

**ABOUT HERITAGE CHRISTIAN SERVICES AND THE PUSH FOR CARE PROFESSIONALS**

**Heritage Christian Services (HCS) was founded in 1980** by the parents of children with developmental disabilities. Their dream was to provide homes with loving Christian environments. **The first home opened in 1984 in Webster, and the agency expanded into the Buffalo area in 1996.**

HCS is 90% Medicaid-funded. Specific to direct support, for years we have had a plan to achieve a wage of 15.00/hour by 2021 yet funding it within our current rates had not been possible. This new increase has been a result of strong financial stewardship, a powerful show of support from our donors and our success with capitalizing on federal relief strategies.

At Heritage Christian Services we believe moving the wage of our frontline professionals is a social justice issue. Specifically, a gender and racial equity initiative. Caring professions across our county are staffed predominately by women with a growing population of the women being women of color.

According to Paraprofessional Healthcare Institute (PHI), in New York the direct care workforce is:

- 91% female
- 77% people of color
- 61% High school diploma or less
- 60% immigrants

**45% of care workers in New York live in or near poverty and 51 percent need public assistance.**

**The wage increase will immediately benefit 1,650 people at Heritage Christian Services.**

This is a major step yet we must work to continue wage advancement of caring professions until we achieve a wage commensurate with their skill and dedication.

**DIRECT SUPPORT WAGE INCREASE**

See the table below for new full-time pay rates.

Direct Support Program	Current Rate	Rate as of May 9
Residential and Respite	\$ 13.25	\$ 15.75
Day Habilitation	\$ 12.75	\$ 15.25
Community Habilitation	\$ 13.00	\$ 15.50
Respitecreek/Respite Friends/Club Adventure	\$ 12.75	\$ 15.25

Residential and respite employees will continue to receive additional wage for:

High Support Programs: + \$1.00/hour  
 Overnights + \$ .75/hour  
 Weekends + \$ .50/hour

Employees will receive a compression adjustment based on tenure.

To learn more, visit [jobs.HeritageChristianServices.org/wage](https://jobs.HeritageChristianServices.org/wage)



Hear from Marisa Geitner  
[https://youtu.be/mtlbDH\\_Ft1s](https://youtu.be/mtlbDH_Ft1s)  
 (The native video is available upon request.)

Facebook: [Facebook.com/HeritageChristianServices](https://Facebook.com/HeritageChristianServices)  
 Instagram: [Instagram.com/heritagechristianservices](https://Instagram.com/heritagechristianservices)  
 Twitter: [Twitter.com/HCSnews](https://Twitter.com/HCSnews)  
 YouTube: [YouTube.com/heritagechristian1](https://YouTube.com/heritagechristian1)