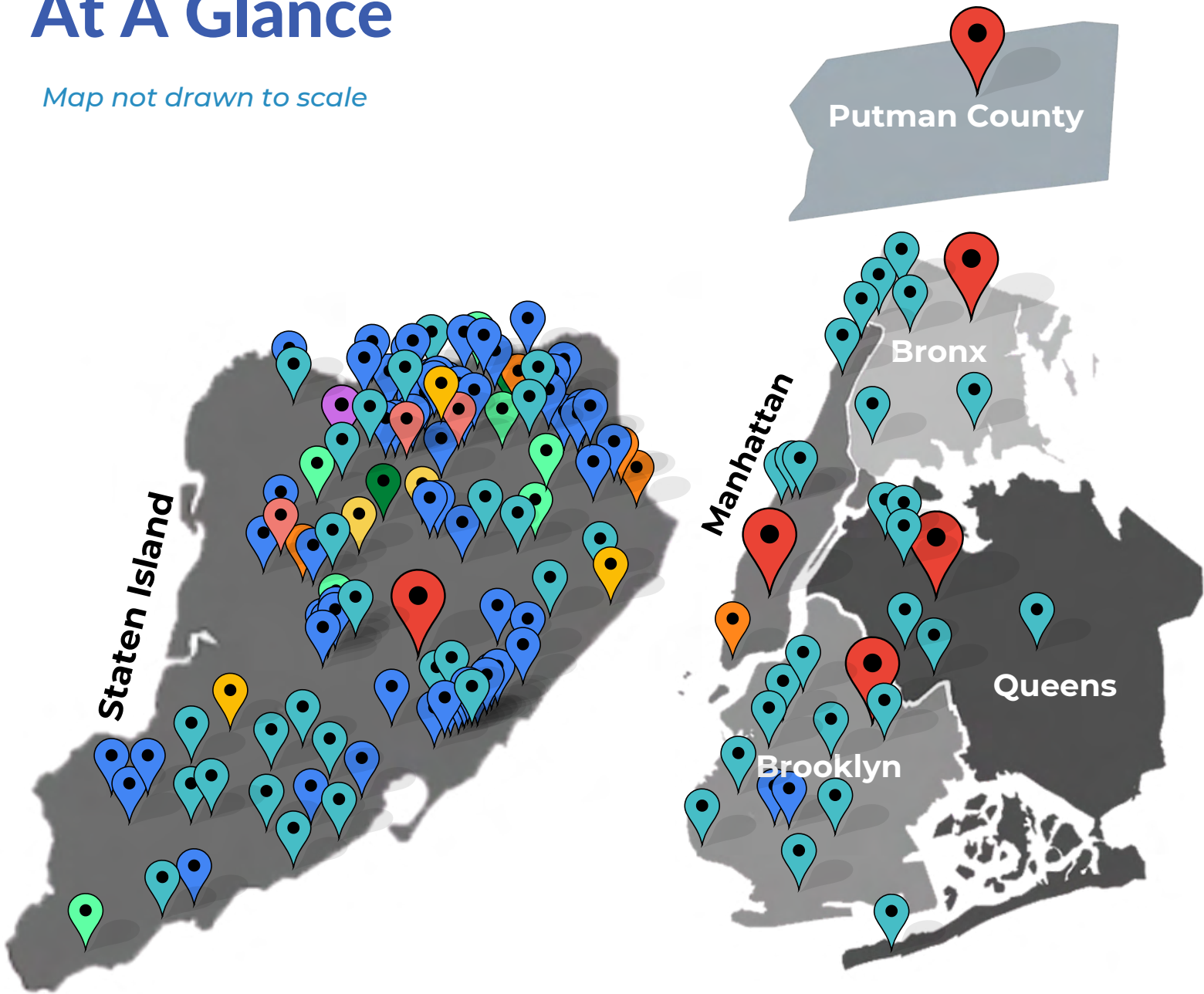
Expanded Residential Habilitation services. Established second group home living residence.

2016-2023

Established career supports, providing Supported Employment and Community Pre Vocational services. Expansion of all services.

At A Glance

Map not drawn to scale



AS OF DECEMBER, 2023

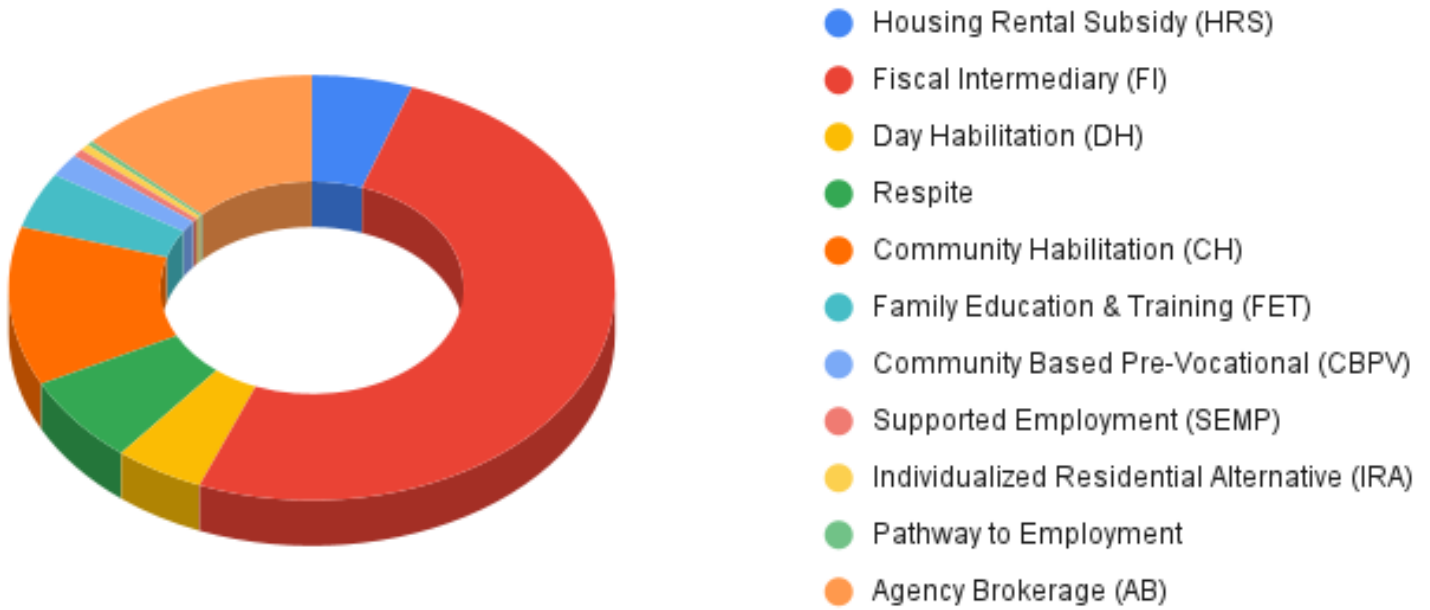
887

PEOPLE SUPPORTED

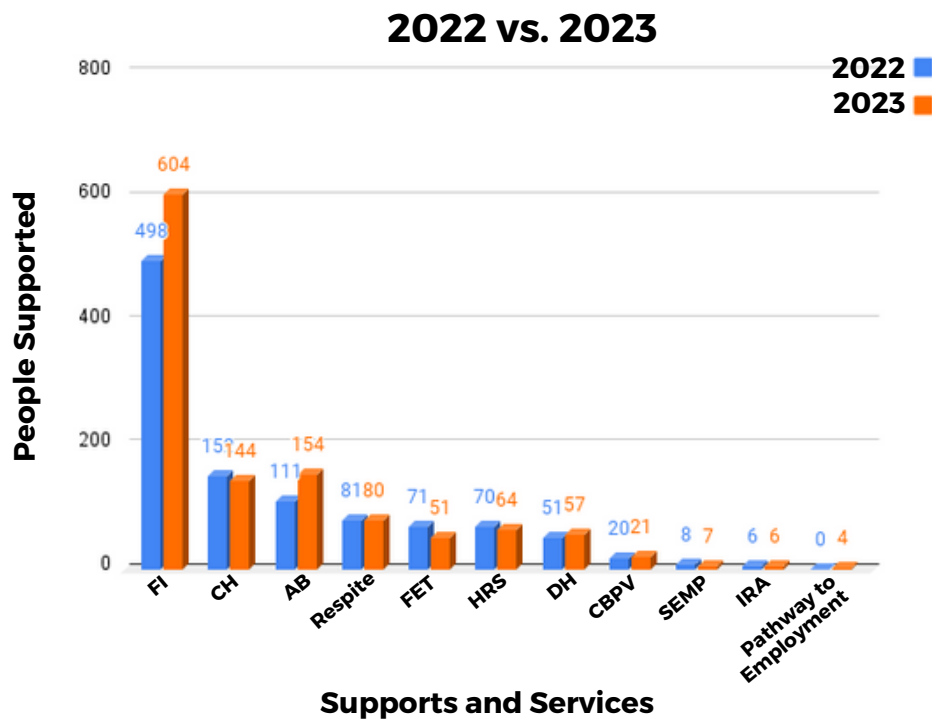
- Main Office Building
- Individualized Residential Alternative
- Housing Rental Subsidy
- Worksite for Employment
- Disability Ally Initiative Training & Advocacy Site
- Volunteer Site
- Holiday Drive Site
- Co-located Site
- Self-Direction Services (Offered throughout the five boroughs and Putnam County.)
- Family Educations & Training Services

Our Services

As of December 31, 2023 Person Centered Care Services supports 887 people.



At Person Centered Care Services, our programs and services put people first. We are dedicated to providing supports that not only enhance the lives of people with disabilities but also impact the communities they live in. Everyday, we support families of people with disabilities, we include those we serve in community activities to expand their skills and experiences, we engage members of the communities we work in through diversity and allyship trainings, and in all that we do, we are always advocating for equal access and opportunity for those who need it.



Day Habilitation

Our Day Habilitation (Day Hab) program provides support for young adults who want to develop friendships and relationships with peers and people in the community, learn how to better read and write, and/or build volunteer experience and work-ethic in places where they would like to work or give back to the community. We work closely with local businesses and community organizations to find volunteer opportunities that match the interests of the people we support. With such collaboration, our local partners gradually develop sustained and meaningful relationships with the people we support and further become invested in becoming allies who want to create even more opportunities for those we serve.



- SI Giving Circle
- Meals on Wheels
- Daddy O's
- Ocean Breeze Athletic Complex

Program Highlights

- Successfully completed 2 productions with Moonlight Productions.
- Engaged in exciting trips to Turtleback Zoo, Six Flags, Dave and Busters, and Medieval Times, while participating in enriching activities like Chance 2 Dance and Yoga with CC.



Community Habilitation & Respite

Community Habilitation (Com Hab) is a program that provides habilitative services at home or in the community (non-certified settings). Com Hab supports encourage community inclusion, integration, relationship building and independent skills. A person enrolled in Com Hab is assigned a Direct Support Professional (DSP) to support them to work on person centered goals of their choice. Some examples of a person's goals can include developing transportation independence skills, community safety and awareness, financial literacy skills and improving on activities of daily living. Com Hab can take place working with a DSP staff one to one, or in small groups. Telehealth options may also be available for Com Hab. Engaging in activities in the community helps a person to develop meaningful and long-lasting relationships. Our DSP staff work closely with people we support, mentoring and ensuring teachable moments every step of the way to support people to achieve their goals.

Program Highlights

- With 42 people receiving in-person Respite services and over 50 receiving Com-Hab services, many are achieving their goals. Goals vary from college degrees to new creative endeavors!



Housing Rental Subsidy

The people we support who are ready to live on their own are often eligible to enroll into and receive what is known as Housing Rental Subsidy (HRS) Program. With the help of dedicated administrative staff and Com Hab Direct Support Professionals, the program not only works to locate and rent apartments to those we serve, the program also ensures that the people receiving services are supported by staff, as needed. The program assists adults with developmental disabilities who wish to live independently or receive rental subsidy by providing funds to pay for housing costs. A person enrolled in this program is responsible for paying a portion of their income towards rent while the subsidy covers the remainder. We support **70** people living in their own apartments.



Individualized Residential Alternative

Some of the people we support may not be ready to live on their own, or prefer not to. As a result, the program known as the Individualized Residential Alternative (IRA) program is designed to accommodate more than one person in a group living setting. By living with roommates, the people we support have the opportunity to develop long-lasting friendships, have a sense of safety, and be an active community member. Residents who are receiving IRA services are supported around the clock by qualified Direct Support Professionals who craft teachable moments around daily living activities such as: preparing meals, doing laundry, grocery shopping, and other individual needs specific to each person's development.

Program Highlights

- During the 2023 fiscal year for NYSID, PCCS has been able to get essential items and moving expenses reimbursed for 25 people supported. One person supported received furniture donations from someone outside PCCS when she moved, and another received a TV donation!
- Two people supported have been hired at PCCS as Direct Service Providers to assist their peers working on goals.

Program Highlights

- Boone IRA enjoyed a five-day getaway to Monticello including water park adventures and shopping experiences.
- Melba IRA had a retreat at the 1000 Acres Ranch.

Fiscal Intermediary

Supports in the form of programs and services that are provided to a person with a disability are meant to empower and give control back to the person and their family. Self-Direction gives the people and families we support the flexibility to choose the mixture of supports and services that are right for them, the staff and organizations that provide the services, and the schedule that works best for them, so they can live the life they want. Through Self-Direction, a person and their family can take control of the many components required to fund and maintain the services that are most valuable to them. Our Fiscal Intermediary and Agency Brokerage services make this possible by offering a wide range of supports to people and families who choose to self-direct their services.

Agency Brokerage

In a Brokerage Service, Brokers work closely with people and families receiving Self-Direction services to help them coordinate the supports and services that are meaningful to them. Brokers provide connections to relevant services and available community resources, assist with understanding and developing a budget for services and much more.

Family Education & Training

Family Education & Training (FET) provides education and training to care-givers of children under the age of 18 who are enrolled in the Home and Community-Based Services (HCBS) Waiver. A well-informed family makes all the difference in the quality of life that both children with disabilities and their family experience. Providing support for families, then, ensures that they are not only able to understand how to give the best care to their loved ones but have all the necessary resources to do so. Our Family Education & Training sessions provide families with valuable resources and information about service alternatives available to them and how to gain access. We currently have **71** families participating in FET.

Program Highlights

- There has been 148 enrollments in 2023, bringing the total to 536 people receiving Fiscal Intermediary services and 154 receiving Agency Brokerage.
- Lori Catricola, Agency Support Brokerage Team Leader and Melissa Chapman, Assistant Director of Self-Direction represented PCCS at the 2023 New York Alliance held in Albany in October.
- Self Direction participant Jillian Miano competed in the "The Opening Act" (contest). She made it to the quarter finals.



Employment Supports

Transitioning into a new work environment can be challenging, and sometimes the support services at this stage can make all the difference. Our **Supportive Employment (SEMP)** program assists people supported before becoming an active employee. Our staff work with each person, as needed, to build on-the-job experience and ensure that the person is not only well supported—by job coaches or other supportive staff—but the work environment is accessible and hassle-free.

Community Based Prevocational (CBPV) is designed for people to learn a variety of different work readiness skills. It prepares people for paid or unpaid employment, by focusing on specific tasks that do not primarily focus on a specific job. Services include but are not limited to professionalism, following directions, attending to task, completion of task, multi-tasking, time management, problem solving, travel training, instruction on the proper use of job-related facilities (lounge/common areas, lunch rooms/cafeteria, and rest rooms), benefits planning, assessing work interests, technology assistance, and safety. There is opportunity for people to learn how to adjust to the productive and social relationship demands of the work place. In addition, people will become familiar with individualized job production and performance requirements. The purpose of the service is to develop work readiness skills while being out in the community rather than teaching a specific job skill.

Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) is an employment program funded by The New York State Education Department (NYSED). The purpose of ACCES-VR is to assist people with disabilities to achieve and maintain employment and to support independent living through training, education,

Program Highlights

- Job coaches have achieved milestones in professional growth such as getting CBPV participants engaged with new community partners like Island Pet Resort, Party City, and Z-One Diner.
- Several program participants secured paid employment at locations including McDonald's, Pet Smart, Staten Island Care Center, and Macy's.
- Comprehensive trainings for job coaches' development is ongoing. Topics to be covered include Customized Employment Strategies and effective indirect billing.





SEATTLE



- Pet Resort
- Party City
- Z-One Diner

rehabilitation, and career development. ACCES-VR provides career counseling and guidance, assessments to help identify skills, abilities, and interests, benefits advisement and more.

Turning an internship position into a full-time position is one of the best ways to develop skills in a new job field and transfer those learned skills into a position with the same requirements. The [Employment Training Program \(ETP\)](#) provides people with disabilities with a faster track to becoming employed. Every internship leads to permanent employment at a local business in the community. ETP services include increased job development and job coaching as well as assistance with other employability skills.

[Pathway to Employment](#) helps people with disabilities identify their strong points, skills, interests and job goals. Pathway to Employment is open to anyone leaving high school, receiving day habilitation or pre-vocational services or are interested in getting and keeping a job. People receiving services can explore the work world through job shadowing, internships, and volunteering. They will learn how to apply for jobs and volunteer positions, prepare a resume and get ready for interviews.



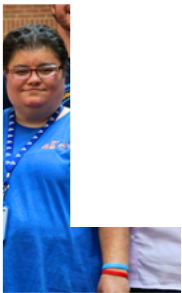
Enroll Today!

For more information or to enroll in our supports and services, contact our Intake & Benefits Specialist, Lucia Rossi at LRossi@pccsny.org.

Disability Ally Initiative



Reflecting on the past year, it becomes evident that society's perspective on disability has had a profound impact on the quality of life experienced by people with disabilities. Frequently, disability is erroneously perceived as a personal burden, something that solely affects the person bearing it. However, in reality, the challenges associated with disabilities often arise from the struggle of people with disabilities to navigate an inaccessible society. The majority of those living with disabilities, along with their families, invest a substantial amount of their time and energy in advocating for accessibility, the right to receive a proper education and necessary services within schools, the opportunity to pursue jobs they are qualified for, equitable treatment in their interactions with others, a place to call home, and the chance to form enduring relationships, among other fundamental rights.



In the past year, we've witnessed positive changes as various entities such as businesses, educational institutions, healthcare providers, and other community-based organizations and members have taken proactive steps to embrace the principles of the Disability Ally Initiative training. Through this initiative, these allies have created opportunities for people with disabilities and their families to experience equitable treatment, reside in an accessible community, access job, education, and housing opportunities without fear of discrimination, and engage in meaningful interactions with their peers and the broader community. PCCS has facilitated **52 Disability Ally Initiative trainings this year**. The sessions amassed **745 participants in total**, bringing an incredible amount of training to the masses.

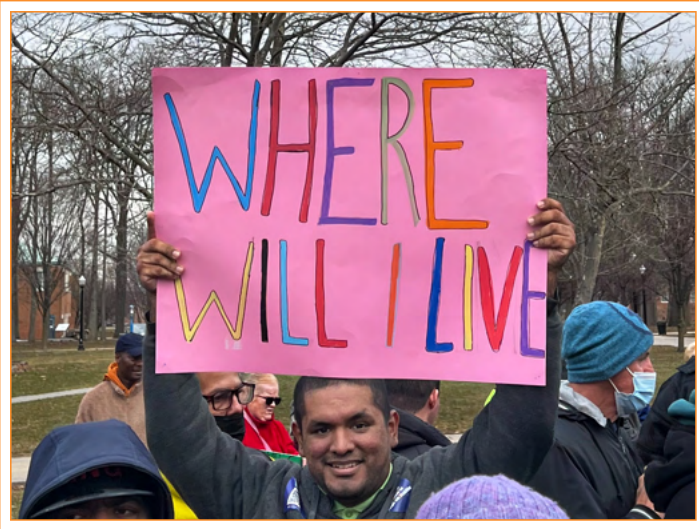


Person Centered Care Services took an active role in promoting inclusivity by conducting Disability Ally Initiative training at the In My Mind Conference on October 12, 2023 at Hofstra University. This conference, centered on the experiences of LGBTQIA+ Black and People of Color living with Serious Mental Illness, Physical and Cognitive struggles, and across the neurodiverse spectra, provided a platform for the Disability Ally Initiative to foster understanding and support within this community.

DAI Partners:

- AHRC Residential Program
- AHRC Day Habilitation and Employment Services
- College of Staten Island
- SIPPS Community Health Worker Program
- Tri County Care
- Pride Center of Staten Island
- Nassau County Mental Health Association
- PS 373 PTA

Moments to Celebrate



Disability Pride Event

The first ever Disability Pride event of epic proportions was held at the College of Staten Island, bringing together many organizations with similar causes. This event had a fantastic outpour of support from the local community, engaging hundreds of visitors taking the time to learn more about PCCS, amongst others! Not only that but significant speakers were present from all around the boroughs, voicing their thoughts on ongoing disability support.



S.O.S. Rally

Communities united in a citywide collaboration at College of Staten Island, converging on March 10, 2023, to spotlight the imperative of investing in the future of individuals with intellectual developmental disabilities. The rally resonated with large groups from various boroughs, emphasizing the crucial role of Direct Support Professionals in providing care and support. [Read more about the event here!](#)



Parking Lot Purchase

PCCS is proud to announce that we sold the parking lot at the main office for around three million dollars. These finances will help and be used for administrative staff, being poured into the people that make working here possible. Not only is this a huge chunk of funds to make sure workers in the disability field are properly paid, but it helps ensure a progressive change in the future of this line of work.



Accessible Vehicle

Person Centered Care Services is so proud to have received an Accessible Vehicle for those supported. This vehicle was proudly purchased through **The Staten Island Foundation grant!** This isn't only a vehicle, it is a staple piece of what PCCS stands for. With this new addition for those who are registered, PCCS takes another step forward in pushing boundaries. Everyone couldn't be more excited for what the future holds.

Empowerment Day

The event served as a platform for professionals in the social services sector to come together, engage in discussions, and embark on a journey of self-reflection. Through workshops, seminars, and collaborative activities, attendees had the opportunity to revitalize their passion for their crucial roles in supporting others. One highlight of this day was the gracious Community Service Award bestowed upon us by the Soroptimist Group.



Paycom Grant

Person Centered Care Services (PCCS) achieved a significant milestone with funding support from Paycom. The contribution allowed us to enhance our snack cart and lunch program by acquiring a cash register. This addition empowers individuals we support with essential money management skills, while also fostering socialization and enhancing activities of daily living (ADL) skills. PCCS is grateful for the partnership!



Staten Island Foundation Elizabeth Dubovsky Grant

PCCS also had the pleasure of receiving the Staten Island foundation grant regarding the Elizabeth Dubovsky Fellowship. PCCS interns Dorothy Neske and Angelica Vasquez were the recipients of this received grant.

SPOTLIGHT



IWONA TUTKA

Celebrating 7 years of dedication, Iwona Tutka stands as an unwavering pillar within our agency. Despite facing and triumphing over numerous obstacles, her commitment to success shines through, both in her support for the individuals under her care and her relentless pursuit of continued education. Her journey is a testament to resilience and a beacon of inspiration for the entire team.



ANDRIANA STRONTSITSKA

In a brief yet impactful tenure, Andriana has demonstrated remarkable dedication and accelerated growth in skills and knowledge at PCCS. Her rapid advancement highlights not only her personal commitment to professional development but also positions her as a valuable asset to our team, contributing significantly to our collective success.



LENICE WIGGINS

Lenice has been with the agency for years. She is always willing to learn and grow. She is a helping hand to anyone who needs it.



DIANE NORBY

Diane has been here for 15 years she is the true definition of lifelong achievement and dedication of being a DSP. Diane continues to grow.



TROY JORDAN

Troy has 6 years in the Career Supports program. He joined Career Ladders to make a difference in the work he is doing.



GABRIELLE ARGUMPER

Works in our dayhab and always strides for excellence.



DEON IVORY

Has been with PCCS since 2016 and jumped aboard the career ladder program to advance his career skills.

Food Pantry Pop-Up



The collaboration between **Person Centered Care Services** and **Amanda Donates** marked a compassionate and impactful start to the year. The joint effort aimed at providing daily-use items showcased a commitment to Person Centered Care, highlighting a holistic approach that goes beyond traditional services. The initiative encompassed a wide array of essential items, ranging from canned goods and toiletries to clothing, reflecting a comprehensive understanding of the diverse needs of the community.

The collective enthusiasm of the participants created a collaborative and supportive atmosphere. Working together, they formed a cohesive team dedicated to fostering a sense of community and well-being. The event was not merely a distribution of goods but rather a manifestation of a shared vision for a caring and interconnected community.

The availability of water, milk, winter coats, shoes, medicine, and more ensured that the event addressed not only immediate concerns but also contributed to the long-term care of those in attendance.

The ripple effect of events like these goes beyond the immediate recipients. The outreach program became a catalyst for community bonding, breaking down barriers and fostering a positive environment. Such initiatives contribute to the creation of a supportive ecosystem where individuals feel valued and cared for, reinforcing the idea that the community can come together to address shared challenges.

In essence, the partnership between Person Centered Care Services and Amanda Donates exemplifies the power of collaboration and community engagement. By focusing on the diverse needs of the population and fostering a sense of shared responsibility, they set the stage for continued efforts to enhance the well-being of the community they serve.



Tap Into emPowerment Conference

Taking place on May 18th, 2023 at the Jewish Community Center on 1466 Manor Road, pivotal discussions centered around rethinking the support provided to Direct Support Professionals began. Recognizing the vital role these individuals play in enhancing the quality of life for people with disabilities, participants explored innovative approaches to training, professional development, and support systems for DSPs. Aimed to amplify the voices of these professionals, everyone acknowledged the challenges they face.



Workforce Transformation Panel:

- How the workforce crisis affected panelists professionally and/or personally.
- Making things better.
- Initiatives in place that help now and future initiatives being worked on.
- Things people can do beyond those initiatives.
- Challenges that are faced due to lack of funding in agencies.

Supports & Services Panel:

- Being in charge of the decisions that affect panelists lives.
- Redesigning the service system and what it should look like.
- OPWDD initiatives in progress and future developments that will lead the future of service.
- Technology impact on the service system and whether these updates are good, bad, or even inclusive.

Business & Development Panel:

- Business owners spoke on the capacity they had as far as hiring people with intellectual disabilities.
- Ensuring businesses are inclusive and accessible.
- Describing best practices to ensure inclusive/accessible services.
- Businesses and Organization collaborations with the disabled community.
- Challenges faced in getting a job or working.

Workforce Transformation Panel:

Kathy Brown

NYS E-Badge Academy Administrator, National Alliance for Direct Support Professionals (NADSP)

Vanesa Limani

Community Liaison, NYS Senator Jessica Scarcella-Spanton

Donna Long

Director of External Affairs, Crossroads Unlimited, Inc./Parent
Co chair of Advocacy Committee of SIDDC

Allison McCarthy

Direct of Strategic Initiatives, Office for People with Developmental Disabilities (OPWDD)

William Myhre

Director of Human Resources, Eden II Programs

Doreen Smith

Direct Support Professional, Person Centered Care Services (PCCS)

Eric Goldberg

Self-Advocate, Disability Action Advocates (DAA)

Supports & Services Panel:

Joseph Conte

Executive Director, Staten Island Performing Provider System (SIPPS)

Eric Goldberg

Self-Advocate, Disability Action Advocates (DAA)

Jason Harr

First Vice Chair, Staten Island Developmental Disabilities Council (SIDDC)

Donna Long

Director of External Affairs, Crossroads Unlimited, Inc./Parent
Co chair of Advocacy Committee of SIDDC

Allison McCarthy

Direct of Strategic Initiatives, Office for People with Developmental Disabilities (OPWDD)

Michael Weinberg

Vice President of Residential Services and Housing Solutions, AHRC New York City

Amelia Winter

Chief Program Director of Social and Senior Services, JCC of Staten Island

Business Development Panel:

Beth Benjamin

Director of Employment Services, On Your Mark

Megan Coppola

Owner, Beans & Leaves Cafe

Allison McCarthy

Direct of Strategic Initiatives, Office for People with Developmental Disabilities (OPWDD)

Rosemarie Parker

Housekeeper, Hampton Inn

Christine Zahra

Founder, Moonlight Productions

Ryan Purcell

Self-Advocate, Disability Action Advocates (DAA)

Jackie Scarcella

Executive Director, A Very Special Place (AVSP)

Suzanne Vaiana

Director of Team Success, The Nicotra Group

Karen Weckerle

Agency Support Broker, Person Centered Care Services (PCCS)



Workforce Transformation Panel:



Supports & Services Panel:



Business Development Panel:

Appreciation Day

Direct Support Professional Recognition Week is an annual observance dedicated to acknowledging and honoring the contributions of Direct Support Professionals (DSPs) who provide essential care and support to people with disabilities. This week-long celebration takes place in September and serves as an opportunity for organizations and communities to recognize the hard work, compassion, and dedication of DSPs.

DSPs play a crucial role in the lives of the people they support, assisting with various daily tasks, promoting independence, and fostering a sense of community and inclusion. They work in diverse settings, including group homes, community centers, residential facilities, and private homes, providing personalized care to enhance the quality of life for people with disabilities. During DSP Recognition Week, efforts are made to raise awareness about the importance of the work DSPs do and the positive impact they have on people supported.

The week is not only a time to celebrate and honor DSPs but also to advocate for the recognition of their contributions and the importance of adequate support systems, training, and fair compensation in the field of direct support services. It aims to highlight the value of person-centered care and the profound difference DSPs make in the lives of those they support. Direct Support Professional Recognition Week serves as a platform to foster a deeper understanding of the essential role DSPs play in creating inclusive and supportive communities.

PCCS celebrates by shining a spotlight on the remarkable DSPs and express our sincere appreciation for the tireless efforts they invest in making a positive difference. Their role extends beyond the professional realm – it is a calling that requires empathy, patience, and a profound understanding of the unique needs of each person they support. On Saturday, September 16th, PCCS hosted a heartwarming Appreciation Day event, uniting over 200 attendees in a joyous celebration of DSPs and their incredible dedication. Families of DSPs joined the festivities, fostering a sense of community and connection. The event provided an opportunity for everyone to come together, share stories, and strengthen bonds.

The Appreciation Day event concluded with heartfelt closing remarks, expressing gratitude to DSPs, their families, and the community for coming together to celebrate.

Vendors included: Gorilla Cheese NYC, Joyce's Tavern, Exotic Bowls, Party Jam & Chocolate & Balloons.

Recap Video:



Sponsors:

Al Lambert Associates, Inc.
Aurora Computers
A Very Special Place
Catholic Charities of Staten Island
City Access NY
Claire Greer
Community Resources Staten Island
Crossroads Unlimited Inc.
Eden II Programs
Empire State Bank
eVero Corporation
Jacqueline Rumolo
John Zaccone
Modest Community Services
On Your Mark
RPM Insurance
Staten Island Center for Independent Living
The GRACE Foundation of New York
Therapy Connection
We Clean 4 U

Sensory Santa

On December 2nd, 2023, families gathered for the first Sensory Santa since the pandemic which was filled with joy and heartwarming moments, marking the perfect start to the festive season.

Our Sensory Santa event provided a unique and inclusive opportunity for families to create cherished memories with Santa Claus. The atmosphere was filled with excitement as over thirty families embraced the holiday spirit, capturing precious moments through enchanting photos that will be treasured for years to come.

The event offered a delightful array of activities for everyone to enjoy. Children and their families engaged in festive arts and crafts, adding a touch of creativity to the season.

Person Centered Care Services is thrilled to have made this celebration happen, creating an inclusive space where families could come together to share in the magic of the holidays. The Sensory Santa event exemplified our commitment to person-centered care, ensuring that every individual had the opportunity to experience the joy and wonder of the season.



Allison Taylor
PHOTOGRAPHY

**Real Bearded
Santa**

NADSP Grant & Conference



Making a world of difference
in people's lives

NADSP Conference:

Alexa Donnelly, Deputy Executive Director, and Nisha Tumber, Director of Outreach & Engagement had the pleasure of presenting at the National Alliance for Direct Support Professionals (NADSP) 6th Annual Conference in Pittsburgh, Pennsylvania.

This two-day, in person conference was the perfect opportunity for Person Centered Care Services to step out into the limelight, showcasing the commitment PCCS has in the disability field.

Featuring a trio of impactful keynote presentations, three engaging pre-conference sessions, and a diverse array of twenty dynamic breakout sessions, our two-day event is brimming with numerous chances to commemorate, forge connections, and exchange insights on the latest advancements shaping the direct support workforce.

NADSP Grant:

Person Centered Care Services was chosen by the National Alliance for Direct Support Professionals (NADSP) as one of the seventeen organizations selected for the New York State Credentialing Pilot.

This grant has been successful in helping Direct Support Professionals achieve success in training and certification.

Thanks to the Office for People with Developmental Disabilities (OPWDD) agreement, the grant empowers Person Centered Care Services employees to pursue NADSP Certification through the NADSP E-Badge Academy. Notably, they won't need to bear the associated costs throughout the grant period, offering a valuable opportunity for professional development. This grant has been successful in achieving certifications without boundaries.



Career Ladder Program

Person Centered Care Services Career Ladder program was developed to elevate retention rates and to foster the growth and development of dedicated staff in their roles as Direct Support Professionals (DSPs). DSPs embark on their professional journey at Level One, engaging in a comprehensive series of trainings. As they progressively hone in on and refine their skills, they ascend to Level Two, a stage that entails immersing themselves in the esteemed National Alliance for Direct Support Professionals (NADSP) certificate program.

The certificate program is a comprehensive national credentialing initiative designed to elevate the standards and competencies of those working in the disability field. Throughout the program, participants engage in a robust curriculum that covers a wide range of topics, from person-centered approaches and effective communication to advocacy, ethics, and the promotion of individual rights.

The program places a strong emphasis on fostering a culture of respect, dignity, and inclusion in support services. It equips DSPs with practical tools, strategies, and a deep understanding of the values that underpin quality care for people with disabilities. This certificate serves as a symbol of DSPs dedication to excellence in the direct support profession and ongoing commitment to continuous learning and improvement.



Perks of the Career Ladder Program:

- Potential to earn up to \$4/hour more
- Sign on bonuses up to \$300
- Shift Differentials
- Stipends
- Paid Trainings
- Seniority Recognition
- Education Recognition

Learn More:



Career Ladders Graduation

This event allowed the Career Ladder Graduates to step into the spotlight and join Person Centered Care Services for a spectacular Year-in-Review Celebration, dedicated to honoring the remarkable achievements of their work. As we gathered to applaud the dedication and perseverance of those who successfully completed certifications or the entire program, this night was truly unforgettable.

By extending support to the trailblazers who conquered milestones in their professional journeys, this evening promised an abundance of excitement, laughter, and shared triumphs. PCCS loved immersing everyone in the festivities as we came together to revel in the hard work and accomplishments of the outstanding graduates.

A delectable array of culinary delights was presented for attendees and their plus ones. Not only that but the graduates let the rhythm push them through the night with the beats of our talented DJs, ensuring a night of dancing and celebration. Memories were also captured with vibrant photo booths, creating snapshots that will forever encapsulate the joyous moments of this significant occasion.

Joined in making memories that will last a lifetime, PCCS honored the dedication and success of the Career Ladder graduates. Their presence added to the magic of the evening, making it a truly unforgettable celebration of achievement, growth, and the boundless possibilities that lie ahead.



Holiday Drive

As we close the chapter on this year, we reflect on the heartwarming success of Person Centered Care Services' (PCCS) annual holiday drive. Fueled by the generosity of our community, we successfully crowdfunded and raised sufficient funds to bring joy to the students of the Robert Randall School (P.S. 373R) and North Shore Annex (P25).

Central to this effort is our dedicated Day Habilitation program, designed for adults with disabilities to volunteer and engage in the community. Their unwavering commitment is evident as they plan, shop, wrap, and craft to ensure a memorable holiday experience for the students. The Day Hab team not only brings smiles to young faces but also serves as inspiring role models, showcasing the boundless opportunities ahead.

This year's holiday season embodies the spirit of community, compassion, and the profound impact we can achieve together. As we look back, we celebrate the collective efforts that made a remarkable difference in the lives of the students at the Robert Randall School & North Shore Annex, setting the stage for continued positive change in the coming year.



\$7,393.26
raised!

Over 900 student gifts!



Over 600 teacher's gifts!



A total of 10 sites!



Schools Visited:

- PS/IS25R
- PS 58
- PS 84
- PS 48
- PS 861
- PS 6
- IS61
- PS 74
- Main
- Mini

Public Donations

Bowlathon:

In a heartwarming display of community spirit, around 40 attendees gathered at Rab's Bowling to support the Annual Holiday Drive. Laughter echoed through the lanes as PCCS supporters engaged in over an hour of lively bowling, transforming the day into a joyous celebration of fun and camaraderie.

Amidst the strikes and spares, PCCS took the opportunity to advocate for the upcoming Holiday Drive, creating a seamless blend of entertainment and purpose. This memorable moment encapsulates the power of coming together for a common goal, showcasing how a day of fun at Rab's Bowling can also be a meaningful step towards making a positive impact in the community.

Raising Dough Fundraisers:

During the "Dine-in & Donate" initiative with Person Centered Care Services at Jimmy Max, PCCS dedicated itself to spreading joy to the students of the Robert Randall School (P.S. 373R) and PS/IS 25R North Shore Annex through fundraising.

By simply mentioning PCCS, an incredible 50% of their bill was generously contributed to the Holiday Drive, helping make a significant impact on the lives of these students.

Together, everyone turned ordinary dining experiences into opportunities to make a difference, bringing smiles to the faces of those in need. The "Dine-in & Donate" campaign at Jimmy Max exemplified the power of community coming together for a noble cause, embodying the true essence of the holiday season.

PayPal Funding:

Amongst all the above ways of collecting funds for the Holiday Drive, PCCS always has an open campaign that allows people to fund the drive throughout the year. As PCCS always strives to create more donations, it is a goal to continuously up the campaign, hence forth paying it forward to more schools. The PayPal campaign is a fundamental factor in creating PCCS' successful drives.

Workplace Culture

PCCS is about the power of inclusivity, and the team reflects a rich tapestry of backgrounds, experiences, and perspectives. We're not just colleagues; we're a family united by a shared commitment to creating a world where everyone, regardless of ability, has the opportunity to thrive.

As a member of the PCCS team, you'll have the chance to contribute to groundbreaking initiatives that redefine how society views disability. Whether you're involved in innovative projects, collaborating with experts in the field, or spearheading community outreach programs, every role at PCCS plays a crucial part in our collective journey.

PCCS takes pride in being an equal opportunity employer, fostering an inclusive culture that values uniqueness and embraces differences. A strong commitment extends to fair chance forward hiring, ensuring that everyone has an equal shot at building a rewarding career with PCCS.

Join the team here, where your passion meets purpose, and together, we'll continue making a lasting impact on the lives of people with disabilities. Be part of a team that doesn't just dream of a better future but actively works to create it. Your skills, dedication, and perspective are not only welcomed but essential to our shared success. Come make a difference with the PCCS!



Benefits

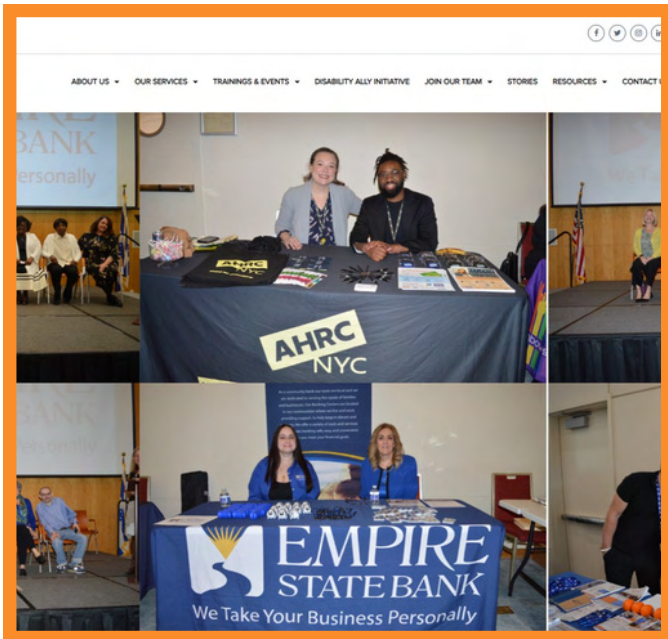
- Flexible scheduling
- Employee assistance program
- Employee discount
- Health insurance
- Paid time off
- Professional development assistance
- Referral program
- Vision insurance
- Free Life Insurance
- Retirement
- Supplemental Insurance (AFLAC)
- Parking/Transit Commuter Benefits
- Pet Insurance
- Tuition Reimbursement
- Verizon Wireless Discounts
- Working Advantage Discounts
- Employee Assistance Program
- Employee Support Initiatives
- Time off Packages



Scan the QR code to view
PCCS' open positions

Website Revamp

Old Design:



New Design:



Why is the Person Centered Care Services website so important?

PCCS wanted to reemphasize the importance of the website and decided to completely rehaul the current format. This newly designed website is built from the ground up, being created to feel and be more inclusive to those who visit. The old version of the website featured blocky texts and fonts that were not accessible by those in the disability community. After learning of this, PCCS worked with a team to get all text recreated into an inclusive font, along with creating a navigation system that is easier to access.

According to [AbilityNet](#), 90% of websites fail to meet accessibility needs of people who rely on assistance. When PCCS learned of this number, it was made clear that the website needed to be remade in a creative and intuitive way. This new design features up to date and proper ADA compliance. Not only that, but PCCS is working on converting a large majority of documents into plain language documents.

The website will continue to be a staple of Person Centered Care Services, more now than ever before. **JMT Media** has helped make exciting updates like a Career Portal, accessible design processes, and breaking PCCS news will make the website revamp an evidently great investment. Most visitors decide to access the website as a primary source of locating PCCS updates, so it is without a doubt a huge step forward.

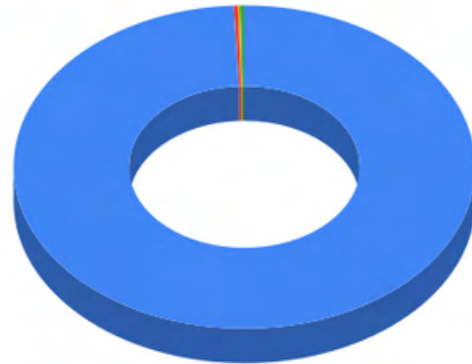
Financial Report

FY2023

Operating Revenue and Support

Programs:	\$26,349,635.00
Grants/Contracts:	\$86,450.00
Contributions:	\$31,333.00
Miscellaneous:	\$85,294.00
Total:	\$26,552,712.00

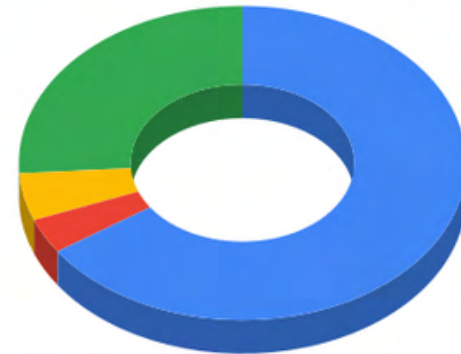
● Programs ● Grants/Contracts ● Contributions ● Miscellaneous



Expenses

Total Salaries & Fringe:	\$17,239,185.00
Total Professional Fees:	\$947,888.00
Total Occupancy Expense:	\$1,281,436.00
Total Other Expenses:	\$6,857,080.00
Total Expenses:	\$26,325,589.00

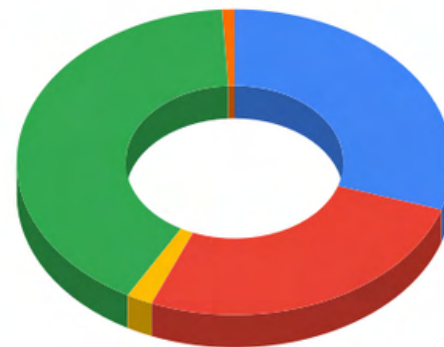
● Total Salaries & Fringe ● Total Professional Fees ● Total Occupancy Expense ● Total Other Expenses



Assets

Cash:	\$3,463,544.00
Program Receivables:	\$3,015,987.00
Paid Expenses:	\$223,455.00
Other Assets:	\$4,717,850.00
Non-Current Assets:	\$105,110.00
Total:	\$11,525,946.00

● Cash ● Program Receivables ● Prepaid Expenses ● Other Assets ● Non-Current Assets



● Total Liabilities ● Unrestricted Net Assets



Liabilities and Net Assets

Total Liabilities:	\$5,388,431.00
Unrestricted Net Assets:	\$6,137,515.00
Total:	\$11,525,946.00

Donors & Sponsors

As of December 31, 2023

Person Centered Care Services wishes to acknowledge and thank the many organizations, corporations and community members whose cumulative gifts for 2023 represent their investment in our mission.

Achieve with Andrea
Aflac*
AHRC New York City*
Al Lambert Associates, Inc.*
Alexa Donnelly
Allison Knapp
Alvin Lewis Macareno
Alyssa Gomez
Ann Marchionne
Ashley Boland
Aurora Computer*
A Very Special Place (AVSP)*
Bianca Stewart
Catholic Charities of Staten Island*
City Access NY*
Claire Greer*
Claire Tedaldi
College of Staten Island*
Community Resources Staten Island*
Constance Pattison
Courtney Garofalo
cRis marchioNNe
Crossroads Unlimited Inc.*
Denise Diaz
Eden II Programs*
Empire State Bank*
eVero Corporation*
Felicia Santos
Fenix Studios*

Frank Marchionne
GameU*
George Zaloom
Giovanna Stewart
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Kathleen Whyte-Lipszyc
Kristiana Monterosso
Lenore Puelo
Letetia Omundsen
Lindsay Villanti
Loriann Catricola
Mary Ann Lorito
Mary Rafferty
Melissa Chapman
Melissa Chirco
Melissa Idler

Michelle Toye
Midland Pharmacy
Misty Napolitano
Modest Community Services*
Moonlight Productions*
Nadine Ellerthorpe
Nancy Badagliacca
Nicole DelPrete
Noelia Perez
Northfield Bank*
On Your Mark*
Oralia Muniz
Partners Health Plan*
Patricia Tedaldi Monti
Project Hospitality*
Rainbow's Reach*
Rita Abraham
RPM Insurance Agency*
Shanice Wilson
Staten Island Center for Independent Living*
Tarra Okraszewski
The GRACE Foundation of New York*
Therapy Connection*
USI Insurance Services*
Victoria Latona
Vincent DeBernardo
We Clean 4 U*

*2023 Sponsors

2023 Strategic Plan



GOAL #1: PCCS will showcase and celebrate our workforce, culture, and services in newsletters, monthly agency update meetings, social media, and websites.

UPDATE: PCCS has currently initiated the process of “Stay Interviews”, in highlighting current employees on social media and their reasons on why they are committed to PCCS. The Community Relations team is also currently working on adding a “Workforce Culture” page to PCCS’s website.



GOAL #2: PCCS will continue to disseminate information through multiple methods including but not limited to email, texting, website, social, videos, memos, and newsletters.

UPDATE: The Community Relations team is currently working with JMT media to revamp our website.

The Community Relations team have also been reaching out to employees, families, and service recipients currently not enrolled in eVero texting to assist them in using this feature.



GOAL #3: PCCS will streamline paperwork, policies, procedures, and forms for staff and develop better training as well as reference tools. This will include but not be limited to the systems we use such as eVero, Paycom, Relias etc. All relias administrators are undergoing training to become certified and enhance our user experience and system capacity.

UPDATE: The Quality Management team is currently working with Human Resources, Finance, and programs to develop organizational policies within two identified references: Operations Manual and Employee Manual.

Quality Management is also currently analyzing eVero to increase user capacity, and functionality within various eVero projects.



GOAL #4: PCCS will continue to develop career advancement programs, engage in various recruitment efforts and work towards a more comprehensive benefit package to reduce turnover.

UPDATE: As of April, the Employee Relations Managers have been campaigning for all employees and supervisors around benefits and usage of the Employment Assistance Program (EAP) to engage employees.

In addition, the Human Resources team is currently working on an Imposter Syndrome Workgroup, Feel good Friday’s sessions, and monthly Restorative movement classes, such as Yoga.

The Community Relations department is also sharing organizational culture events in promoting employee engagement and recruiting efforts.

PCCS is in the process of developing position levels within each administrative role to have a career ladder.

PCCS is in the process of developing a negotiation factor for salary upon hire within the wage scale.

PCCS is in the process of finalizing our compensation and benefits policies and procedures. This will include a more structured process for merit increases and bonus’.

Goal #4 Update Continued..

PCCS is in the process of developing the details of year 3 of the DSP career ladder program.

PCCS was awarded the grant from the National Alliance for Direct Support Professionals to certify DSPs and front line supervisors. We have 13 DSPs certified and 3 front line supervisors. Bonus's will be distributed within the next two weeks for employees who achieved their certifications. 27,750 was provided and distributed this Friday, 7/28 16 people in total were certified between March 2023 – June 2023.

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GOAL #5: PCCS will campaign around the chain of command for contacts that employees and participants/families will be provided with, and that staff will be trained on. PCCS will develop a communication protocol to address gaps in communication, within the roll out PCCS will re-train administrators on different departments and role.

UPDATE: [Communication protocol](#) was created to outline communication procedures in addressing communication gaps within all departments.

PCCS also rolled out a role-specific series trainings for all administrators in learning about the different departments and roles at PCCS.



GOAL #6: PCCS will work to restructure all organizational policies, procedures, manuals, help guides in one place for ease of access and information. The policy committee will work to redesign, develop, maintain and implement policies and procedures agency wide. PCCS will begin storing all policies in folders via paycom to be accessible under employee documents.

UPDATE: Quality Management department continues to work collaboratively with Human Resources and Programs to update/develop policies within two manuals identified: Operations Manual and Employee Manual.



GOAL #7: PCCS will work to develop a pipeline of staffing referrals to people/families self-directing for direct support roles.

UPDATE: The Human Resources, Community Relations and Fiscal Intermediary team have collaboratively been working to develop a survey for designee/families to determine staffing needs. The survey will include questions on level of experience and certifications to match potential candidates to families.

Human Resources is also working to add specific questions to the application in Paycom that will include location, schedule, and preferred working environment (smoking/nonsmoking/pets-allergies).

The Community Relations team is also working on creating and establish relationships with other schools and organizations in obtaining staffing referrals through their own job boards, recruitment systems and platforms. PCCS held it's first Meet & Greet on Wednesday, July 19th and will be hosting another on Saturday, July 29th! We connected self-hired staff with attendees to create a funnel for hiring. Around 200 families reached out with interest in the event and we have had success in connecting staff and attendees.

Goal #7 Update Continued...

The Disability Unite event was a huge success where we saw the full 150 tickets sell out days before happening. We had five performers show up to perform in front of a live audience, while also having the ability to walk the lobby and visit around 15 different table booths.

PCCS is a part of the Office for People with Developmental Disabilities Advisory Council for Self-Direction Services.

PCCS is also a part of the Office for the Prevention of Domestic Violence partnering with Developmental Disabilities in which they are planning to launch a Intellectual and Developmental Disabilities Advisory Council.

National Association of Social Workers is also creating a taskforce group of members with expertise in long-term services and supports to revise long-term care standards.

PCCS has been attending the Borough Presidents monthly Disability Roundtables to increase accessibility on Staten Island.



GOAL #8: PCCS will continue advocacy efforts through multiple channels to advance service delivery, options, quality and consistency.

UPDATE: On May 18th, PCCS held their first conference at the JCC, “Tap into Empowerment: reconfiguring humankind and the next generation”, in part of the New York Disability Advocates rally. The conference was a success!

PCCS also submitted the Mother Cabrini Grant Letter of Inquiry to support the implementation of career ladders for other organizations.

PCCS is also applying for Developmental Disabilities Planning Council grant: NY Community of Practice on Diversity, Equity, and Inclusion (DEI) in Developmental disabilities. PCCS is currently working on an Advocacy concert.



GOAL #9: PCCS will engage in multiple efforts to reduce burnout including but not limited to; evaluating job descriptions and the need for additional roles, developing guiding principals for our everyday work structure, surveying and discuss what is working and not working with employees/people supported/families, evaluating performance management data to address areas of opportunity to support and develop employees. performance management data to address areas of opportunity to support and develop employees.

UPDATE: In May, Human Resources started working on developing “Guiding Principles to Avoid Burnout” with a survey to be sent to all employees across all positions to join. Responses from the survey will allow for guiding principles to be developed in reducing burnout for DSPs and Admins with training to follow.

On June 6th, a webinar was conducted with NY Alliance on “How to Stop Second Guessing Yourself” to address burnout. Human Resources also initiated trainings for Directors (Policies on employee benefits, employee handbooks, HR related context) so they in turn can train their teams. Current trainings provided have been successful.

Goal #9 Update Continued...

The Community Relations will also be hosting an empowerment day with NY Alliance day for the first week of September with a presentation on maintaining healthy boundaries while working to address burnout.



GOAL #10: PCCS will continue to engage in multiple efforts to increase engagement across all programs by offering a variety of different group activities, social groups, trips, etc.

UPDATE: The Community Relations department held the Ferry Hawks Baseball game on July 26th where people supported and their families from all different programs attended.

The Clinical Team continues to collaborate with programs on events and activities to engage people supported across residential programs. "Fun Friday's" are hosted by the clinical team every other Friday. This therapeutic and recreational group will focus on conversations surrounding mental health and self-empowerment. This will be opened up to other programs.

"Take Me Home showing" held on 6/16 at AHRC Headquarters. "Take Me Home" is a short film written and directed by Liz Sargent. The film shows the trials and tribulations of two daughters after the passing of their mother and how this affects the care of someone with an intellectual disability.

HRS team continues to host monthly HRS Club Meetings for people supported living in their own apartments to get to know each other and discuss topics related to living independently.

PCCS first prom was held on May 5th for groups ages for 18 and older. PCCS prom will now continue every year as a way to celebrate and increase engagement among members across all programs.

PCCS planned a trip to Roller Jam on July 19th, 2023 along with our upcoming Field Day in which admin staff will get the chance to be outside having a fun day of competition and comradery!

Our Recreational Coordinator has organized group activities for people supported in Community Habilitation & Respite. Recreational programs have included bowling, cooking classes, work out classes, and a group outing to a Ferry Hawks game on July 26th.

2024 Strategic Plan



GOAL #1: PCCS will develop and promote a total rewards package in recruiting postings and efforts for identified hard to fill and/or hard to retain positions.



GOAL #2: PCCS will review, assess, and create efficient processes for employee recognition awards to enhance employee culture of learning, productivity, and engagement.



GOAL #3: PCCS will establish stronger online/social media presence to promote PCCS as employer of choice in Staten Island to improve applicant pools in terms of quality, quantity, and diversity.



GOAL #4: PCCS will continue to showcase and celebrate our workforce, culture, and services in newsletters, monthly agency updates meetings, social media, and our website.



GOAL #5: PCCS will develop realistic videos of “a day in the life of...”



GOAL #6: PCCS will create and implement a Supervisory Development program to strengthen and cultivate a leadership culture that will empower existing supervisors with skills, information, and guidance to help them grow as leadership professionals.



GOAL #7: PCCS will continue to enhance communication through the usage of plain language to improve knowledge transfer and facilitate informed decision making for people supported.



GOAL #8: Analyze Metrics and KPIs to define, calculate, report, evaluate and measure progress towards organizational goals and operations while providing program leaders analytical dashboards, to enhance understanding of service provisions, increase compliance and operational effectiveness.



GOAL #9: Develop and implement a process for obtaining, evaluating, and measuring overall employee experience through feedback across the employment lifecycle.



GOAL #10: Continue to enrich employees’ wellness by reducing burnout by identifying and supporting challenges that affect the expected performance of employees.



GOAL #11: PCCS will continue to develop career advancement programs, engage in various recruitment efforts and work toward a more comprehensive benefit package to reduce turnover.

Contacts

Includes grant funders, sponsors and vendors



A Very Special Place (AVSP)

718- 987-1234

avspny.org



Aflac

Aflac.com



AHRC New York City

212-780-2500

ahrcnyc.org

AI Lambert Associates, Inc.



Allison Taylor Photography

allyscullydesigns.com



Aurora Computer Technology, Inc.

718-981-2363

auroracomputer.com



Catholic Charities of Staten Island

718-984-1500

cc-si.org



Catholic Charities of Staten Island

(718) 698-2112

chocolateandballoons.com



City Access New York

718-285 6548

cityaccessny.org



College of Staten Island

718-982-2000

csi.cuny.edu



Community Resources Staten Island

718-447-5200

cr-si.org



Crossroads Unlimited Inc.

718-420-6330

crossroadsunlimitedinc.org



Eden II Programs

718-816-1422

eden2.org



Empire State Bank

718-303-6915

esbna.com



eVero Corporation

516-747-4200

evero.com



Exotic Bowls

exoticbowlsny.com



Fenix Studios

718-227-2345

fenixstudios.com



GameU

888-605-2998

game-u.com/



Gorilla Cheese NYC

347-674-7455

gorillacheesenyc.com



Hope Home Care, Inc

718-667-8510

hopehomecare.com



Law Offices of John WM. Zaccone

(718) 351-3900



Joyce's Tavern

718-667-8510

hopehomecare.com



Modest Community Services

718-667-8510

hopehomecare.com



Moonlight Productions

718-667-8510

hopehomecare.com



Northfield Bank

718-667-8510

hopehomecare.com



National Alliance for Direct Support Professionals (NADSP)

518-605-7160

nadsp.org

Making a world of difference
in people's lives



On Your Mark
718-720-9233
onyourmark.org



Partners In Sound Productions
718-967-7347
partnersinsound.com



Partners Health Plan
phpcares.org



Party Jam
718-966-8951
partyjamparties.com



Paycom
800-580-4505
paycom.com



Project Hospitality
718-448-1544
projecthospitality.org



Rainbow's Reach
rainbowsreach.com



RPM Insurance Agency
718-761-8900



Sorooptimist International of Staten Island
<https://www.soroptimistsi.org/>



Staten Island Center for Independent Living (SICIL)
718-720-9016
<https://www.siciliving.org/>



Staten Island Foundation
718-697-2831
thestatenislandfoundation.org



Staten Island Giving Circle
statenislandgivingcircle.org



Staten Island Performing Provider System (SIPPS)
917-830-1140
statenislandpps.org



The GRACE Foundation
718-983-3800
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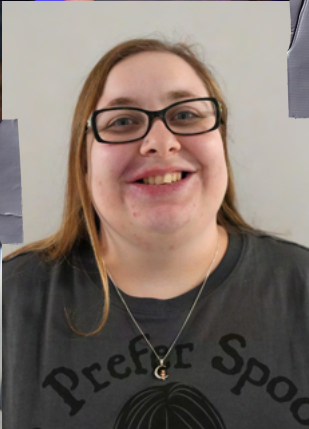
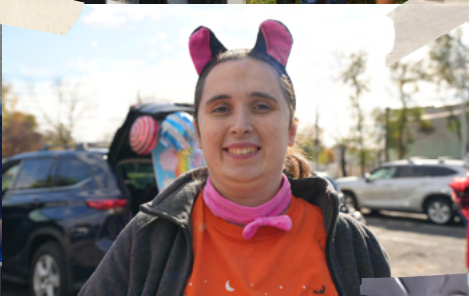


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