

2015-2016 New York City Preliminary

# LEGISLATIVE & BUDGET AGENDA



FEDERATION OF PROTESTANT WELFARE AGENCIES

# INTRODUCTION

**ORGANIZATION:** The Federation of Protestant Welfare Agencies (FPWA) is an anti-poverty, policy and advocacy nonprofit with a membership network of nearly 200 human service and faith-based organizations. FPWA has been a prominent force in New York City's social services system for more than 92 years, advocating for fair public policies, collaborating with partner agencies and community based membership network, and mobilizing faith based providers to meet the needs of New Yorkers. Each year, through its network of member agencies, FPWA reaches 1.5 million New Yorkers of all ages, ethnicities, and denominations.

**VALUES:** FPWA believes that to be a city and state of equal opportunity for all New Yorkers, every individual and family must have equal access to quality education, health and income opportunities that would help ensure economic stability and upward mobility, and that for the most vulnerable of our city we must ensure that these fundamental supports are in place when people cannot provide them for themselves. We envision a New York where workers do not retire into poverty, families are adequately housed, no one is hungry, everyone is employed, children are well educated, healthcare is accessible to all, and neighborhoods are thriving.

**CAMPAIGN:** FPWA's campaign, "Building a City of Equal Opportunity: A Campaign for Upward Mobility" is focused on three central tenets:

- Creating Shared Prosperity
- Advancing Upward Mobility
- Reducing Poverty

This document details our concrete proposals for achieving these ideals in New York City.

We look forward to working closely with the Mayor and City Council to enact a strong and equitable FY 2016 budget and productive legislative session.

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# EXECUTIVE SUMMARY

**FPWA advocates for budget and legislative initiatives that support its vision of building a City of equal opportunity. Through the following campaigns and initiatives, we aim to reduce poverty, advance upward mobility and create shared prosperity.**

## **WORKER COOPERATIVE CAMPAIGN**

**Enhance the Worker Cooperative Business Development Initiative to \$2.34 million.** FPWA greatly appreciates the City Council's investment of \$1.2 million in the Worker Cooperative Business Development Initiative in the final budget of FY 2015. We urge the City Council to enhance the funding to \$2.34 million in the budget for FY 2016. This investment will have a positive impact on long-term unemployment as well as the growing numbers of underemployed individuals. This enhancement will provide for the start-up of 29 new worker cooperative small businesses with positions for 295 new worker-owners, assist 30 existing cooperatives and provide for outreach to 1,560 cooperative entrepreneurs.

## **ACCESS HEALTH NYC**

**Invest \$5.5 million for Access Health NYC.** The Access Health NYC Initiative is designed to address the lack of resources in capacity building for culturally and linguistically appropriate education, and outreach efforts within our health care system. The funding will support lead agencies to fund, train, monitor, evaluate and provide technical assistance to local CBOs, as well as support a consumer helpline. Nearly 80% of the funds will be re-granted to CBOs to conduct 10 provider training events each and support 30 targeted education and outreach events, as well as to provide consumer assistance.

## **DAY LABORER INITIATIVE**

**Invest \$365,000 into the expansion and development of day laborer centers across the five boroughs.** There are currently 8,000-10,000 day laborers in New York City. Investment in this initiative will support the expansion of the existing four day laborer centers to provide services in all five boroughs. These services include dignified physical space for day laborers to meet, referrals to jobs or support services, legal services to address issues such as wage theft, as well as workforce training and development.

## **CAREER LADDER PROJECT**

**Invest in living wages and advancement opportunities for the lowest paid nonprofit employees.** FPWA urges the City to increase funding through social service contracts to establish a \$15 per hour wage floor. Additionally, FPWA requests \$4.7 million to support the Social Service Career Ladder Development Initiative. At the end of this one-year planning and start-up grant we will have a comprehensive plan for the ongoing operation of a social services career ladder system, which will eventually serve approximately 10,000 individuals per year.

## **CAMPAIGN FOR SUCCESSFUL AGING**

**Enhance the economic security of older adults and build the capacity of the service delivery system.** FPWA seeks to promote the economic security of older adults, and to prepare the service delivery system to meet the needs of the aging population through investment in programs such as Intensive Case Management and Social Adult Day Services

## **HUMAN SERVICE BUDGET PRIORITIES**

**Restore and enhance funding for vital human services.** In order to allow New Yorkers to increase their upward mobility, we must invest in programs that support vulnerable populations. FPWA advocates for a wide range of human service budget restorations and enhancements, encompassing early childhood care and education, child welfare, youth services, social safety net and aging priorities.

# WORKER COOPERATIVES

Building Good Jobs and Vibrant Businesses in New York City Through Cooperative Enterprise

**Description:** Over one in five New Yorkers are trapped in poverty as a result of enduring economic barriers. Minimum- and low-wage jobs do not provide these New Yorkers the income, growth opportunities, or stable, quality employment they would need to achieve upward mobility.

Worker cooperatives—small businesses owned and managed democratically by their employees—offer entrepreneurs control over their working conditions and the fruits of their labor by providing higher wages, more benefits and better job stability. Worker cooperatives root wealth in New York City by allowing worker-owners to build both individual and community assets, and they give discouraged workers the opportunity for greater economic mobility.

**FY15 Achievements:** Thanks to the City Council investment of \$1.2 million in FY 15, we have achieved significant results in the following impact areas in just 8 months. We are poised to exceed our target objectives by June 30th, 2015. Specifically, we project a total of 24 new cooperative businesses will be created employing 194 new worker-owners. The focus of Year 1 is “seeding”—intensively supporting the startup of new worker cooperatives. As a result, we have more than doubled the worker cooperative ecosystem in NYC—from 20 existing business to 44.

**Amount:** The Worker Cooperative Business Development Initiative is seeking an enhancement to \$2.34 million for Fiscal Year 2016.

**Allocation Designation:** The City Council will designate the following organizations and the funding amount:

<b>1. Creation of New Cooperatives In Low Income Areas</b>	<b>59% of Spending</b>
Center for Family Life	\$250,000
Green Worker Cooperatives	\$250,000
ICA Group	\$250,000
Make the Road New York	\$100,000
The Working World (TWW)	\$250,000
Worker’s Justice Project	\$70,000
Urban Upbound	\$90,000
<b>2. Business Assistance to Grow Jobs in Existing Cooperatives</b>	<b>33% of Spending</b>
Bronx Cooperative Development Initiative	\$90,000
Business Outreach Center Network, Inc (BOC-Net)	\$90,000
CUNY Law School	\$100,000
Democracy at Work Institute (DAWI)	\$165,000
NYC Network of Worker Cooperatives (NYC NOWC)	\$158,000
Urban Justice Center	\$100,000
<b>3. Education and Outreach To Communities and Entrepreneurs</b>	<b>8% of Spending</b>
Federation of Protestant Welfare Agencies (FPWA)	\$165,000
<b>TOTAL AMOUNT (includes 10% admin cost for DSBS)</b>	<b>\$2,340,000</b>

# WORKER COOPERATIVES

(continued)

Building Good Jobs and Vibrant Businesses in New York City Through Cooperative Enterprise

**Building on Success.** The focus of Year 2 (FY16) will be “building and strengthening” worker cooperatives around the city. We will:

- Ensure the success of 24 newly created worker coops in FY 15
- Identify 29 new startup businesses to launch
- Expand our offering of services and geographic reach by bringing on 3 new partners. (1) BOC-Net: incubation and office space to new startups; (2) Urban Upbound: new worker coops for NYCHA residents in LIC/Astoria and Halletts Point; and (3) Worker’s Justice Project: new worker coops in Coney Island, Williamsburg, and Staten Island.
- Extend our reach from 43 Council Districts to 47 by launching new cooperative development initiatives in every borough

INITIATIVE OBJECTIVES	FY 15	FY 16
	Projected by (by June 30)	New Targets
Entrepreneurs Reached	900	1,560
New Worker Owner Positions	194	295
Existing Cooperatives Assisted	22	30
New Cooperatives Created	24	29

**Meeting New Demands.** Given the significant interest generated among the 900 entrepreneurs we reached in Year 1, the demand for incubation is expected to grow in FY 16. In addition to the support and resources that are needed to sustain the 44 worker coops, the coalition is seeking a funding enhancement for the Initiative in FY16. The administering agency—Department of Small Business Services (DSBS)—has requested an allocation of 10% of total funds (\$212,000) for a total ask of \$2.34 million. This amount will allow us to startup 29 more worker coops, for a total of 73 worker cooperative businesses in NYC by June 30, 2016.

**Scope of Services.** The Initiative partners will focus on three areas:

**(1) Creation of Cooperatives in Low-Income Areas**

- Provide intensive support the start-up of cooperative businesses in populations with very high barriers to employment. Examples include: Center for Family Life’s work with immigrants and youth in Sunset Park and training local CBOs to incubate coops, Make The Road’s work in Jackson Heights, Worker’s Justice Project’s programs in Brooklyn, and Urban Upbound creating a network of cooperatives serving NYCHA residents in Astoria.
- Operate accelerator programs for worker cooperative entrepreneurs looking to achieve their dreams in lower income communities. Examples include: Green Worker Cooperatives in the Bronx, and The Working World’s programs in Bedford Stuyvesant and the Rockaways.
- Retain jobs and businesses in NYC by supporting retiring business owners in transforming their businesses to worker cooperatives. Through this program, businesses like Build with Prospect in Park Slope receive support from the NYC Network of Worker Cooperatives, ICA Group, and The Working World.

**(2) Business Assistance to Grow Jobs in Existing Cooperatives**

- Provide financing for worker cooperatives from The Working World, shared office space from BOC-Net, management consulting from Democracy at Work Institute, innovative online platform creation for localizing procurement by the Bronx Cooperative Development Initiative, and legal support from Urban Justice Center and CUNY Law.

**(3) Education and Outreach to Entrepreneurs and Communities**

- Educate entrepreneurs, as well as community, faith-based, and small business support organizations. Extensive community outreach by the Federation of Protestant Welfare Agencies will position institutions in low-income neighborhoods to benefit from worker cooperative opportunities.

For more information, please contact Alexis Posey, Senior Policy Analyst for Workforce Development at [aposey@fpwa.org](mailto:aposey@fpwa.org) or (212) 801-1376.

# ACCESS HEALTH NYC

A Grassroots Advocacy Campaign of the People's Budget Coalition for Public Health

**Description:** Access Health NYC is a citywide initiative to fund community-based organizations (CBOs) to provide education, outreach and assistance to all New Yorkers about how to access health care and coverage. Access Health NYC will build capacity, amplify existing efforts and support community based organizations by targeting individuals and families who face barriers to accessing health care or seeking information about health coverage options, such as New Yorkers who are uninsured, limited English proficient, disabled, LGBTQ, formerly incarcerated, and/or homeless.



**Amount:** \$5 million

**Allocation:**

Organization	Amount
Coalition for Asian American Children and Families (CACF) (Lead on re-granting)	\$4.25 million (\$4 million to be re-granted)
Community Service Society (CSS) (Provide customer assistance hotline service)	\$450,000
New York Immigrant Coalition (NYIC) (Lead on training and technical assistance)	\$180,000
Federation of Protestant Welfare Agencies (FPWA) (Lead on reporting; co-lead with the Commission on Public's Health System for the People's Budget Coalition for Public Health)	\$120,000

**Need:** Health care is complicated in New York. Currently, New York State of Health do not fund contracted Navigator organizations to conduct community education, outreach and post-enrollment assistance. Underserved communities look to CBOs for culturally competent and accurate information about free or low-cost programs and services. CBOs need funding, support and training to help them ensure that every New Yorker understands how to access health care coverage and services. Better access to insurance coverage and to primary and preventive care will reduce health care costs for families and safety net providers like the Health and Hospitals Corporation (HCC) and will improve health outcomes for all New Yorkers.

**Scope of Services.** The Initiative partners will focus on the following:

- \$5 million will support lead agencies to fund, train, monitor, evaluate, and provide technical assistance and guidance to local CBOs as well as provide consumer assistance through a hotline.
- Close to 80% of the funds will be regranted to CBOs to each conduct 10 provider training events and support 30 targeted education and outreach events throughout the city.
- Key grants allocation criteria will include the number of uninsured, newly insured, and identified gaps/barriers in neighborhoods to culturally and linguistically competent care.

For more information please contact Esther Lok, Interim Director of Policy, Advocacy and Research at [esther@fpwa.org](mailto:esther@fpwa.org) or (212) 801-1312.

# DAY LABORER WORKFORCE INITIATIVE

Fair Wages and Safe Work Conditions for ALL New Yorkers

**Description:** The Day Laborer Workforce Initiative supports the expansion and development of Day Laborer Centers across the five boroughs. There are four main day laborer centers in New York City: Bay Parkway Community Job Center and Williamsburg Community Job Center in Brooklyn (run and operated by Worker’s Justice Project), NICE Worker’s Center in Queens (run and operated by New Immigrant Community Empowerment), and Staten Island Community Job Center. This effort will support the expansion of these four Day Laborer Centers, which will provide dignified, physical space for day laborers, and provide support through job referrals, wage theft legal clinics, referral to critical services, and workplace development.

**Amount:** \$365,000

**Allocation:**

Organization	Amount
Worker Justice Project	\$150,000
New Immigrant Community Empowerment	\$150,000
Federation of Protestant Welfare Agencies	\$50,000
Staten Island Community Job Center	\$15,000

**Need for increased support in expanding and developing Day Labor Centers:** There are currently 8,000-10,000 day laborers in New York City. They are primarily comprised of recently arrived immigrant men and women. As members of the city’s underground workforce, day laborers experience rampant wage theft, pervasive construction accidents, workforce hazards, lack of access to workforce development training and lack of infrastructure. We ask that New York City commit to support the expansion and development of Day Laborer Centers across the five boroughs. Consequently, these centers will provide job placement and workforce development services to these vulnerable workers.

**Scope of Services:** The Day Laborer Workforce Initiative, through the existing day laborer centers in Brooklyn, Queens and Staten Island and the development of new centers, supports five services:

- 1. Job Referral:** At centers, day laborers will link with potential employers safely negotiate wages, no lower than the minimum wage, and terms of employment with their prospective employers.
- 2. Wage Theft Legal Clinics:** Legal clinics held at centers will provide legal support and case management for day laborers who have experienced wage theft and other wage violations
- 3. Know Your Rights Trainings:** Day laborers shall receive critical information about their rights as workers and immigrants, interactions with Police, criminal justice and the immigration system.
- 4. Referral Services to Critical Services:** Day laborers in need of additional services will be referred to outside agencies and services, such as for immigration, health care and financial services
- 5. Workplace Development:** At centers day laborers will obtain skills building, health and safety trainings, and certifications. Employers shall be held accountable for health and safety standards.

For more information, please contact Alexis Posey, Senior Policy Analyst for Workforce Development, at [aposey@fpwa.org](mailto:aposey@fpwa.org) or (212) 801-1376.

# CAREER LADDER PROJECT (CLP)

A joint initiative of the Federation of Protestant Welfare Agencies (FPWA) and the Fiscal Policy Institute



The nonprofit social service sector in New York City provides a variety of vital supports necessary for the continued success of our city. New York City contracts out \$5 billion in social services annually, over one-third of the City's total service contract budget. There are 116,000 private sector social service workers. This does not include those working for organizations that are primarily health care. A majority of front-line social service workers are underpaid and without real opportunities for career advancement. The Career Ladder Project seeks to address both of these issues with two key recommendations:

## (1) Provide for a Living Wage

**The City must increase the base pay wage floor to \$15 an hour (on a phased-in basis) for the lowest-paid nonprofit social service employees, supported through increased contract rates.** An estimated 52 percent of these social service employees, a majority of whom are women of color, earn less than \$14 per hour, and 40% make less than \$12 per hour. Over a third of such workers have poverty or near-poverty living standards, placing them all-too-close to the situation of the client populations they serve. Inadequate funding of City of New York social services contracts is a major factor responsible for low nonprofit social service sector wages. New York City needs to provide additional funding in city contracts to support this living wage and not decrease the amount for OTPS and administrative costs.

## (2) Increase Career Development Opportunities and Supports

**The City Council should invest \$4.7 million to fund the Social Service Career Ladder Development Initiative in FY 2016.** Within social services, higher-paying occupations tend to have higher proportions of white workers, and lower-paying ones have higher proportions of people of color. There is very little movement from the lower paying positions to the higher paying ones. Additionally, the City has not provided adequate financial support for professional development investments that lead to real career ladder opportunities.

Funding is needed to support the design and development of the career ladder system through engaging workers, nonprofit leaders, academic and workforce development experts to fashion a comprehensive offering of education and training programs and support services. The system would be sector-wide and funded by the City on a continuing basis once developed. The goal is to create a model workforce development system that supports and enables the career aspirations of the front-line workers delivering City social services to its most vulnerable populations. A successful professional development system must have two components:

- Comprehensive education and training system that allows employees access to a range of low or no cost educational opportunities, from continuing education and certification courses to bachelor and master's degree programs.
- Educational support program that provides counseling, tutoring and employment services, connection to benefits, and assistance in overcoming barriers to college completion (e.g. connection to affordable child care).

The first-year investment of this initiative will provide pilot education and training programs and supports as well as planning for the ongoing operation of a comprehensive social services career ladder system. The system will then be scaled up to eventually serve approximately 10,000 workers each year. We also will have identified a permanent home for the education and training program.

In future fiscal years, we project that the career ladder system will cost \$12-\$15 million per year and be funded by the City as part of its social services contracting. That works out to approximately 12-15 cents per hour for the workers paid under City social service contracts.

For more information, please contact Emily Miles at the Federation of Protestant Welfare Agencies at [Emiles@fpwa.org](mailto:Emiles@fpwa.org) or James Parrott at the Fiscal Policy Institute at [Parrott@fiscalspolicy.org](mailto:Parrott@fiscalspolicy.org).



# CAMPAIGN FOR SUCCESSFUL AGING

**New York is aging rapidly. By 2030, there will be 1.84 million older adults age 60 and older in New York City, which represents a 47% increase from 1.25 million in 2000.** FPWA's Campaign for Successful Aging seeks to ensure that supports are in place to ensure that New Yorkers may age in place with dignity. We hope to preserve the valuable economic and social resources provided by older adults in their communities. Our work on this campaign is two-folded: enhancing the economic security of older adults, and ensuring that the service infrastructure is effective and well-funded.

## Enhancing Economic Security

One in five 65+ NYC households live in poverty. Hispanic and Asians are most at risk of living in poverty in NYC. Between 2009 and 2011, 11% of the senior populations were food insecure. By age 65, only 14% of all NYC seniors (65+) earn wages or salary from work and only about one-fourth have retirement income such as pensions or employer-sponsored plans. The rest rely on social security benefits. Living on a fixed income often means seniors are one emergency or additional expense away from poverty. **Older New Yorkers frequently face tough choices around paying bills, medical expenses, food and quality of life expenses.** For those who are able to work over the age of 50, almost half have experienced or witnessed at least one type of workplace discrimination related to age (encouraged or forced to retire, not hired for a job, passed over for a raise or promotion, laid off, fired, or forced out, received or exposed to unwelcome comments about age). More than half of the 50+ New Yorkers sampled by American Association of Retired Persons (AARP) reported being victims of fraud. Through the Campaign for Successful Aging, FPWA intends to examine the barriers older adults experience in obtaining economic security. Along with our member agencies, we will advocate for policies and programs to address these barriers.

## Improving Service Capacity

Funding for services for older adults has not yet been restored to pre-recession levels. Currently nearly 2000 seniors are on wait lists for case management. Providers report an increasing amount of frail elderly, many of whom suffer from dementia without the benefit of social supports. Half of seniors eligible for the Supplement Nutritional Assistance Program are not receiving those benefits. It is clear the capacity of our aging services system must be enhanced.

FPWA supports a variety of restorations and enhancements, such as:

- **Intensive Case Management (ICM)** - FPWA recommends the Mayor and the City Council to allocate \$2.08 million in the city's FY 2016 budget to increase the capacity of senior case management agencies to serve clients with intense or higher levels of need. Specifically, this funding would provide each senior case management agency, DFTA-funded and non DFTA-funded, an LMSW. The LMSWs will be responsible for clients with intensive or higher level of needs. Their caseload would be kept at 25 seniors/ case, as compared to 65 seniors/ case manager in the general case management setting. Examples of intense or higher level of needs include, but are not limited to, impending eviction, unsafe living situation, hoarding and home infestation with bed bugs.
- **Social Adult Day Services (SADS)** - SADS resources need to be increased to the previous allocation of \$2.3 million. Without access to SADS programs, seniors who are not eligible for Medicaid but cannot afford to pay for SADS privately would be unable to access this service. SADS provide therapeutic programming that helps seniors, including those with Alzheimer's Disease, maintain their everyday functioning and are also an important source of respite for caregivers.

For more information, please contact Esther W. Y. Lok, Interim Director of Policy, Advocacy & Research, at [esther@fpwa.org](mailto:esther@fpwa.org) or 212-801-1312.

# BUDGET PRIORITIES

FPWA supports the following human service budget restorations and enhancements. In order to reduce poverty and advance upward mobility, we must invest in programs that support vulnerable populations and promote equality of opportunity.

## EARLY CHILDHOOD

- Increase the EarlyLearn rate to support high-quality programming, more adequately address facility and maintenance costs, and fully fund workers' compensation, liability insurance and health insurance.
- Provide adequate compensation and benefits for the workforce. Create salary parity with Department of Education (DOE) staff.
- Reconsider the matrix used for full enrollment.
- Create a capital fund to expeditiously address facility repairs.
- Expand capacity to serve children ages 0-3 years.
- Ensure 4-year-olds have wrap around care before and after school.
- Reduce the parent fee and eliminate any fee for pre-kindergarten.
- Restore and baseline City Council-funded child care investments.

## CHILD WELFARE

- Maintain investment in Child Welfare Preventive Services.
- Fund and develop capacity for Community Optional Preventive Services.
- Restore funding cuts for Child Welfare After-Care Services (\$4.15 million).
- Develop and fund after care services for youth aging out up to age 25.
- Restore funding to "One Year Home" Permanency Campaign (\$9.9 million).

## YOUTH SERVICES

- Invest \$7.7 million for the 2,300 elementary school after-school slots that are lost by increasing the rate of the slots previously funded by the City Council.
- Invest \$5.9 million for the 17 sites (serving 1,882 children) currently funded by DOE but slated to be eliminated when the contracts end on 6/30/15.
- Increase the rate for elementary after-school programs and Beacons.
- Increase the capacity to serve more elementary and high school students in after-school programs.
- Ensure all SONYC middle school after-school programs can provide summer programming.
- Fund the Summer Youth Employment Program (SYEP) at \$21.5 million to support 50,000 jobs.

# BUDGET PRIORITIES

## **SOCIAL SAFETY NET**

- Enhance funding for the Emergency Food Assistance Program (EFAP) by \$15.4 million.
- Restore and increase Deferred Action for Childhood Arrivals (DACA) services with \$20 million dedicated to adult education implemented over two years (FY2016 and FY2017).
- Integrate transitional jobs into current Human Resources Administration (HRA) effort to phase out the Work Experience Program, while providing a means to move hard to employ individuals to meaningful employment.
- Fund \$2 million to allow HRA to expand vocational training opportunities for people living with HIV who are not Health and Recovery Plan (HARP) eligible.
- Fund \$1 million to allow HRA to extend the 30% rent cap to HIV/Aids Service Administration (HASA) clients on Social Security Disability Insurance who are rent burdened but not currently eligible for the affordable housing protection.
- Invest an initial \$10 million in Ending the AIDS Epidemic in New York City to put several of the key Blueprint recommendations into action during FY 2016.

## **AGING**

- Enhance funding for Case Management for the Elderly by \$3 million.
- Support \$2 million for the Geriatric Mental Health Initiative.
- Enhance meal reimbursement to \$3.3 million for senior centers and meals-on-wheels.
- Invest \$4 million in Naturally Occurring Retirement Communities (NORCs).
- Restore \$2 million for senior transportation services.
- Invest \$9 million in social workers for senior centers and affordable senior housing.
- Baseline \$1.2 million to support the expansion sites of Service and Advocacy for GLBT Elders Centers.