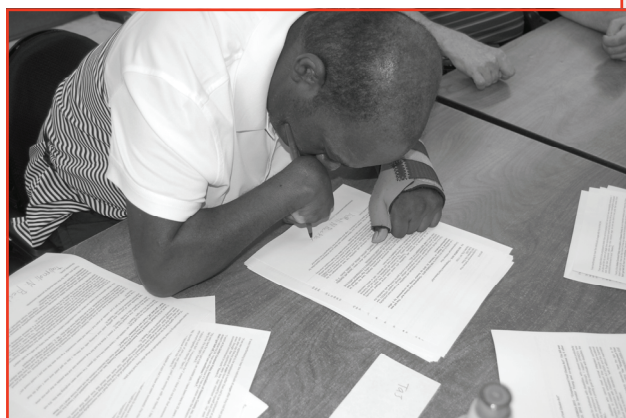




CEREBRAL PALSY OF NASSAU COUNTY

Making a Difference for Individuals with Disabilities Since 1948



2015 ANNUAL REPORT

Mission

The mission of the 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.

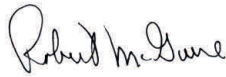
Purposes

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

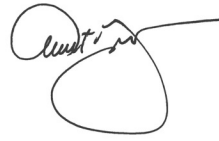
- ◆ To assure the rights and entitlements of persons with disabilities
- ◆ To equip and enable individuals with cerebral palsy and other severe disabilities to attain the fullest possible employment, productivity, and participation in an integrated community
- ◆ To support freedom of choice by assuring 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.



From the
Executive Director
Robert McGuire



and the
President of the Board
Al Jaronczyk



One of the greatest strengths of any individual, or an organization, is to know when to make a change and then responsibly act upon that thought. In 2015, after much discussion and deliberation, the Board finally decided to leave the National CP Association. The decision wasn't an easy one; after all, we had been a partner with the United Cerebral Palsy Association for 67 years, and for most of those years we collaborated with agencies throughout the country in order to create a formidable and consistent voice in the advocacy effort for individuals with disabilities and their families. Many improvements in the variety and scope of services provided and program reimbursement took place in the 80s and into the new century. However, in the last several years, we did not experience the level of advocacy for the things we hold as sacrosanct to our mission.

We believe that real choice must offer variety. That means for some, a facility like ours in Bayville that is home for 48 adults with disabilities is not only appropriate, but necessary. That also means for others, a home for six individuals, or for two, or just one, should be an option. That means a workshop opportunity should exist as a choice, just as working in the community should be a personal decision. It further means that our school should be an option for families when they consider what environment provides the best opportunity for their child to prosper academically, therapeutically and socially. Our National Association did not embrace this breadth of choices and therefore, effective January 1, 2016, we ceased being a member. This decision bars us from using the letter "U" or "United" in our name. As a result, our new name is Cerebral Palsy Association of Nassau County and CP Bayville. All other corporate names remain. Our passion and devotion to service remains as always. While our relationship with the National Association has ended, we extend our appreciation for the years of progress and wish them well in the future.

It is important to note that on a national and state level, government has the same narrow myopic position regarding choice. Choice is available if the choices happen to be the ones they approve. Governor Cuomo plans to close all workshops by the year 2020. Intermediate Care Facilities (ICFs) are to be eliminated. Day and Residential program opportunities are limited. This is neither choice, nor progress.

In spite of the continued threats to the fabric of our industry (Have we mentioned NY State is also pushing Managed Care?) CP Nassau continues to meet our mission. Walk through our halls and witness the expertise and dedication of our staff; see our children and adult participants meet the challenges they face with optimism and determination. Watch as volunteers donate a very precious commodity – their time, so that they can share their talents, furthering the growth and successes of both our children and adult consumers.

Our Annual Report highlights specific accomplishments in each of our areas. Reading it will validate the vastness of our business that supports over 1,500 children and adults. Our 850 employees are remarkable people. It should be noted that tonight, 78 employees are being honored for service of 10 years or more. One of these individuals, Margie Rambert, is being recognized for 35 years during which she cared for hundreds of the children in our School. After all these years (many of them commuting by public transportation from New Jersey) Margie is retiring. Giselle Smiley has been a dedicated employee in our Adult Day Program for 40 years and is also retiring. She too has touched the lives of countless adults, helping to create a calm and nurturing environment for our participants. Kudos to all being recognized and special thanks to Margie and Giselle.

You've all made a difference.

We encourage you to visit our website, www.cpnassau.org and our CP Nassau facebook page to keep up-to-date on advocacy efforts and other Agency news. Keeping our supporters informed and ready to act is paramount to our success.

Directors

Executive Director

Robert McGuire

Assistant Executive Director

Karen Geller-Hittleman

Director of Adult Day Services

Sharon Rothstein

Director of Finance

Leonard Weil

Director of Quality Assurance

Jose J. Rivera

Director of Human Resources and Information Technology

Larry J. Davies

Medical Director

Dr. Michael DeAngelis

Director of Development, Marketing and Public Relations

Charles Evdos

Director of Clinical Services

Ellen Naidus

Director of Residential Services

Cheryl Solomito

Director of Bayville

Paul Lowry

School Principal

Diane Berger/Arthur Brown

Board of Directors

Presiding Trustee

Ernest T. Bartol, Esq.

President

Albert T. Jaronczyk

Executive Vice President

Robert Masterson

Vice Presidents

Anthony Galano, Jr.

Robert Griffin

Carmela Lage

Delia Paranos

Kathryn Wilson

Treasurer

Jerry Poller

Corporate Secretary

Iris Alessi

Members of the Board

Natalie Alloy

William Cohn, Esq.

Tom Connolly

John Ferrari

Mary Fleisch

Deborah Hughes

Annamaria Impagliazzo

Karen Kiefel

Michelle McCormack

Joel Meltzer

Frank Ozol

Anthony L. Parga

Steven Protass

John Seery

Jack Sullivan

John Venditto, Esq.

Alice Zapf

Mary Lou Zizzo

Honorary Board Member

Dr. Calvin O. Butts III

Council of Auxiliaries Executive Board

President

Annamaria Impagliazzo

Executive Vice President

Iris Alessi

Administrative Vice President

Alice Zapf

Treasurer

Ruth Wilson

Financial Secretary

Karen Kiefel

Recording Secretary

Cathy Lupo

Vice Presidents

Maddy Cohen

Ruth Greene

Sharyn Hirschhorn

Micki Saracino

Jean Sinnott

Advisory Board

Chairperson

Karen Kiefel

Iris Alessi

Natalie Alloy

Carmela Lage

Delia Paranos

Ruth Wilson

Mary Lou Zizzo

Cover: photos from top left clockwise:

-With Senator Kemp Hannon in Albany

-CLC student joyous upon receiving her new bike from "Share the Voice"

-Delia and Susan Paranos, mother and daughter team from CP Nassau, giving public testimony in Washington, D.C.

-Terence Leary Field at CLC

-Program participant determined to sign advocacy letters to legislators



The Children's Learning Center (CLC)

Just a few highlights in a very enthusiastic, busy school year...

The CLC was selected by the Victory Games (Empire State Games for the Physically Challenged) Committee to be the site of the annual Kick-Off Press Conference. Our students and faculty did an outstanding job of welcoming many dignitaries and special guests including Nassau County Executive Ed Mangano and founder of the Games, Susan Gordon Ryan. The event was covered by the media including Fox 5, News 12 and Newsday.

Toys for Tots donated over \$40,000 worth of toys to CLC – every child received a special toy and some of the specially adapted toys were kept at school for all to use and enjoy.

The CP Council of Auxiliaries sponsored a “Shopping with Elves” event for the students. Funds were provided to run this wonderful program by the generous and caring Nassau County Homemakers

As a result of generous funding from the Terence Leary Foundation, a new baseball field was established at the CLC. The TL Foundation also donated funds to purchase two UPSEES, the innovative mobility device our Physical Therapy department has been using very successfully with students.

The “Share the Voice Foundation” has brought their mission of making a positive difference in the lives of children with disabilities through recreation by generously donating specially adapted tricycles for a dozen CLC students who were identified by our Physical Therapy department as appropriate candidates for the bikes.

Students in our Teen Academics class are committed to community service and worked hard on a variety of projects. The students organized a SOUP-er Bowl collection of canned food for the INN (Interfaith Nutrition Network) and also ran a coat drive, collecting 10 large bags of coats also donated to the INN. The students organized a “Helping Hands for the Holidays” campaign and raised over \$500 to purchase 69 holidays gifts for people in need. Their efforts were featured in the Newsday “Future Corps” column.

Our dental program received a grant from the New York State Dental Association. Preschool students from CLC celebrated Dental Health Month and shared some of their art and writing projects for use at the check presentation ceremony. The class also welcomed Dr. Joe Brosky, a dentist representing the Foundation, to their class for a visit. To his delight, the young students shared some of their knowledge of dental health.

Faculty members joined forces with family members and scheduled visits to various legislators to educate them about issues CLC faces and requested their support in going about positive change and reform.

The Annual Art Exhibit featured about 500 pieces of original art representing the entire student body. A beautiful painting by Abibi Ocampo was submitted to the CP-NYS VISIONS art contest. Abibi's work was on display in an exhibit at the Conference held in Saratoga and was featured on the printed poster prepared in conjunction with the VISIONS program

After practicing all year, the CLC ballerinas showcased their talents in the Spring Ballet Recital to a standing room only crowd. We are grateful to the CLC faculty who work with the students throughout the year in this much-loved program

Many more events were enjoyed by both students and staff – to name a few: Homecoming with the Roosevelt High School football team, marching band and cheerleading team; Hispanic Heritage, American Education Week, Scholastic Book Fair, Photos with Santa, Winter and Spring Concerts, Black History Month, Pajama Theater - where stories come alive; Grandparent's Day, Scouts Camporee, and of course, the Prom where teen students dance the day away and Kings and Queens are crowned; The Spring Fling for our younger students and the Games for the Physically Challenged at Mitchell Field where Team CLC shines.



Adult Day Services (ADS)

Life Options video training class created the “Rip Van Winkle” mini-movie and have shown it at two outside venues and speaking engagements so far. This video portrays in a nutshell how things are changing for the worst in government funding for programs and services for adults with developmental disabilities.

To commemorate the 10th year anniversary of Life Options the participants painted memories of favorite times that they had in the last 10 years on small canvas-like tiles.

Several staff and participants went to Washington for two days to meet with our Federal Legislators and to testify at the President’s sub-committee on subminimum wage to advocate for having Sheltered Workshops as an option on the continuum of work opportunities for individuals with disabilities.

Wantagh Day Habilitation program relocated to the Center from the Wantagh Hub on June 8, 2015 and Program Without Walls started on 6/8/15 with 6 participants.

CP Nassau Thunderbolts Sports Team

Three athletes participated in Defi Sportif in Canada 4/28-5/3
Thunderbolts athletes: Michael Salerno, Brian Zacarias and Danny Dalton
Coaches: Troy Mc Pherson, Hector Perdomo and Ken Siderine

Two athletes participated in the Fazza Open Championship in Dubai , U.A.E. 5/16-24
Thunderbolts athletes: Howie Cohen, and Charlie Fleisch
Coaches: Will Lowry, Ken Siderine, Troy McPherson and Jim Thomson

Coach Mary C. Hodge was selected to be a Coach for the INVICTUS Games in Orlando, FL

The entire team will compete in Boccia Nationals in Kansas 7/19-21
Thunderbolts athletes: Howie Cohen, Danny Dalton, Rafael DeJesus, Charlie Fleisch, Keith Haarmann, Michael Salerno, and Brian Zacarias
Coaches: Tim Veltre, Will Lowry, Mike Solomon, Hector Perdomo, Ken Siderine, Troy McPherson,

*Nassau County Executive Ed Mangano
came to CP Nassau to recognize the
CP Nassau Thunderbolts Sports Team*



Quality Assurance (QA)

In response to new regulatory mandates geared toward pursuing a more person-centered services approach, the QA Department was instrumental in achieving the following goals:

Three (3) QA staff have become Certified Personal Outcome Measures (POMS) Interviewer/Trainers.

All Medicaid Service Coordinators plus some residential staff have become Certified Personal Outcome Measures (POMS) Interviewers.

Approximately 80 Agency staff across three departments (MSC, ADS & Residential) have participated in formal POMS training.

Residential

During the past year we were pleased to send four Direct Support Professional (DSP) staff to 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. We have completed additional physical plant upgrades to three additional residences: South Oyster Bay Road, McLean Avenue and Chapman Avenue. Final approval is pending from DQI on establishing these additional residences as meeting the Life Safety code.

The Heilbrunn ISS program is nearing completion of the renovations to expand the capacity from a two to three bed residence. The individuals are busy with choosing paint colors, carpeting and furnishings that will truly make the residence feel like their home.

CP Bayville

Bayville admitted a new resident who has a diagnosis of autism along with several challenging behaviors. The staff were trained on characteristics of autism as well as how to safely intervene to address the behaviors. The transition for the new resident progressed well as the staff utilized their new knowledge to assist the resident. His parents recently stated that the change in their son has been “remarkable” since coming to Bayville and they are grateful and impressed with the hard work of the staff.

Eight Direct Support Professionals (DSPs) from Bayville attended the NYSACRA DSP Conference in recognition of their dedication to the field and their advocacy for individuals with developmental disabilities. One of the DSPs, Phelder Louissaint, was among the recipients of an award for Outstanding Direct Support Professionals on Long Island.

Residents and staff for Bayville continued their advocacy efforts.

In October Frankie Fee, a Bayville Resident and two DSPs went to Washington, D.C. to testify before a committee on the importance of maintaining sheltered workshops and other non-traditional employment for people with developmental disabilities.

Development

Our Endowment has reached the \$19.2 million level in bequests, earmarks and cash donations.

We were fortunate to receive a group of donations of artwork. We will work on exploring other ways to increase property donations.

In 2015 we received a grant from Google ADWORDS for \$120k.

In-kind donations that saved the Agency expenditure funds totaled over \$195k.

We created a new Agency web page with the help of Rob Dircks who donated his services.

We received over \$90k in donated advertising from Newsday, Channel 12 and Connoisseur Broadcasting.

Our Volunteer Program helped the Agency save over \$79k for 2015.

Fortunoff Treatment & Rehabilitation Center (FTRC)

Dr. Michael DeAngelis joined CP Nassau as the Medical Director.

The practice of medicine has changed dramatically in the last 25 years. There have been many new conditions discovered, many new treatments developed and many new types of medical devices placed into service. The 13,000 ICD-9 codes used to report medical diagnoses were replaced by 68,000 ICD-10 codes in 2015 to better describe today's practice of medicine. We worked closely with our health care providers, payers, clearinghouses, and billing services to successfully comply with the transition to ICD-10.

We established an Article 16 satellite site at the Oceanside Day Habilitation program to provide Physical, Speech, and Occupational Therapy, Social Work and Psychological services. Our annual service authorization level was increased by 3,740 service units for a total of 10,500 units in the Article 16 clinic.

Medicaid Service Coordination (MSC)

The Medicaid Service Coordination department continues to assist our participants 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. The MSC department works closely with many of the programs within CP Nassau as well as outside agencies. We continue to work closely with our participants 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, our Service Coordinators assisted several families in coordinating environmental modifications that have included the installation of wheelchair ramps, bathroom modifications, ceiling lifts and accessible van conversions. These environmental modifications not only help to increase the participant's independence but also allow participants more access to their communities and all that it has to offer them.

The Service Coordinators are also working closely with several participants to help them navigate the world of OPWDD Self-Directed services. MSC continues their hard work as advocates on behalf of our participants and they continue to navigate regularly through institutions such as the Department of Social Services, Medicaid and Social Security Administration.

Service Coordination is comprised of eleven Service Coordinators including two Bilingual Services Coordinators enabling us to serve the Latino community with great ease. Service Coordination continues to provide a multitude of MSC services to our CP Nassau consumers as well as outpatient individuals.

Traumatic Brain Injury Program (TBI)

The Alliance for TBI Waiver Providers advocated for delaying the transition of TBI waiver participants into managed care by one year.

A transition group was formed to create a plan for the new date of January 2017.

We welcomed our new Day Program Assistant Job Coach Danzel Toomer in Café Connections this January 2016.

Continuing to add two more service coordination clients to our overall caseload, as well as increase Independent Living Skills (ILST) services by an additional three.

Human Resources/Payroll/Information Technology

With a workforce in excess of 850 individuals, Human Resources/Payroll staff are responsible for managing recruiting and hiring employees, coordinating employee health benefits, as well as managing and monitoring employee compensation.

Over the years, these departments have evolved as new technologies and new regulatory mandates have developed. Reference checks, once the staple of verifying employee's qualifications, have been supplemented by a wide variety of background record checks. As always, our goal is to recruit and retain staff that can provide the highest quality services to the children and adults served by our organization.

Health insurance was big news in the past year. The cost of the Emblem HIP insurance plan that the Agency had offered at no cost for individual coverage to our employees was increased by 26%. Rather than pass this increase on to staff, we reached out to a number of brokers and asked them to get on the phone, sharpen their pencils, and see what they could find in the marketplace that would meet our needs in terms of coverage and cost. In the end, we added a new plan, the Emblem InBalance EPO, to our existing menu of health plans. In so doing, we were able to continue to provide individual medical insurance to our employees at no cost to them and a manageable increase in cost to the Agency.

In the past year, compliance with the latest requirements of the Patient Protection and Affordable Care Act (PPACA) has been a particular focus of the Human Resources staff. Compliance with the first year of new IRS 1094-C and 1095-C forms related to health insurance coverage proved to be particularly chaotic.

Although our ADP software systems were supposed to automatically generate these forms, like they do our annual W-2 wage and tax statements, ADP ran into a never ending series of software problems reminiscent of the original roll out of the federal Affordable Care Act website, HealthCare.gov. In the end, the Human Resources staff had to generate the forms manually. We are hoping that next year will go more smoothly. Workplace safety and rising Workers' Compensation costs continues to be an area of concern. The Agency Safety Committee continues to meet monthly and work with representatives from throughout the Agency in an effort to provide a safe workplace and, in the process, manage our Workers' Compensation costs.

Our computer networks continue to evolve in an effort to add resiliency and reliability to our Information Technology services. Currently, we support over 450 users in more than 20 locations. In the past year, we enhanced our use of Lightpath fiber optic services in order to improve the reliability and speed of internet service at the Center and in CP Bayville.

Software companies are increasingly moving toward hosted, web-based software instead of the old-fashioned client/server software solutions. In addition virtualization of our remaining servers continues to move forward. With the need for secure remote access to network services increasing, the IT department has begun to implement the VMWare Horizon virtual desktop solution. Once this system is up and running, it will provide secure remote access to designated staff whenever and wherever needed.



Finance

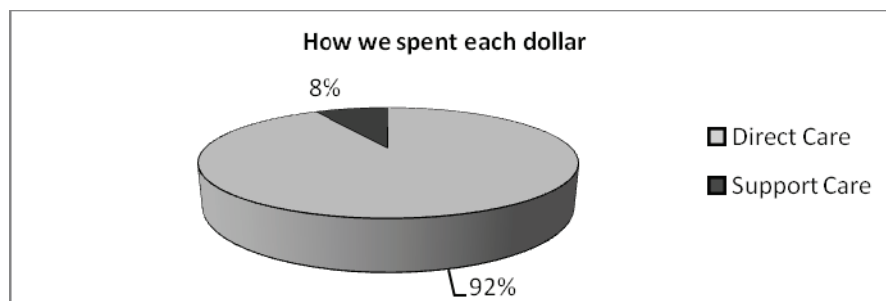
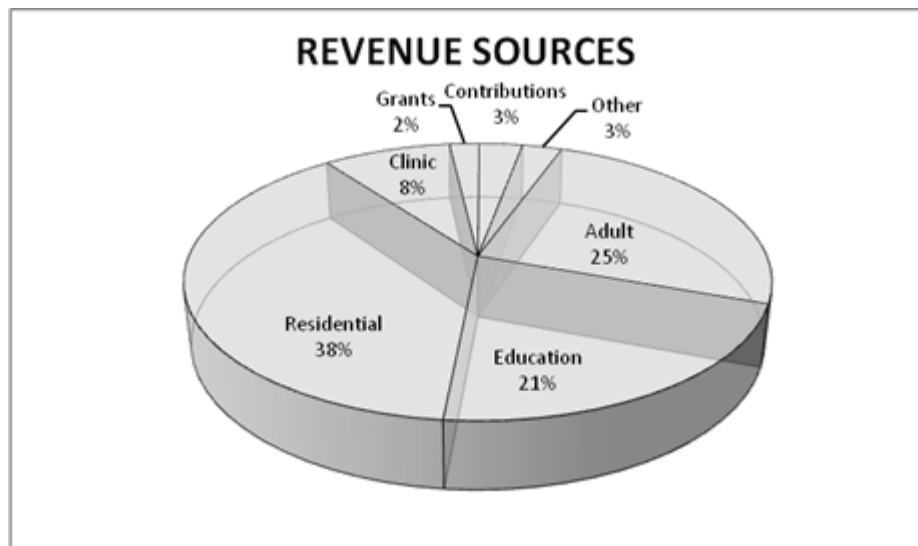
Nassau Cerebral Palsy Association and its subsidiaries the Cerebral Palsy Association of Nassau County Inc. (CP Nassau), CP Bayville and Rehab Solutions showed a combined deficit. This was comprised of deficits from CP Nassau and Rehab Solutions which offset a surplus from Bayville.

As of year-end 2015, CP Nassau and Bayville had outstanding balances on the individual lines of credit. Funds were used to facilitate normal operations.

OPWDD instituted Life Options rate reductions by combining with Day Habilitation Programs. This has further hindered our ability to operate the Adult Day Programs. See the CP Nassau 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. For comparative purposes, prior year charts only showed CP Nassau activity.



This is a compilation of requests from the programs at the Cerebral Palsy Association of Nassau County, Inc.
We encourage you to choose an item and make a wish come true by providing the funds to purchase it.

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
Easy stand for outpatient clinic	\$	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
10 iPads with angle adjustable non breakable cases, outpatient clinic	\$	3,000
6 Support Stations for Bathrooms (each)	\$	3,000
Permanent Outdoor Communication Boards for Playground	\$	3,000
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
Various Sensory Motor Development Tools	\$	1,500
Word Plus with Destalk Synthesizer	\$	1,500
4 Vital Signs Monitors GE DINAMAP Pro 400 with stand	\$	1,390
3 iPads with Otterbox Cases	\$	1,350
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
ProForm Treadmill for Article 16/28 Clinic	\$	1,000
Sponsor Athlete for National Competition	\$	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
4 Dual-User Pneumatic Adjustable Workstation (each)	\$	500
2 Bath Commode Chairs (each)	\$	400
1 Finger Pulse Oximeter	\$	250
1 Communication Device Switch	\$	120