

RESOURCE CENTER FOR INDEPENDENT LIVING



**RCIL: WORKING AND GROWING
2015 ANNUAL REPORT**

You have the right to remain you

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

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At Home Independent Care, Inc. (AHICI)

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Other RCIL work locations:

1500 neighborhoods and 44 counties throughout Central New York



A message from RCIL's Chairperson of the Board

October 27, 2015

Dear Friends,

Welcome to the Resource Center for Independent Living (RCIL)'s 2015 Annual Membership Meeting.

The last year has been a year of significant growth and collaboration within the community. There were many decisions and opportunities to enhance our services and provide additional programs to a young population of people with disabilities and their families.

I'm privileged to watch the growth and positive impact RCIL is making on this community and in the State. We have a dedicated and talented Board of Directors and staff taking the needed steps to enhance the quality of services we provide. Staff effectively responds to the challenges and hurdles placed before RCIL on a regulatory and administrative perspective on a daily basis.

RCIL's position for the future is strong as indicated by our financial statements over the year and the confidence and belief in RCIL's mission, equality and independence for all.

I would like to thank my colleagues and the employees for a successful 2014/15. There have been several transitions (managed care) and regulatory audits this year and staff continually responds and overcomes. I look forward to another year of being part of RCIL and the impact on the lives of people with disabilities to exercise the greatest degree of choice within their own lives.

Sincerely,

Mike Wade
Chairperson, Board of Directors



A message from RCIL's Chief Executive Officer

October 27, 2015

Dear Friends and Colleagues,

Thank you for attending the Annual Membership (Business) Meeting of the Resource Center for Independent Living (RCIL). I appreciate your continued support of people with disabilities in controlling and directing their own lives.

The 2014/15 year was fast-paced with several exciting opportunities initiated to grow the successful service environment and a strong financial year for RCIL. This Annual Report reflects the progress made throughout the year which places RCIL in a strong position to adapt and grow in a challenging and ever-changing economy.

Thanks to our committed Board of Directors and staff, we have made great strides in offering consumers quality service in their quest for independent living. The RCIL staff works diligently and effectively to maintain high standards of service delivery and a professional work environment. We continue to work conscientiously to promote and sustain focus on the important vision and mission established here. And, it goes without saying that we are working continuously to improve the services offered in all regions of New York State.

I look forward to the upcoming year and to the ongoing effort to ensure success for people with disabilities to live the life they choose with dignity and independence.

On behalf of my colleagues on the Board of Directors, I would like to take this opportunity to thank our dedicated employees around New York State whose expertise and dedication are vital to the success of the RCIL mission. I would also like to thank our community partners for the confidence they have placed in RCIL and its employees.

Kind regards,

Zvia McCormick
Chief Executive Officer

2014 – 2015 Board of Directors

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

Marilyn Andrews

Dr. Raymond Bepko

Dr. Edward Bradley (AHICI President)

Rebecca Cardinale

Richard Compson, Esq.

Michael DePietro (Treasurer)

Ellen Fiorentino

Joan Grande

Christine Harbauer Carroll

Doug Hovey

Cally Hudson

Lynda Klein

Caroline Levitt, Esq.

Steven Max

Cheryl Minor (1st Vice-Chair)

Chad Norton

John Pietropaoli

Daniel Rodahan

Barbara Ryan

Alice Savino (Secretary)

Gary Scalzo

Al Shaw

Marie Testa

Michael Wade (Chairperson)



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.



Economic Impact

This past fiscal year, RCIL has employed, or served as the Fiscal Intermediary/Employer of Record for 2,732 staff living in 44 counties across NYS. The current work force is comprised of 275 full-time staff and 2,457 part-time staff.

Here is a snapshot of the number of employees in various counties across NYS:

County	Number of Employees
Clinton *(Farthest North)	87
Fulton	39
Herkimer	268
Madison	139
Montgomery	161
Oneida	1170
Suffolk *(Farthest South)	11
Tompkins *(Farthest West)	3

Financial Information

Resource Center for Independent Living and Related Entities Financial Information June 30, 2015	
Total Assets	\$23,541,653
Total Liabilities	\$14,436,353
Total Net Assets	\$9,105,300
Total Revenue	\$40,513,660
Total Expenses	\$39,784,409
Net Income	\$729,251

RCIL's financial growth:

	2012	2013	2014	2015	2016 (projection)
Revenue	\$27,136,398	\$28,656,253	\$32,926,153	\$40,513,660	\$43,140,000
# of employees	1742	1936	2,045	2732	3000

RCIL administers 2 consumer directed programs for which we function as Fiscal Intermediaries (FI).

Consumer Directed Personal Assistant Program (CDPAP), administered through DOH. Currently supporting 932 consumers in 11 counties, employing 1482 staff (up from 786 consumers in 2013).

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

Currently supporting 652 consumers statewide, employing 752 staff, managing over 23 million dollars in consumer budgets (up from 312 participants, 474 staff and 9 million dollars in consumer budgets in 2013, and 449 participants, 629 staff and 14 million dollars in consumer budgets in 2014).

At Home Independent Care, Inc. (AHICI) 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 (LDA) LDA is dedicated to educational advocacy and support of those who are not fully served by the current academic system.

Grants

Since 01/01/14 RCIL has applied for \$6,102,029 in conferred grants and was awarded \$4,319,389 (71%). 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. (New 2015)

- **NYS Education Department**

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. (New 2015)

North Country Special Education Parent Technical Assistance Center, assisting families of school-age children with disabilities: \$186,559 a year for 4 years, totaling \$746,235. (New 2015)

Early Childhood Direction Center 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. (New 2015)

- **NYS Office for the Aging**

Long-term Care Ombudsman Program services. Volunteers serve as advocates and resources for persons who live in nursing homes, adult homes, and other licensed residential care facilities: \$139,000 a year for 5 years, totaling \$722,800. (New 2015)



- **NYS Department of Health**

Balancing Incentive Program - Innovation Fund – Community outreach to the elderly and underserved populations in the region to provide information about consumer-directed services: \$422,101. (New 2015)

- **Oneida County**

OMH Assistive Competitive Employment Services, \$84,000. Vocational rehabilitation for individuals with mental health issues.

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.

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

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. (New 2015)

- **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, collaboration 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 Transition Services provides services to students transitioning out of high school: \$29,125 a year for 2 years, totaling \$58,250. This grant is done in 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.

This past year 3253 returns were completed by the MV Asset Building Coalition – with \$905,760 brought back to community in EITC dollars.

Pending Grants Include

- **NYS DOH:** This project application submitted through the CNYCC DSRIP for accessible cab transportation in rural counties, intends to provide employment and transportation to individuals with disabilities: \$229,400 for 5 years, totaling \$1,147,000.
- **CNY Alzheimer Disease Caregiver Support Initiative** which will provide Care and Family Consultations, Support Groups, Education and Training, Respite Services, and Access to Services for caregivers of individuals with Alzheimer’s disease and dementia in 15 counties throughout Central New York: \$1,500,000 a year for 5 years, totaling \$7,500,000, in collaboration with 6 Independent Living Centers.
- **OFA:** The Oneida County Office for the Aging provides funding to the RCIL ADS program to allow individuals from across the county to participate in high quality activities that allow them to remain in their homes and avoid institutional placement.

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 (17 working full time) into the workforce. One of our success stories include an individual who was just recently placed in a management position with a salary exceeding \$60,000 per year.

Outreach

RCIL launched a new website, **www.rcil.com**, providing information on services available to individuals with disabilities, with links to NY Connects, CDPAANYS, 211 and other resources.

The website offers newly developed Supervisor Training modules for consumers participating in Consumer Directed Program or have an interest in the program. This curriculum provides comprehensive information on how to effectively hire and supervise staff.

We are in the process of developing modules in both written and video format for caregivers. Some of the topics completed by registered nurses, physical therapists, EMT's and wound care specialists, include infection control, PICC line care, CPR/First Aide, ambulation/range of motion, safe lifting/transferring, and skin integrity.

This information will be offered in six languages, including Arabic, Bosnian, Burmese, Karen, Russian and Spanish.

After 5 years of planning an **accessible, safe, outdoor garden space** at 1607 Genesee Street building, the first phase was completed in 2014 and the final phase will be completed this fall and revealed in spring, 2016.

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 2015. 124 high school children from 7 school districts attended. The program provides information and technical assistance to high school age youth with disabilities through an annual conference. Funded with 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.

We 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.

Wonderland of Lights

The Wonderland of Lights is RCIL's signature fundraising event in partnerships with Masonic Care Community, WKTV, Galaxy Communication, Utica Observer-Dispatch and Price Chopper. Over 300 volunteers from the community participate in this event. We have many loyal and returning sponsors and visitors alike. Last year, over 20,000 people visited the light show! Wonderland of Lights has become a Mohawk Valley holiday tradition.



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, and Peer Support)

Total individuals receiving MSC services is 312

Total individuals receiving MFP services is 31

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 – 82

Active ADS Caregivers – 58

- **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– 18



What's Coming Up?

Housing

RCIL is committed to work with people who have disabilities to offer assistance to qualified consumers in locating affordable and accessible housing, as well as to access programs. A new fundraising campaign will earmark funds to help people needing a roof over their heads with security deposits, renter's information, housing options, etc.

Youth Advocacy

What does the future hold for young people with disabilities? There is still a long way to go for equal access to society for people with disabilities. We are getting there but RCIL understands and sees the need for young people to become involved and leaders for more equality legislation to get passed. RCIL is beginning work and collaboration on this effort for continued growth and potential for the same chances every other person has, to work and partake in society.



Transportation

Transportation to work, appointments and for entertainment has always been a problem for people with disabilities. RCIL's Amsterdam office is working and collaborating on the issues related to transportation.



Equality is the soul of liberty; there is, in fact, no liberty without it.
~ *Frances Wright*

DISABILITY RIGHTS ARE CIVIL RIGHTS