



The United Cerebral
Palsy Association of
Nassau County, Inc.



2012 ANNUAL REPORT



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From the
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Robert McGuire



From the
President of the Board
Robert Masterson



As we write, 2012 is likely a distant memory as it is almost mid-year of 2013. However, much of what transpired during 2012 is still impacting us today. For many years now, you have heard from us about initiatives that the State of New York continues to implement that are harmful to agencies such as ours and therefore problematic or individuals with disabilities and their families.

Our three areas of service: the clinic, the adult programs (day and residential) and the school have not received an increase in reimbursement in 4 years. As if that is not harmful enough, reductions in income also occurred in several other specific areas. The State blames the Federal Government and the Federal Government blames the State for misusing Federal dollars and then the State makes the not-for-profits pay for all of this.

Managed Care looms in our future as the State tries to appease the Feds and tries to sell the idea to individuals with disabilities and their families stating that, "it's all in their best interest." You've heard the line "We're from the government and we're here to help." Sometimes one can laugh at that line but the reality is that it is not funny, it's scary.

So what do we do about the direction the State is taking us? We can fight back by educating our elected officials, calling, writing and visiting them. Frequently they are unaware of the threats and welcome your input. As many of you know, that is exactly what we accomplished this year when the Governor included a 6% reduction to all agencies serving people with developmental disabilities and we were able to influence our legislators to reduce the damage. It was a small victory but the advocacy from the thousands of individuals with disabilities, their families and staff around the State made headlines and got the attention of our elected officials. We have assurances from our legislative leaders that they are on our side and will find a way to support good decisions going forward.

Our agency was founded by families who envisioned a kinder, more responsive community where people with disabilities would take their place in society and that vision is as clear today as it was almost 65 years ago. Over that period of time, families, volunteers, staff and participants in our programs have forged a partnership that is stronger today than ever. We have much to be pleased about in spite of the challenges. Perhaps the symbol of our tenacity is the reaction to Superstorm Sandy.

With the storm headed for a direct hit in our area, we evacuated three of our **ucpn** residences as a safety precaution. A temporary housing set-up was established at our main facility and, in the days to follow, some residents were re-located to some of our non-affected homes. Residential staff left their own families and their homes (some of which sustained significant damage) to provide for the care and safety of our residents. Our staff worked around the clock for almost a week and in some cases, the extra shifts were necessary for additional weeks. The wrath of the storm caused two of our homes to be completely uninhabitable, creating a need for alternate living spaces. While not ideal, the new spots were safe and appropriate for the residents involved. Amazingly enough, some of our residents are still displaced and not able to return to their homes.

Over 200 of our staff and families experienced significant losses as a result of the storm yet the phrase most often heard was, "After the shock, we only lost *things* and things can be replaced." Perhaps the greatest tribute to our staff and residents was that not one parent felt the need to take their family member to their home. The confidence that families have in our staff and in their family member speaks volumes about the mutual trust evident among staff, consumers and families, making for a truly effective partnership. This partnership is what makes **ucpn** who we are and it is what will sustain us through troubled times.

As you read through this annual report, the highlights of the year 2012 will help clarify why, despite the disconnect with government, we will marshal on and succeed in building a better future for individuals with disabilities.

The Children's Learning Center (CLC)

Once again, enrollment records were broken in CLC this year. The school now serves approximately 270 students from the ages of 1-21. Faculty numbers also hit an all time high with 215 staff providing the services to the students within the school.

Ariane's Musical Garden was officially opened at a ribbon cutting ceremony on July 25, 2012. Dedicated in memory of Ariane Thomas-Lutchmedial, a wonderful CLC student who passed away, the event was a loving tribute to Ariane. Her family raised funds for this visual and auditory haven, which adds a unique dimension to Theresa's Outdoor Recreation Center, also created in memory of another beloved student who passed away, Theresa Russo. The musical garden is thoroughly enjoyed by the students.

Seventeen of our students spent an evening sleeping over at the New York Hall of Science for a Night at the Museum. They enjoyed the exhibits, participated in a scavenger hunt, watched a late night movie, and had a terrific time.

While families and faculty watched, CLC students went surfing in the Atlantic Ocean in Long Beach! Accompanied by volunteer surfing instructors from Surf by All, this was an amazing experience for the children and all of us who had the pleasure of watching.

The principal of CLC, Dee Berger, was awarded the Outstanding Leadership Award by the Council for Exceptional Children, Long Island Chapter,. Many of her colleagues were at the ceremony where a video featuring the great work done by the faculty of the Children's Learning Center was shown.

TBI

In 2012 the Traumatic Brain Injury Department embarked on an expansion encompassing additions to a number of services. With the addition of one part-time and one full-time TBI Service Coordinator, we were able to more than double the number of participants we provide case management for from 15 to 34.

We expanded into another service area, providing Independent Living Skills Training to our TBI clients in their communities, and with this came the addition of two new employees to the TBI team. Our day program added four more participants who now have access to pre-vocational training via the staff cafeteria.

We reached out to our in-house catering team lead by Dravis Jones to collaborate on expanding food services to Agency staff through Café Connections. To date these expansive projects continue to drive our efforts forward always with the Agency's mission in mind.

Development

Our 30th Annual Golf and Tennis Outing raised over \$156,000 net. This is the second year in a row where the Mulligan Committee raised over \$150,000.

Polar Bear Plunge was a great success. We netted over \$35,000 and large portion of that came from the Use of social media and online donation pages.

Due to Hurricane Sandy we were forced to cancel our 60th Annual Forget Me Not Ball and our 23rd Annual Festival of Trees. These represent two of our largest fund-raisers. Both events will be held in 2013.

Facebook and other Social Media accounted for over \$50,000 in donations in 2012. This clearly shows the effectiveness of this fairly new method of raising funds.

Planned Giving and building our Endowment helped us reach the \$14.8 million level in cash and bequests in 2012. Our goal is to reach \$20 million by the end of 2015.

Adult Day Services– (includes Life Options and Day Habilitation)

Three program participants did a presentation on Sensitivity Training at the Annual New York State Association of Community and Residential Agencies (NYSACRA) Conference that was very well received.

The ceramics program in Site-Based Day Hab was expanded to include participation from some of the other Day Programs. In addition they increased production to facilitate sales in the community at Old Mill Nursery in Bellmore, and an Eagle Scout Troop in Pennsylvania.

The Adult Day Services (ADS) Creative Programming Committee sponsored International Day. All the ADS programs participated and were responsible for researching different countries and representing them with posters, clothing, cultural traditions, foods, etc. The projects were displayed in the Auditorium for all to view and enjoy.

Center-Based Day Hab performed two of their annual “Almost Anything Goes” shows this year for all of the other ADS programs. As usual, it was wonderful and great fun for all.

Life Options Video Training Program won the Innovative Program Award from the Cerebral Palsy Associations of New York State. The Life Options group also completed their second Sensitivity Training video.

All ADS programs participants and staff participated in the advocacy campaign fighting against the budget cuts Governor Cuomo put in his State Budget. They wrote letters and made numerous phone calls to their legislators, and attended rallies in protest of the cuts.

Medicaid Service Coordination

Service Coordination is in the unique position of being able to provide services to children as well as adults and we work closely with many of the programs within **ucpn** as well as outside providers.

Service Coordination works closely with our consumers and their families to access services such as residential placement, respite services, recreational/social activities, day habilitation services, community employment and countless other resources.

This past year, Service Coordinators have assisted several families in coordinating environmental modifications that have included the installation of wheelchair ramps, lifts, bathroom modifications and accessible vans which not only help increase our consumers' independence but these modifications also allow consumers more access to their communities and all the opportunities offered.

Quality Assurance

The **ucpn** QA Department developed an Investigation Training Curriculum by which Agency investigators will be trained on the critical elements of the investigatory process.

In response to regulatory changes, the QA Department's audit schedule was revised to encompass focused reviews. Focused reviews involve a review of the following areas:

- Behavior Management Strategies/Interventions
- Van Safety
- Monthly Summary Reports

Residential

Residential Services continues to be an area of significant importance for the agency. During the past year we spent most of our energy restructuring the department and relocating program participants after Hurricane Sandy devastated three of our residences: two in Long Beach and one in Freeport.

Eleven participants had to be relocated. Only six individuals have been able to return to their home to date. Unfortunately the two homes in Long Beach have been substantially damaged and the future remains unknown. We are diligently working with FEMA in an effort to secure funding.

We worked tirelessly to train our staff on two new mandates from OPWDD, Person Centered Behavioral Interventions and the Choking Prevention Initiative. Both of the initiatives are designed to ensure our participants' safety and quality of life.

Physical plant enhancements included the demolition and repairs to our residences damaged during the hurricane. Our maintenance staff were able to complete a good portion of the work, which not only represented a cost-savings to the agency, but also ensured that the work was completed in a timely fashion.

Although budgetary issues have inhibited our abilities to develop additional residences we were able to secure funding to increase the occupancy of the Clark Street home from to six to seven residents. To accommodate the individuals displaced from the residences in Long Beach we have been granted temporary increases in the occupancy of three additional residences: 350 Washington Avenue, Roosevelt; Anne Drive in Freeport and Richmond Road in East Meadow.

As providing quality services is the Residential Services Department's primary mission, the organizational structure of the department has been continually re-designed to ensure that we meet the changing needs of our individuals most effectively.

Bayville, Arrow Lane and Colonial Drive Residences

Ten Direct Support Professionals (DSP's) from Bayville, Arrow, and Colonial attended the Annual DSP Conference where they received recognition for their outstanding job performance.

Several residents from Bayville, Arrow, and Colonial continued their advocacy efforts by visiting with legislators to educate them on the importance of funding for programs for the disabled.

At Bayville, a new Building and Grounds Committee was formed in 2012. The committee did some fundraising and helped to beautify the grounds with new plants and flowers.

Staff at Bayville, and throughout the Agency, pulled together during and after Hurricane Sandy to ensure the safety and well-being of all the residents, as well as each other. The storm caused a lot of difficulty for many people and the **ucpn** staff came through with flying colors.

Fortunoff Treatment & Rehabilitation Center (FTRC)



A ReWalk user is thrilled to stand at **ucpn**

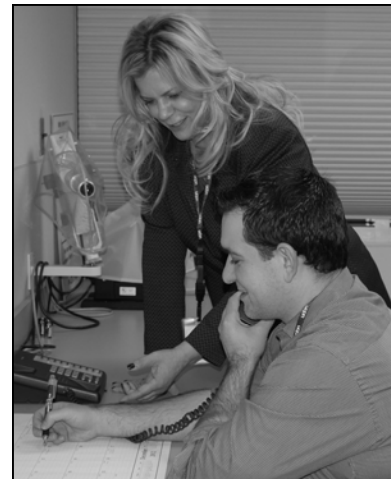
The **ucpn** purchased two ReWalks, a robotic exoskeleton that attaches to a person's legs enabling someone who is paraplegics to stand, bear weight and walk.

The **ucpn** received designation as a rehabilitation training site in the Northeast region of the USA.

To enhance primary care services to the underserved, underinsured and uninsured, **ucpn** began the process of obtaining designation as a Federally Qualified Health Center.

A new Medical Director, Dr. Denise Santucci, and a new Primary Care Physician, Dr. Patrick Frisella joined **ucpn's** medical practice.

Cardiology, Gastroenterology and Pediatric Orthopedic services now offered through **ucpn's** Fortunoff Treatment and Rehabilitation Center.



Dr. Denise Santucci and Dr. Patrizio Frisell confer at the FTRC

Human Resources/Payroll/Information Technology

With a workforce in excess of 850 individuals, Human Resources continues to work diligently to meet the needs of our managers and staff. Our staff provides one-to-one assistance whenever there is a question or concern regarding their rights and responsibilities as employees of **ucpn**.

In 2012 the Agency made a decision to switch our Human Resources and Payroll software from ADP to Paychex. This transition will be made during 2013. We expect that the new software will not only provide greater functionality, but it will also save the organization approximately \$50,000 per year.

Implementation of the Affordable Care Act (ACA) has been a focus of the Human Resources and Payroll staff in the past year. There are a great many changes looming on the horizon as a result of the ACA. During the past year, we have worked toward positioning our Human Resources and Payroll systems to that we will have the infrastructure in place to meet the reporting and monitoring requirements of the ACA.

The Agency's need for new and improved Information Technology software and hardware continues to grow in order to meet the demands of our programs and regulatory agencies. With the implementation of VMware virtualization we have been able to improve the reliability and security of many of our network applications. Virtualization has also reduced the number of servers that we need to purchase and maintain. This has resulted in a reduction of the Total Cost of Ownership going forward. During the past year we added ZixCorp Email Encryption to security systems in order to maintain the security of Personal Health Information (PHI) and Personal Financial Information (PHI).

Our computer networks continue to evolve in an effort to add resiliency and reliability to our systems. Currently, we support over 450 users in more than 20 locations.

Finance

Nassau Cerebral Palsy Association and its subsidiaries United Cerebral Palsy Association of Nassau County Inc. (ucpn) and Rehab Solutions showed deficits in 2012. Bayville showed a slight surplus.

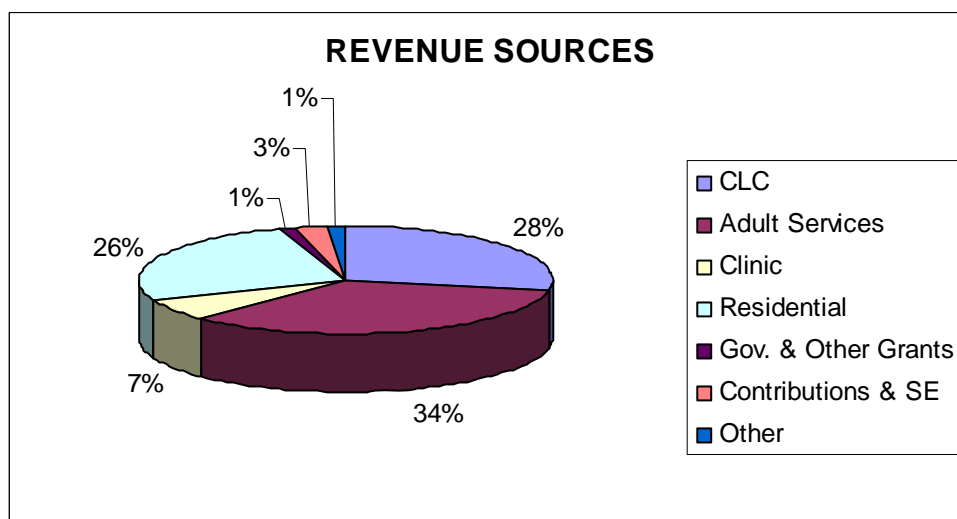
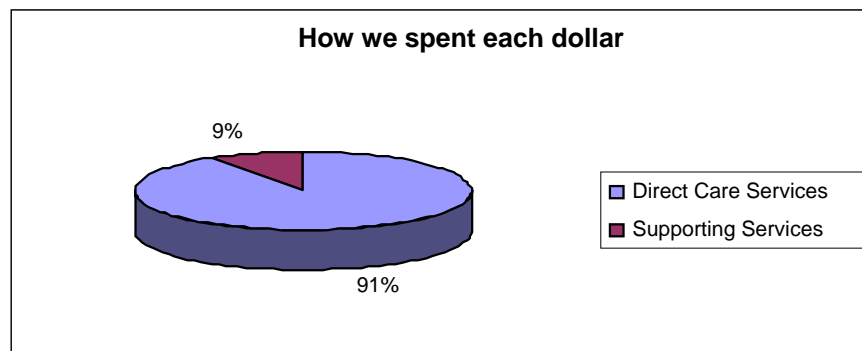
At year ending 2012, ucpn has an outstanding balance on our line of credit. Funds were used to facilitate normal operations during damages caused by Hurricane Sandy.

Once again, the Children's Learning Center anticipates no growth factor in their tuition rate.

OPWDD instituted the anticipated rate cuts which further hindered our ability to operate our programs. DOH instituted capital rate cuts which have further hindered our ability to operate our clinic.

The Agency continues to monitor all expenses and develop alternative funding sources for our programs along with the management staff, the Budget & Finance Committee and the Board of Directors.

****Any further details are available in our audited financial statements, which are available upon request.***



All audits and financial reporting requirements were filed on time.

Electronic scanning, approval of invoices and online bill payment is now ongoing as the pilot concluded that all end users prefer this approach.

A program was started with the Clinic ITC, Life Options and TBI to facilitate training of their consumers in basic accounting skills. Three consumers have been trained to date.