



2014 ANNUAL REPORT

The United Cerebral Palsy Association of Nassau County, Inc.



We Provide the Highest Quality Services to the Children and Adults We Serve

Mission

The mission of United Cerebral Palsy Association of Nassau County, Inc. is to (a) affect positively the quality of life of persons with cerebral palsy, others with severe disabilities and multiple service needs, and the families of both and (b) prevent cerebral palsy and minimize its effects.

Purposes

United Cerebral Palsy Association of Nassau County, Inc. is a dynamic network of people committed to the following purposes:

- ◆ To assure the rights and entitlements of persons with disabilities
- ◆ To equip and enable individuals with cerebral palsy and other severe disabilities to attain the fullest possible employment, productivity, and participation in an integrated community
- ◆ To support freedom of choice by assuring multiple options in daily living
- ◆ To provide a continuity of quality human services
- ◆ To improve living conditions in all circumstances
- ◆ To present factual material for the awareness and understanding of all segments of the public
- ◆ To involve persons with cerebral palsy and also others with severe disabilities in decision-making processes affecting their lives
- ◆ To mobilize human and financial resources to accomplish the above.

The logo for the United Cerebral Palsy Association of Nassau County, Inc. (UCPN) is displayed in a bold, red, sans-serif font. The letters are lowercase and closely spaced, with the 'u' and 'c' being particularly prominent.

From the
Executive Director
Robert McGuire



and the
President of the Board
Al Jaronczyk



For the past several years, we have been reporting to you, our stakeholders, our concerns for the future.

Reductions in reimbursement continue to occur; flat rates of reimbursement are the norm (CLC preschool had its last rate increase in the 2008/2009 school year). Managed Care still looming in the future will drive our rates down further and the partnership our industry enjoyed with Albany is in tatters. In October of 2014, we learned that our Life Options Program would be closed January 1, 2015. The Life Options Program had been established in 2005 and was touted by New York State as progressive and innovative. New York State actually created a video to highlight the creativity of this program to show around the State. But now, it's not the flavor of the day.

What effect did this capricious decision have? Well, 120 individuals lost their jobs.

We can no longer pay individuals who served as Assistants to Teachers, worked a concession stand, served in the kitchen or switchboard, or worked on an assembly line. Why? Someone in Albany believes that no one should have a job that pays less than minimum wage. So the option is either employment at minimum wage or no paycheck at all. Does that make sense to you? It doesn't to us either, and in 2015, we have been fighting back by creating a video of our own to tell the story of 120 individuals who were pleased to be employed, proud to tell their families and friends that they worked, delighted to have their work recognized with a paycheck and happy to call their peers co-workers. Frank Fee, one of our participants who lost his job told me it wasn't about the money; it was about his sense of value; his sense that he was making a contribution; his sense that in a world that is difficult, his job made his life feel worthwhile.

As ucpn has done for 67 years, we will raise our voices, visit our legislators, send letters and emails, and fight another injustice because it's the right thing to do.

You will read highlights from different programs in this report. You will learn of the vastness of our services and we believe that you will understand our importance to the children and adults that have come to ucpn for decades for a better opportunity to enjoy life.

We'd like to congratulate Karen Kiefel, a Board member, who was honored at the 2014 Annual CP of New York State Conference as the Volunteer of the Year. We'd also like to recognize the Gaudiosi family for initiating and still running Buddy Baseball that celebrated its 25th Anniversary in September 2014 and thank the Town of Oyster Bay Supervisor and **ucpn** Board member, John Venditto, for officiating at the event.

We'd like to express our appreciation to Michelle McCormack and Debbie Hughes, both Board members, for earmarking money from a friend to establish Scotty's Place, a Sensory Room designed to assist individuals with sensory challenges to feel more comfortable in their environment.

We recognize the world is changing. The **ucpn** and all those who have participated in the development and provision of our services over the nearly seven decades are committed to ensure that these changes do not impede the progress that has been made. Individuals with disabilities should be free to live productive and happy lives. They deserve the opportunity to plan and exercise their vision for their lives. Please help us accomplish the dreams of our pathfinders. Come to visit us and learn how you can make a difference. Go to our website at www.ucpn.org and join us in our fight to reestablish employment for our participants.

Thank you.

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Assistant Executive Director

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Director of Educational Services

Diane Berger

Director of Adult Day Services

Sharon Rothstein

Director of Finance

Anthony Buccheri

Director of Quality Assurance

Jose J. Rivera

Director of Human Resources and Information Technology

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Charles Evdos

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Delia Paranos

Ruth Wilson

Mary Lou Zizzo

Cover: photos clockwise from upper left

NHL star John Taveres from the Islanders was host to a CLC student at a game this exciting season. Tickets to about 5 games were provided by the Islanders through a special community relations program for a CLC student to attend with a parent.

Some CLC students were selected to be reporters for Newsday's KIDSDAY section. This group got the assignment to interview Yankee great, Mariano Rivera!

Life Options program participant Tricia Pikul went to Albany to advocate for ucpn and had the opportunity to meet Senator John Flanagan and inform him of challenges our agency faces.

The 2014 ucpn Dignitary Awards Winners: Ruth Wilson, Skudin Surf, Fred Nicotra and John Seery of Old Mill Nurseries All made special contributions that helped ucpn carry out its mission of improving life for individuals with disabilities.

In December Creation joined forces with the Long Island Children's Choir in a concert at the Space in Westbury. The Children's Choir is known as a choir with a cause and they raised \$2,500 for ucpn. The evening culminated with David Tindal, Melissa Herrera, and Riva Zinno singing "Happy" by Pharrell Williams with the entire choir accompanying them.



The Children's Learning Center (CLC)

The Children's Learning Center held its first annual **Moving Up Ceremony** for the 5 year old students who are moving up from CLC's preschool to our kindergarten. Each child's preschool teacher talked about the student's achievements and then the student moved across a bridge on the stage of the auditorium where his/her new kindergarten teacher was there to greet the child. It was a sentimental, enjoyable ceremony for children, families and faculty.

Students in the Functional Upper School Academics Class received quite an honor this year. They were selected as reporters for the *Newsday* special section called "Kidsday" and had the privilege of meeting and interviewing Miss America and Mariano Rivera, and coaches from the current Mets team. In addition, they composed articles about the interview experiences, along with stories about CLC programs and special events they were part of which were Then published over a 6 day period in *Newsday*.



A new club has been formed in CLC: the Drama Club.

The club members performed for the students last summer and are working on a production which will be presented to the student body and faculty in June.

The UPSEE is an example of an innovative mobility device that the CLC Physical Therapists learned about. They did some research and were impressed enough to purchase one to use and test with our students. The results achieved have been very impressive and numerous students have taken their very first steps with the use of the UPSEE. Thanks to the generosity of the County Executive, employees of Nassau County, and supporters of CLC, we now have an array of UPSEE in different sizes that are being used throughout the day by therapists with students.

The UPSEE was designed by the mother of a young child is Israel and is being manufactured in Ireland. It consists of a support harness that enables a child to stand upright and by attaching it to an adult, and using a shared pair of sandals, it enables the child and adult to take steps together. An UPSEE may remind you of a child dancing on her daddy's feet, but facing forward.

CLC students who were not able to take steps on their own, are now able to experience the feeling of walking. Therapists are now able to feel the children initiating the movement of stepping. The clinician can feel which muscles are being activated by the child and thus, is able to develop a more focused rehabilitation plan for individual motor control.

Three CLC students will be using the UPSEE as they participate in the 2015 Victory Games. We are also starting a baseball league here at CLC this summer and students will run the bases using their UPSEEs. We will incorporate the UPSEE into our school Ballet Club program when we hold our annual ballet recitals. The audience will see ballerinas twirling in their UPSEES, as well as in their wheelchairs!



Adult Day Services (ADS)

Life Options started Job Readiness Training including such skills as data entry, public speaking, interviewing, and the beginnings of travel training. The video training program continues to produce advocacy and sensitivity videos to assist with the participants' efforts in these areas.

Through Samantha Hasher, the Art therapist in Life Options, several of our day program participants had the opportunity to display their art work in an Art Gallery at Hofstra University's School of Health Sciences and Human Services (see photo) The participants and their families were also invited to a Reception at Hofstra where the participants described their art work, the special equipment they use to complete their art work and why, how they express themselves through their art and how creating the art improves their self esteem, independence, and contributes to their healing.



The Oceanside participants continued their daily community Integration outings and volunteer work where they have the opportunity to improve their socialization and communication skills through interactions with individuals in the community. In addition they performed their Annual Holiday Show and invited families, advocates and residences to celebrate their achievements. The presentation allowed them the opportunity to work on their public speaking skills as well as celebrate their improvements in organizational skills, academic skills, behavioral skills and overall self esteem enhancement.

Site-Based Day Habilitation (SBDH) participants are continuing to attend Life Options classes such as computer and video training. Their involvement in the advocacy and sensitivity videos is allowing them to have a voice in the fight for their rights. They are also participating in the advocacy being done throughout the Agency and are members of the Self Advocacy Group.

Thunderbolt athletes competed in the National Boccia Tournament held at Michigan State University. The team's hard work, serious training and dedication to the sport paid off as they had their most successful Nationals competition since the team's inception in 1988.



Thunderbolts Head Coach, Mary C. Hodge traveled to Dubai, UAE to coach Team USA to compete in World Championships. This is the start of Team USA's road to qualify for Rio 2016.

In addition to their daily volunteer responsibilities in the community, Wantagh Day Habilitation participants had an opportunity to take a trip to New York City. They experienced taking the LIRR, taking in the city sights and experienced the hustle and bustle of NYC. Some other special events included a trip to the Zoo, the US Tennis Open, and a Panamanian feast. Over several months the participants researched different types of animals, the sport of tennis, and the country of Panama, culminating with the trips in order to experience what they learned.

Residential

During the past year we successfully expanded the Greenvale Lane Residence in Levittown from six to seven beds. This innovation provided an opportunity for three people to be placed in settings that maximized their independence.

To meet regulatory changes in billing the delivery of Residential Habilitation Services for supervised IRA's the program was redesigned from a monthly to a daily billing process. In addition to training all staff, the actual documentation and billing process was revised to meet the new regulations.

Three Direct Support Professional (DSP) staff attended the Annual NYSACRA DSP Conference where they received special recognition for their contribution to ensuring that the highest quality of service was provided to our consumers and their families.

The Residential Department continues to enhance the fire safety capabilities of our residences. This year, Central station monitoring was added to our Greenvale Lane, Abbey Lane, Adams Gate, Ann Drive, Arrow Lane, Colonial Drive, Clark Street, South Oyster Bay Road and 350 Washington Avenue residences.

We upgraded the fire safety features of the McLean Avenue and Chapman Avenue residences to ensure that the residences meet the Life Safety Code. Additionally, we initiated the process of upgrading the fire safety features of the South Oyster Bay Avenue residence.

We were approved to increase the capacity of the Heilbrunn ISS program from two to three beds. In addition, funding was secured to upgrade the bathrooms and kitchen to be completely accessible.

Bayville, Arrow Lane and Colonial Drive Residences

Ten staff members from Bayville, Arrow Lane and Colonial Drive attended the Annual Direct Support Professional's Conference. Two staff members, Coeurgelite Jean Baptiste and Maude Oranville, were recognized for their outstanding performance as Direct Service Professionals.

Two staff from Bayville: Cliff Augustin and Patrice Revan, were selected to participate in the State wide DSP Credentialing Program as part of the Workforce Transformation initiative by the Office for Persons with Developmental Disabilities (OPWDD).

Bayville instituted a staff recognition program titled "Caught Doing it Better." This program was put in place by our Assistant Directors to help staff identify and retain the skills and goals of the DSP Code of Ethics and The Core Competencies. Each month several staff are recognized by their supervisors and peers for their commitment to the Code of Ethics and the Agency's mission.

Quality Assurance (QA)

The **ucpn** QA Department developed an Investigation Training Curriculum which is used to train Agency investigators 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 in the following areas:

Behavior Management Strategies/Interventions

Van Safety Practices/Protocols

Monthly Summary Reports /Reviews

Consumer Satisfaction Reviews

Consumer Driven Planning/Service Delivery Processes

Fortunoff Treatment & Rehabilitation Center (FTRC)

At the Fortunoff Treatment and Rehabilitation Center, the medical and clinical team sustained an unwavering focus to deliver the highest quality and safest care to our consumers. The challenge for us is to continue to provide extraordinary care to more consumers while payments for care level off or decline as state and federal budgets attempt to address significant deficits.

As a result, we are determined to change some of the ways in which we provide care while continuing to focus on enhanced consumer care quality and safety, growing our service offerings, serving as both the provider and employer of choice, and operating in a fiscally sound manner. Several accomplishments highlighted in this report illustrate our progress. Our primary care team joined a network developing a Medicare Accountable Care Organization. The goal of this ACO is to deliver seamless, high-quality care for Medicare beneficiaries instead of the fragmented care that often results from a fee-for-service payment system.

We have partnered with NorthShore LIJ, NuHealth, and Catholic Health Services forming a Performing Provider System to help meet New York State's goal of reducing avoidance hospital use. In addition to the usual complement of therapies, ucpr's Article 16 Clinic started utilizing a multisensory environment (MSE) room. This MSE room is used as a treatment modality to control environmental stimulation, via visual auditory and tactile means, to assist individuals on increasing tolerance to the environment around them. Participants that have been using the MSE room during treatment sessions, have shown improvement in participating in classroom tasks, as well as improved transitioning between activities.

Medicaid Service Coordination (MSC)

The Medicaid Service Coordination department continued to assist our consumers in gaining access to necessary services and supports appropriate to the needs of the individuals. 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 ucpr. We continue to work closely with our consumers and their families to access services such as residential placement, respite services, recreational/social activities, day habilitation services and countless other resources.

This past year MSC's have assisted several families in coordinating environmental modifications that have included the installation of wheelchair ramps, bathroom modifications, ceiling lifts and accessible vans. These environmental modifications not only helped increase the consumer's independence but also allowed consumers more access to their communities and all that it has to offer them. MSC continues their hard work as advocates on behalf of our consumers and to navigate regularly through institutions such as Department of Social Services, Medicaid and Social Security Administration.

Service Coordination is comprised of eight Service Coordinators, which includes two bilingual Service Coordinators allowing us to serve the Latino community. Service Coordination continues to provide a multitude of MSC services to our ucpr consumers as well as outpatient individuals.

Traumatic Brain Injury Program (TBI)

We continue with our participation in New Employee Orientation to consistently positive reviews. As an educational segment for staff sensitivity and awareness it is also a feel good to our participant who shares his personal story of head injury and survival.

Our Structured Day Program has seen the addition of a new employee formerly from the Life Options Program to oversee vocational goal attainment for our participants and food service provision to our staff.

Added to our repertoire of TBI Waiver Services last year, Independent Living Skills Training (ILST) continues to flourish with a team of two fee-for-service employees and 7 participants receiving individualized services in the community such as travel training, computer skills, money management, job coaching, etc.

We have become a member of the Alliance for TBI and NHTD Waiver Providers, whose goal is to provide advocacy, education and networking opportunities in order to strengthen our financial stability and clinical sophistication.

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, as well as the demands of our regulatory agencies. Our staff provides one-to-one assistance whenever there is a question or concern regarding employment at **ucpn**.

Human Resources staff continues to keep pace with the ever changing requirements of the Patient Protection and Affordable Care Act (PPACA) in order to insure our ongoing compliance. As previously reported, the healthcare benefits we offer to our employees are consistent with the requirements of the Affordable Care Act. Other than the increased documentation and reporting requirements of the PPACA, we do not anticipate any significant problems going forward.

Workplace safety and rising Workers' Compensation costs have been an area of concern in the past year. In an effort to improve workplace safety and reduce Workers' Compensation costs, we have devoted additional resources to our Agency's Safety Committee. The Safety Committee's efforts have been driven by detailed discussions and critical analysis of employee accidents. Our experience to date gives us reason to believe that our efforts will be successful in the long run.

During the past year, we have been working on the migration of our Payroll and Human Resources software systems and data from ADP's HRPerspective and PCPayroll software to ADP's Workforce Now solution. The new Payroll migration was straightforward and the new system is working flawlessly. The HR migration has not been so easy. A lack of compatibility between ADP's old and new software platforms has made this a very time consuming, laborious task. Nonetheless, we continue to make progress and anticipate the migration will be complete by the end of the third quarter this year.

Our computer networks continue to evolve in an effort to add resiliency and reliability to our Information Technology systems. Currently, we support over 450 users in more than 20 locations. Last year Microsoft ended support for Windows XP on April 8, 2014. The **ucpn**, like businesses around the world, was confronted with the need to migrate the operating systems on approximately 250 PCs from Windows XP to Windows 7. Although this is a major undertaking, our IT staff was able to complete this project without any assistance from outside contractors.

Development

Endowment has reached \$16.5 million level. This represents approximately \$1.2 million in funds received as of 12/31/14 and \$15.3 million in bequests.

Ben Baron, a dedicated **ucpn** volunteer and member of the Million Dollar Round Table Foundation, secured a \$10,000 donation that will be used to make repairs to agency property that sustained damage a result of Superstorm Sandy.

Generous donations were made to the Educational/Tuition Reimbursement Program for staff including \$20,000 from the Lindner Foundation, \$10,000 from Bill Cohn and \$5,000 from Robert Wild.

Rob Dircks and Mary Brosky are creating a new web page for **ucpn** and it should be ready Summer, 2015.

The Atlantic City Event at Harrah's had over 112 guests attend and netted about \$10k for the agency. The 6-course dinner with tasting was great. Entertainment by Tommy Sullivan of the Brooklyn Bridge was enjoyed by all.

Trivia Challenge grossed \$31k and netted \$28k

Polar Bear Plunge grossed \$47k and netted \$41k.

Golf and Tennis grossed \$299k and netted \$193k.

Forget Me Not Ball grossed \$111k and netted \$42k

Festival of Trees grossed \$146k and netted \$25k

Finance

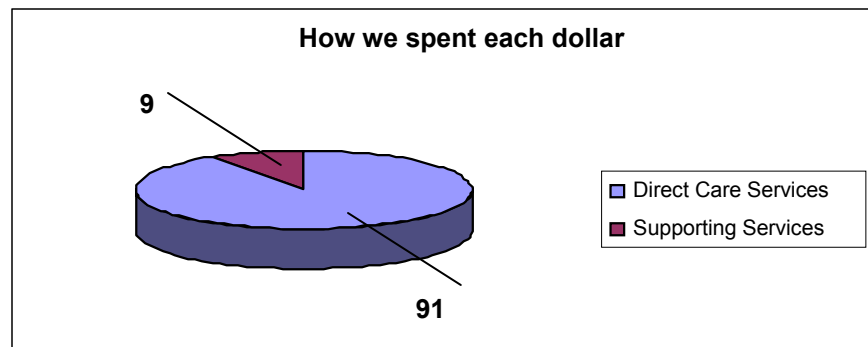
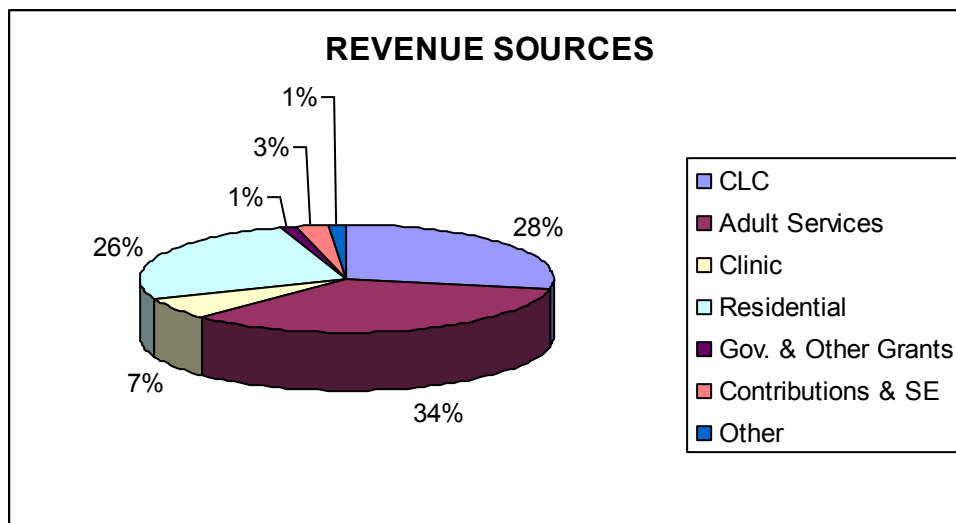
Nassau Cerebral Palsy Association and its subsidiaries United Cerebral Palsy Association of Nassau County Inc. (**ucpn**) and Bayville showed surplus for the year resulting from cost cutting measures. Rehab Solutions showed deficits in 2014.

At year ending 2014, **ucpn** has an outstanding balance on our line of credit. Funds were used to facilitate normal operations.

OPWDD/DOH instituted Life Options rate cuts and program elimination, which have further hindered our ability to operate our Day Hab programs. These cuts resulted in 120 consumers losing their precious jobs in various business functions. See the **ucpn** webpage for more details.

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.



Prestigious Honors for **ucpn**



Karen Kiefel **Presented with the 2014** **Anthony J. Koenig** **Volunteer Service Award**

Presented by CP-NYS to recognize an individual who has volunteered significant time and energy to people with disabilities and/or initiated local community action and support which has enhanced the lives of people with disabilities.

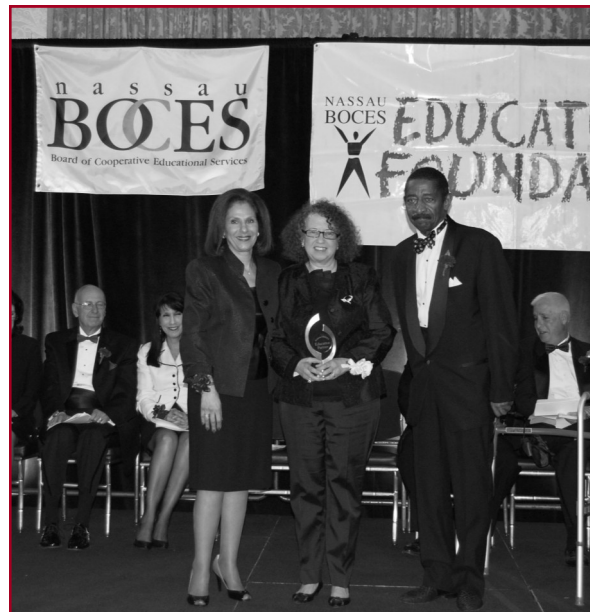
*Karen Kiefel, a dedicated **ucpn** Board member and long-time Volunteer, was a very deserving recipient of this honor.*

Dr. Diane Berger and the **Children's Learning Center** **Nassau BOCES** **Partner in Education Award**

Presented April 2014

Nassau BOCES honored people and organizations that have had profound effects on public education in Nassau County.

The eighth annual awards program celebrated outstanding community and business leaders, nonprofit executives and volunteers, organizations, school board members, students, teachers and Nassau BOCES employees. The CLC was pleased to be among this group of recognized leaders in education.



Rachel Gaudiosi and Family **25th anniversary of Buddy Baseball**

Town of Oyster Bay Supervisor John Venditto officially recognized this great accomplishment at a formal ceremony followed by a terrific baseball game at Burns Park in Massapequa.



Islanders and ucpn— **True community spirit**

*Through a community relations program sponsored by the NY Islanders, some students from the Children's Learning Center at **ucpn** were able to attend hockey games as very special guests of star players, **John Taveres** and **Josh Bailey**. The generosity of the Islanders organization has been evident in other programs and events at **ucpn** too.*





Assisting individuals with
disabilities since 1948
www.ucpn.org * 516-378-2000

WISH LIST

This is a compilation of requests from the programs at the United Cerebral Palsy Association of Nassau County, Inc.

Tobii 1-12 Communication Device	\$	16,000
Power Lift for Pool	\$	10,000
Hydraulic Changing Table	\$	9,000
20 Quart Food Processor	\$	8,200
Bayville Awning	\$	7,000
Math, Social Studies, and Science Textbooks for CLC	\$	5,000
OT Ice-Pack Machines, Fluid Therapy, Ultrasound	\$	5,000
DynaVox T10 Communication Device	\$	4,889
Electric Combination Tilt Table	\$	4,100
Sterilizer	\$	3,750
WelchAllyn Spit Vital Sign Machine with stand and basket	\$	3,500
6 Support Stations for Bathrooms (each)	\$	3,000
Permanent Outdoor Communication Boards for Playground	\$	3,000
A PERI-PRO III (develops dental x-rays)	\$	2,800
Hi-low Table	\$	2,500
3 Smart Board for Adult Day Program (each)	\$	2,500
4 Changing Tables (each)	\$	2,000
Wii System, TV, Games and Accessories	\$	1,800
Ultrasonic Cleaner	\$	1,595
2 Hoyer Lifts for Residential (each)	\$	1,500
Assorted Trees & Shrubs for Colonial Drive and Greenvale Res.	\$	1,500
Computer Software and Printer for Community-Based Day Hab	\$	1,500
Word Plus with Destalk Synthesizer	\$	1,500
4 Vital Signs Monitors GE DINAMAP Pro 400 with stand	\$	1,390
Exercise Stairs	\$	1,250
Otoscope and Ophthalmoscope (each set)	\$	1,200
2 Wired Visual Response Audiology System (each)	\$	1,200
FM Central System for Sound Amplification	\$	1,200
EZ Stander	\$	1,200
6 Mats for PT Gym (each)	\$	1,100
Automatic Page Turner	\$	1,100
Therapeutic Listening Equipment	\$	1,100
Pocket Viewer Magnifier	\$	1,000
Sponsor Athlete for National Competition	\$	1,000
3 sets of bedroom furniture (each)	\$	1,000
2 Refrigerators for Residential (each)	\$	800
Switch Assessment Kit	\$	750
21" Immersion Blender with Attachments	\$	700
4 I Pads for Communication (each)	\$	600
2 Dishwashers (each)	\$	600
6 Recliners for Residences (each)	\$	600
3 42" Televisions (each)	\$	550
4 Dual-User Pneumatic Adjustable Workstation (each)	\$	500
2 Patio sets (each)	\$	500
Sensory Equipment	\$	500
Sensor Mat for Pressure Mapping System	\$	500
2 Bath Commode Chairs (each)	\$	400
1 Finger Pulse Oximeter	\$	250
1 Communication Device Switch	\$	120