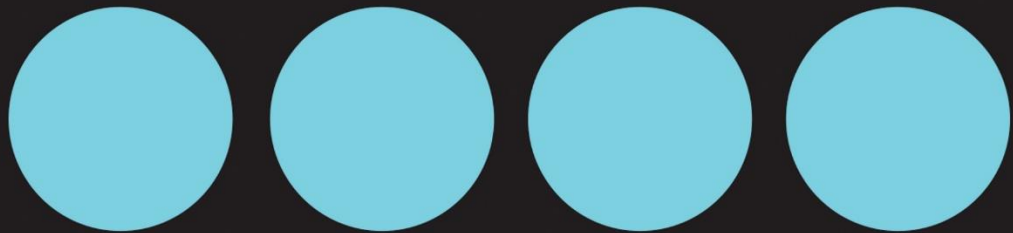


## RCIL: WORKING AND GROWING 2016 ANNUAL REPORT

### INDEPENDENCE

IS THE ABILITY TO MAKE YOUR OWN CHOICES.  
IT IS ALSO THE ABILITY TO ASK FOR **HELP** SO YOU  
CAN CONTINUE TO MAKE YOUR OWN CHOICES



You have the right to remain you

## **The Resource Center for Independent Living, Inc. is a 501(c)(3)**

### **Headquarters**

**409 Columbia Street, Utica NY 13502**

**Mail: PO Box 210, Utica NY 13503**

**Voice: 315.797.4642**

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**[www.rcil.com](http://www.rcil.com)**

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**Steuben Center**

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**146L Arsenal Street, Suite 10A, Watertown NY 13601**

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### **Learning Disability Association of the Mohawk Valley (LDAMV)**

**401 Columbia Street, Utica NY 13503**

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### **At Home Independent Care, Inc. (AHICI)**

**409 Columbia Street, Utica NY 13503**

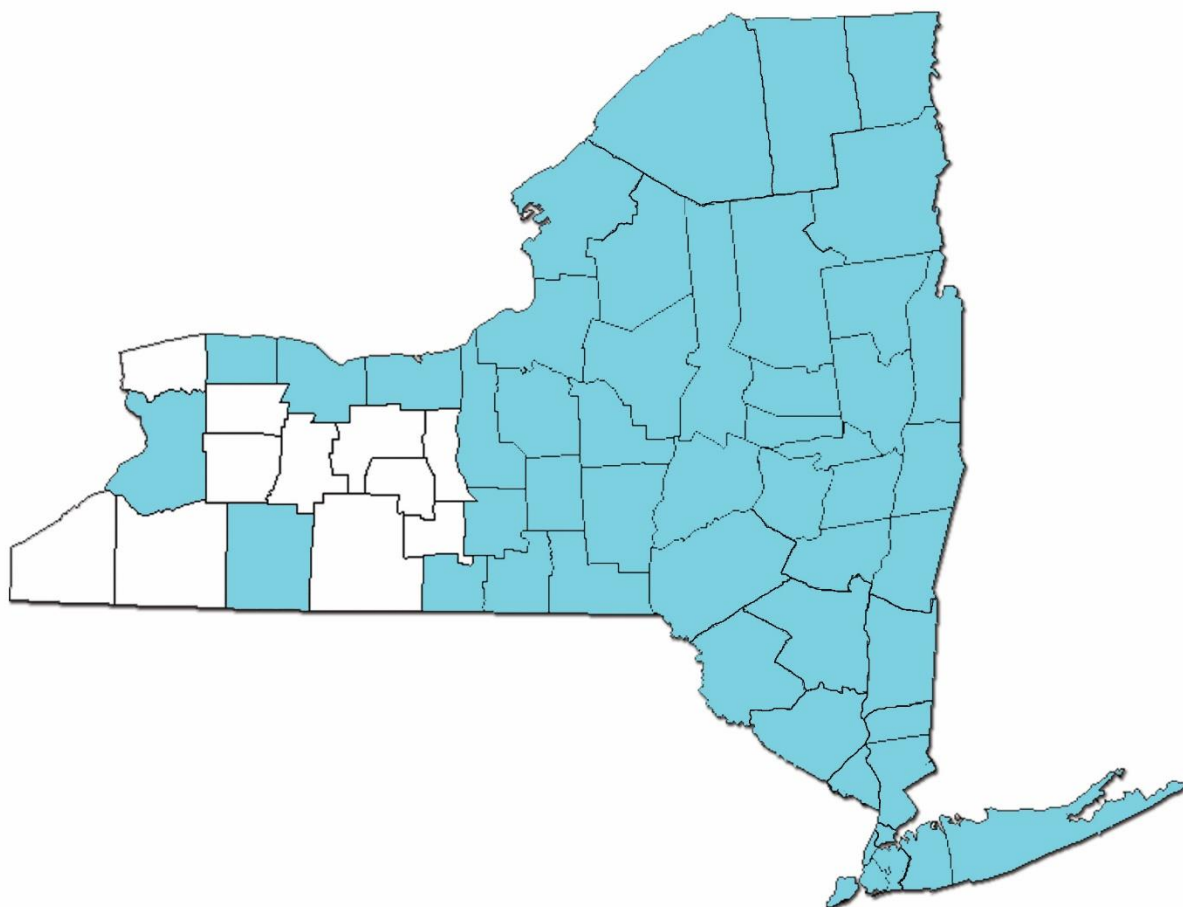
**Voice: 315.797.4642**

**Fax: 315.797.4747**

**Other RCIL work locations:**

**Homes in 50 counties throughout Central New York**

# Resource Center for Independent Living is proud to serve 50 counties in NYS!



**Note: RCIL is able to provide services in ALL counties of NY State as needed**

## **2015 – 2016 Board of Directors**

Combined list of the Resource Center for Independent Living (RCIL), Learning Disability Association of the Mohawk Valley (LDAMV), Parent Corporation, Foundation and At Home Independent Care, Inc. (AHIC)

Marilyn Andrews

Dr. Raymond Bepko

Dr. Edward Bradley (AHIC President)

Rebecca Cardinale

Richard Compson, Esq.

Michael DePietro (Treasurer)

Ellen Fiorentino

Joan Grande

Christine Harbauer Carroll

Doug Hovey

Cally Hudson

Steven Max

Cheryl Minor (1<sup>st</sup> Vice-Chair)

Chad Norton

John Pietropaoli

Daniel Rodahan

Barbara Ryan

Alice Savino (Secretary)

Gary Scalzo

Marie Testa

Michael Wade (Chairperson)

**A sincere thank you to our Board of Directors for their service and dedication  
to improving the lives of people with disabilities in our community.**

[illegible]

- At all times our words, tone, and actions align with the RCIL mission.
- We communicate openly, **honestly**, and constructively.
- We only make **commitments** we expect to fulfill.
  - Commitment:** measurable, time-oriented task that has a predictable process.
- When we learn we cannot keep a **commitment**, we immediately communicate to those who need to know.
- We create a safe (free from harm or risk) learning and working environment:
  - When we make a mistake, we admit it and take appropriate action to correct it.
  - When we identify a mistake, we communicate it **respectfully**.
  - We focus on improvement as a team.
  - No blame, no excuses, no complaints.

- We are ambassadors for our agency both internally and externally.
- We speak positively about our agency and our work.
- We will conduct ourselves in a **professional** manner.
  - We encourage, acknowledge, and are considerate of others' opinions and perspectives and demonstrate that in our actions.
- We avoid profanity, sarcasm, **gossip**, and talking down to each other.
- We acknowledge what is said is important to the speaker.
  - We listen with the intent to understand.
  - We avoid interruption.
  - We question what we do not understand and **respectfully** and constructively contribute to the conversation.

- A customer is anyone with whom we interact including co-workers, people we serve, vendors, regulatory agency representatives, and others.
- We respond to customers with **respect** and **integrity**.
- We continuously collaborate with our customers to explore new ways to improve customer satisfaction and quality of service.
- We communicate with customers to establish expectations, determine needs, achieve goals, and explore possibilities.



## RCIL's Economic Impact

From October 1, 2015 through September 30, 2016 RCIL has employed, or served as the Fiscal Intermediary/Employer of Record, for 2,989 staff living in 50 counties across NYS. The current work force is comprised of 226 full-time staff and 2,763 part-time staff. Here is a snapshot of the number of employees living in various counties across NYS:

County	Number of Employees
Clinton *(Farthest North)	84
Fulton	34
Herkimer	222
Madison	127
Montgomery	112
Oneida	991
Suffolk *(Farthest South)	44
Tompkins *(Farthest West)	3

## Financial Information

Resource Center for Independent Living and Related Entities Financial Information December 31, 2015 (six-month period)	
Total Assets	\$20,073,903
Total Liabilities	\$9,685,224
Total Net Assets	\$10,388,679
Total Revenue (6 months)	\$24,411,779
Total Expenses (6 months)	\$23,209,122
<b>Net Income</b>	<b>\$1,202,657</b>



## RCIL's Financial Growth

	2013	2014	2015	2016 (6 months)	2017 (projection)
Revenue	\$28,656,253	\$32,926,153	\$40,513,660	\$24,411,779	\$58,823,387
# of employees	1936	2,045	2732	2,989	3,601

## At Home Independent Care, Inc. (AHIC)

AHIC is a Licensed Home Care Agency, providing in home personal care assistance (PCA) to individuals unable to direct their own care.

## Learning Disability Association of the Mohawk Valley (LDAMV)

LDAMV is dedicated to educational advocacy and support of those who are not fully served by the current academic system.

## RCIL's Fiscal Intermediary Programs

RCIL administers 2 consumer directed programs for which we function as Fiscal Intermediaries (FI). They are the Consumer Directed Personal Assistant Program (CDPAP) and the Self-Direction Program (SD).

**Consumer Directed Personal Assistant Program** (CDPAP), administered through DOH. Currently supporting 978 consumers in 16 counties, employing 1573 staff (up from 932 consumers in 11 counties, employing 1482 staff in 2014).

**Self-Direction Program** (SD), administered through OPWDD.

Currently supporting 1,174 consumers statewide, employing 1,212 staff, and managing over 46 million dollars in consumer budgets (up from 652 participants, 752 staff and over 23 million dollars in consumer budgets in 2015, and 449 participants, 629 staff and 14 million dollars in consumer budgets in 2014).

## Grants

So far, RCIL has applied for \$2,840,065 in grants and was awarded \$929,545 or 60% of the conferred (\$1,551,145) grants. These include federal, state, and private foundation grant applications.

- **US Department of Justice**

**Training and Services to End Violence Against Women with Disabilities** to end violence against women with disabilities: \$141,667 a year for 3 years totaling \$425,000. RCIL lead, collaboration with YWCA Utica.

- **NYS Education Department**

**Statewide Systems Advocacy Network Center** RCIL will continue to work with its ILC partners across the state to advocate for the rights of individuals with disabilities under the coordination of NYAIL: \$90,000 over 3 years. (New 2016)

**Community Employment Specialists** providing consultation and technical assistance to school personnel to educate them about supports and services available to students with disabilities as they transition out of high school: \$244,898 a year for 5 years, totaling \$1,244,488.

**North Country Special Education Parent Technical Assistance Center** is in its second year of assisting families of school-age children with disabilities: \$186,559 a year for 4 years, totaling \$746,235.

**Early Childhood Direction Center** is in its second year of assisting families of children with disabilities from birth to pre-school and pre-school to school-age: \$213,571 a year for 5 years, totaling \$1,067,854.

- **NYS Office for the Aging**

**Long-term Care Ombudsman Program** services. Volunteers serve as advocates and resources for persons who live in skilled nursing and residential care facilities: \$139,000 a year for 5 years, totaling \$722,800.



- **NYS Department of Health**

**Alzheimer's Disease Caregiver Support Initiative for Underserved Communities** – provides education and respite services for caregivers of individuals with dementia in Fulton and Montgomery Counties: \$500,000 over 5 years. (New 2016)



- **Oneida County**

**Oneida County Mental Health Assistive Competitive Employment Services.** Vocational rehabilitation for individuals with mental health issues.

**Oneida County Workforce Development** - summer youth employment services, \$6,000 for 1 year. This grant is in collaboration with Habitat for Humanity, Utica Zoo, Utica Public Library, and the Salvation Army.

**Slocum Dickson Foundation**, funded an employee wellness initiative in which Dr. Joanne Joseph, a local expert, conducted a workshop to help RCIL employees understand and manage stress: \$300. (New 2016)

**Workforce Development Institute**, one session of PCA training was funded for At Home Independent Care: \$2,245. (New 2016)

- **New York Association for Independent Living (NYAIL)**

**Open Doors (formerly Money Follows the Person)** providing transition services for individuals seeking to move from institutions to community-based living: \$33,000 a year for 3 years, totaling \$99,000.

**The Olmstead Housing Subsidy Program** provides rental subsidies and transition funds to individuals who meet specific criteria including those transitioning from nursing homes to community-based living. RCIL provides Fiscal Intermediary Services and Program Coordination for this NYAIL project: \$235,000 over two years. (New 2016)

- **Social Security Administration**

**Workforce Incentives Planning and Assistance (WIPA) services:** Assists individuals with disabilities to re-enter the work force. \$275,000 a year for 5 years, totaling \$1,375,000. RCIL lead in collaboration with Independent Living, Inc.

- **United Way of the Valley & Greater Utica Area**

**Adult Day Services** to the elderly: \$49,625 a year for 2 years, totaling \$99,250, in collaboration with the Oneida County Office for the Aging.



**Learning Disability Association of the Mohawk Valley Transition Services** provides services to students transitioning out of high school: \$29,125 a year for 2 years, totaling \$58,250. This program is a collaboration with the Utica City School District-Proctor High School.

**Mohawk Valley Asset Building Coalition**, income tax services: \$38,750 a year for 2 years, totaling \$77,500, in collaboration with MVCC. Additional funding was awarded to the Coalition through the United Way by the **Internal Revenue Service**: \$20,000 over 2 years. (New 2016)

This past year 1317 returns were completed by the MV Asset Building Coalition – with \$2.4 million in total refunds back into the Mohawk Valley.

## **Pending Grants Include**

- **Dormitory Authority of NYS:** The original Nonprofit Infrastructure Capital Investment Program competition was rescinded and RCIL has submitted a new proposal to benefit the Smith Center with the removal of thresholds in the ADS program area, the upgrade of all bathrooms to full accessibility, and the installation of new, energy-efficient windows for the front of the building: \$428,872.
- **NYS Office for the Aging:** The NY Connects program is being enhanced and expanded to increase outreach and awareness to the population of individuals with disabilities. RCIL will lead 6 other ILCs to provide service in the Central New York region: \$813,374 over 15 months, and is partnering with the Independent Living Center of the Hudson Valley to provide services in the Northeast region.
- **OPWDD:** Under this proposed program, LDAMV will expand its academic scholarship program to cover the entire Sunmount region of Northern NY: \$39,187 per year.

## Employment

RCIL's **Supported Employment Program** has funding through Ticket to Work (SSA), ACCES-VR, OPWDD, and the Office of Mental Health. Employment services include job readiness, development, placement, coaching, and job retention.



Job seekers are guided through the entire employment process from resume development to person centered placements in competitive integrated employment. Over the past year we have successfully placed over 40 individuals (18 working full time) into the workforce. Multiple individuals are earning over 150% of minimum wage at their new integrated positions.

## Outreach

RCIL's new website, **www.rcil.com**, is constantly being updated to provide information on services available to individuals with disabilities, with links to NY Connects, CDPAANYS, 211 and a variety of other resources.

The website offers Supervisor and Caregiver Training modules for consumers participating in the Consumer Directed Programs or who have an interest in the programs. This curriculum provides comprehensive information on how to effectively hire and supervise staff. Some of the topics covered in the Caregiver training include infection control, PICC line care, CPR/First Aide, ambulation/range of motion, safe lifting/transferring, and skin integrity. These trainings are available in six languages, including Arabic, Bosnian, Burmese, Karen, Russian and Spanish.

After 6 years of planning, RCIL now has an **accessible, safe, outdoor garden space** at 1607 Genesee Street! The first phase was completed in 2014 and the garden officially opened in the spring of 2016 with a Ribbon Cutting Ceremony through the Greater Utica Chamber of Commerce. For rental inquiries, please visit <http://www.rcil.com/space-rental>.



RCIL has become a **member of the New York Association for Independent Living (NYAIL)**. Through this association, RCIL was able to work collaboratively with other independent living centers to increase the line item for independent living centers in the New York State budget by \$1 million.

## Life after High School

Held in March 2016 in collaboration with Syracuse University Parent Assistance Center (SUPAC), RCIL, LDAMV, MVCC and Central RSE-TASC. 136 high school students from 8 school districts attended. The program provides information and technical assistance to high school age youth with disabilities through an annual conference. Funded with a mini-grant from New York State Transition, United Way and Family Support funds.

## DSRIP

**The Delivery System Reform Incentive Plan's** (DSRIP) purpose is to fundamentally restructure the healthcare delivery system. RCIL is a partner in two local care collaborates (Central New York and Leatherstocking/Bassett) who were authorized by the State to carry out this mission.

RCIL will participate in three projects: Care Transitions, Navigation Program, and Patient Activation Activities. We believe we can leverage our relationships with the hundreds of consumers in our community based programs to encourage linkage with improved local healthcare resources. This can result in better healthcare outcomes.

## Service Coordination Department

Service Coordination provides case management support and coordination to individuals with disabilities to assist with independent living. (NHTD, TBI, Willowbrook, Money Follows the Person / Open Doors, and Peer Support)

- Total individuals receiving MSC services is 254... Breakdown as follows:
  - Amsterdam 47
  - Utica 169
  - NHTD 20
  - TBI 18
- Total individuals receiving MFP / Open Doors services is 49

## Elderly Services

Elder Independence Services offers a full range of supports and services that assists the elderly with independent living. (Adult Day Service and Companion Program)



- **The Adult Day Service (ADS) program** is a social model adult day care program that provides a supportive and enriching environment where adults can socialize and participate in leisure activities with their peers.
  - Active ADS Participants – 76
  - Active ADS Caregivers – 78
- **Elderly Services Companion Program** serves individuals in their own home by providing companionship and assistance with every-day activities such as housework, preparing meals, grocery shopping, and transportation.
  - Active Companion Consumers – 12



**DISABILITY RIGHTS ARE CIVIL RIGHTS**



## **A Statement of Philosophy ...**

The Resource Center for Independent Living (RCIL) mission is to ensure a fully accessible, integrated society that enables full participation by people with disabilities.

RCIL promotes a dynamic environment where society and the individual mutually benefit from a world with no limits. This is accomplished by promoting and achieving excellence in consumer-controlled, self-directed services in programs, education, advocacy, research, and information retrieval and dissemination. These services are self-directed and geared toward increasing awareness of an individual's rights and options as well as the various methods to achieve chosen goals.

It is fundamental that all advocacy, programming, and services ensure confidentiality, guard against exploitation, paternalism, and segregation, thus safeguarding the principle of consumer empowerment.

## **.... and Core Values**

This organization believes that the widespread poverty, segregation, and isolation of people with disabilities is unacceptable, should not be tolerated, and requires change. We feel an obligation to make positive systemic changes through education and legislation and to provide full access, power, and self-determination to those with disabilities. With a focus on integration and assisting people to reach their greatest potential, we will support a culture that encourages risk-taking, creativity, and innovation. To address broader public policy issues, we will be committed and deliberate in speaking about the problems and obstacles faced by people with disabilities. We shall exist as an organization that on all levels abides by a living code of ethics which mandates respect, appreciation, honesty, integrity, empathy, trust, and accountability.

## **Our Vision**

At RCIL, we continue to advocate for a change in legislation that makes institutional living a last choice for individuals who want to live independently in their community and focus on the supports that are currently available to make this a reality for people in the communities we serve. We are committed to positive changes in legislation, the environment, community and the lives of people.