



## CEREBRAL PALSY OF NASSAU COUNTY

Making a Difference for Individuals with Disabilities Since 1948



2016 Annual Report

## Mission

The mission of the Cerebral Palsy Association of Nassau County 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:

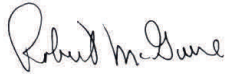
- ◆ To assure the rights and entitlements of persons with disabilities
- ◆ To equip and enable individuals with cerebral palsy and other severe disabilities to attain the fullest possible employment, productivity, and participation in an integrated community
- ◆ To support freedom of choice by assuring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



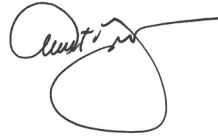
**CEREBRAL PALSY OF NASSAU COUNTY**

Making a Difference for Individuals with Disabilities Since 1948

From the  
**Executive Director**  
Robert McGuire



and the  
**President of the Board**  
Al Jaronczyk



There continue to be challenges to our industry that emanate from Albany as well as Washington D.C. We can't ignore the changes that have already occurred: reduced traditional residential and day program opportunities, the continued failure to increase reimbursement for the OPWDD programs and the serious under-funding of schools like our Children's Learning Center, particularly for the preschool program. Nor can we ignore proposed threats to the future: Medicaid service coordination forced into managed care, forced managed care for the participants in our Traumatic Brain Injury program, and ultimately managed care for all aspects of what we do.

We could shutter and collapse from the failure of government to recognize and appreciate that without the not-for-profit world, costs to the system would skyrocket and cause significant damage to the delivery of services to our community of individuals with disabilities and their families. Yes, this environment could paralyze agencies like Cerebral Palsy of Nassau County, if we allowed it to, but we won't. Why? Perhaps this quote from Martin Luther King allows us to be confident and resilient. He once said, "The moral arc of the universe is long but it bends towards justice." This quote has its origin in the 19th century when Theodore Parker opined that when you look at the world you see a continued and progressive triumph of the right. He believed that things refuse to be mismanaged for long. Well, that was just before the start of the Civil War so we know through history that there are injustices foisted on many. Despite these real and painful reminders that man can be cruel, we chose to believe that our path is right and will be proven so by history. We refuse to bend because we are optimistic that through perseverance right will conquer.

We're not alone in our confidence that Cerebral Palsy of Nassau County will stay the course. As you read through this annual report, you too will know why we are optimistic regarding the future. We continue to build, expand, respond and create. Kevin Christman, CP Nassau program participant, was honored at the annual CP-NYS Conference with the Al Felmet Achievement Award. This award recognizes individuals who have overcome the challenges of cerebral palsy and whose achievements are an inspiration to others.

We continue to foster relationships that provide moral and financial support. In 2016 alone, Vincent and Susan Russo, through their Theresa Russo Foundation, donated over \$60,000 towards the renovation of the Theresa's Fun Place Playground with the promise of more to come in the near future. Martin Kelly, grandfather to one of our children in our preschool program, donated over \$70,000 for the same purpose as the Russo's, also with a promise to raise more in the very near future. Sandra Atlas Bass allowed CP Nassau to nominate her as the Horace Hagedorn Outstanding Philanthropist, an award sponsored by The Association of Fundraising Professionals. Known as Sandy, she has earned this recognition as throughout her life she has given millions of dollars to various charities including CP Nassau. We have benefited from her generosity over many decades and we're delighted to have facilitated this recognition for this very important friend. You will read of the Tenaglia family who together with friends raised over \$200,000 so that an awning could be constructed protecting our participants and staff from inclement weather. From the program perspective, one only needs to recognize the innovative use of the Upsee. The potential of this piece of equipment was first recognized by our Director of Physical Therapy Dr. Deborah Corradi-Scalise and then embraced by the physical and occupational therapists, as well as other school faculty and families.

Evidence of our vitality lies in our continued evolution. It may also be seen in our ability to maximize resources in order to meet the challenges of our mission. We exist to provide the highest quality of services to our children and our adults. How is this done? Through incredible teamwork of our Boards, Council of Auxiliaries, staff at every level, families, volunteers, corporate and individual sponsorship, and most of all our role models, those children and adults who lead by example, who give us the compass and the mojo- and tell us to push on.

*For more information or if you are new to our team please follow us on our social media resources. Visit our website at [www.cpnassau.org](http://www.cpnassau.org) or go to our Facebook page at [www.facebook.com/CPNassau](https://www.facebook.com/CPNassau)*

## CP Nassau Directors

### Executive Director

Robert McGuire

### Assistant Executive Director

Karen Geller-Hittleman

### Director of Adult Day Services

Sharon Rothstein

### Director of Finance/CFO

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 Clinical Services

Ellen Naidus

### Director of Residential Services

Paul Lowry

## Board of Directors

### Presiding Trustee

Ernest T. Bartol, Esq.

### President

Albert T. Jaronczyk

### Executive Vice President

Robert Masterson

### Vice Presidents

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

Jean M. Kestel, Esq.

Karen Kiefel

Michelle McCormack

Joel Meltzer

Frank Ozol

Hon. Anthony L. Parga

Steven Protass

John Seery

Jack Sullivan

Mary Lou Zizzo

### Honorary Board Member

Dr. Calvin O. Butts III

## Council of Auxiliaries Executive Board

### President

Mary Lou Zizzo

### 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**

Annamaria Impagliazzo

Iris Alessi

Natalie Alloy

Karen Kiefel

Carmela Lage

Delia Paranos

Ruth Wilson

#### **Chairperson**

Rachel Gaudiosi

## Cover photos:

### Top

*Left:* Kevin Christman, program participant is honored at CP-NYS Conference in Albany.

*Right:* Sandra Atlas Bass is honored as the AFP-LI Horace Hagedorn Outstanding Philanthropist of the Year after being nominated by CP Nassau Executive Director, Bob McGuire.

### Middle

*Left:* Mario's Bakery has been a very welcoming neighbor to our Oceanside Day Hab group.

*Right:* CP Nassau participants and staff advocating at rally in Albany

### Bottom

*Left:* The amazing new awning made possible by the Tenaglia Family

*Right:* The Upsee mobility device continues to change the lives of children at CP Nassau.



## The Children's Learning Center (CLC)

Nine different curriculum were implemented during the 2016/17 school year:

Scholastic Big Day, Estrellita, Wilson Foundations for Pre-K, Level K and Level 1, Wilson Reading System, Touch Math, Mobility Opportunities Via Education (MOVE), Alternative Literacy Learning (ALL), Meville to Weville, Pre-Vocational Training.

CLC School Store, The Lion's Den, opened with the Pre-Vocational students running the store.

Team meetings were revamped to include greater collaboration with clinical staff to ensure carryover of IEP goals/goal training.

A Teaching Assistant has been realized in each classroom to assist the teacher, the faculty and the students.

An Intake Coordinator position was added to the CLC faculty to assist new students and their families transition into CLC.

A Parent Faculty Organization (PFO) was organized to reinforce the importance of parent involvement in education.

CP Hoops, CLC's new basketball team, was formed.

The plans for a new playground on the CP campus began.



**CLC Hoops**



**At the Lion's Den– the CLC School store.**

## Adult Day Services (ADS)

Kevin Christman, program participant was honored at the annual CP-NYS Conference with the Al Felmet Achievement Award. This award recognizes individuals who have overcome the challenges of cerebral palsy and whose achievements are an inspiration to others.

Person Center Planning/Personal Outcome Measures Initiative rolled out in all ADS programs. As an outcome of the process, desired changes have come about in the lives of some of our participants. Life Options coordinated getting the participants out to their individual voting polls rather than completing absentee ballots.

There was a reorganization of the Cafeteria due to staff leaving and being promoted to other positions in the Agency and a transition in the leadership team in ADS.

Matthew Tenaglia, was a young man who attended our SBDH program and graduated from CLC and passed away 3 years ago at a very young age. His parents, Jimmy and Maryann Tenaglia decided that they wanted to raise funds to have an awning erected outside our main entrances so that our staff and participants would not get wet entering and exiting the vans in inclement weather. In honor of Matty, they asked friends and family to donate to a CP Nassau Canopy Fund . After 2 years, and much input from the Tenaglias and their friends, we have a beautiful canopy outside the two main entrances of ADS.

The Oceanside hub is making strides with the community. Mario's Bakery has become a special caring neighbor. Now, not only do they supply free baked goods on all occasions, they also judged the Hub's Halloween costume contest last year and are committed to getting more involved with CP Nassau.

We held our First ADS Science Fair. It gave the participants the opportunity to study science and come up with project ideas to learn from. All programs joined in, participants learned a lot and all involved enjoyed it immensely.

## Quality Assurance (QA)

In 2016 the QA Department led the Agency's efforts to transform service delivery and documentation practices to reflect person-centered, person-driven regulatory mandates.

In 2016 the QA Department, through the efforts of the Coordinator of Trainings, completed the final phase of OPWDD Core Competencies work performance standards for direct support professionals employed in OPWDD day and residential settings.

In 2016 the QA Department obtained Council on Quality and Leadership (CQL) certification for several Agency staff as CQL Certified Interviewers and Trainers. As a Certified Interviewer and/or Trainer, staff achieved a level of proficiency that allows them to conduct consumer interviews and staff trainings regarding Personal Outcome Measures (POMs).

## Traumatic Brain Injury Program (TBI)

Renovations were made to the Café Connections Structured Day Program.

The TBI Waiver Program was delayed into managed care until 2018.

Membership in the Alliance of TBI Waiver Providers proved successful with advocacy for waiver transition.

Consolidation of TBI support groups was arranged to solidify attendance and billing and there was an increase in Psychotherapy services through the Article 16 Clinic.

## Residential

In 2016 a change was made in the administrative structure of the Residential Department. This change has improved oversight of the programs resulting in increased quality outcomes for the residents, enhanced training of staff to help meet the mission, and the ability to identify and rectify potential challenges to meeting the mission of the department and the Agency.

The Residential Department introduced Personal Outcome Measures (POM's) and Person Centered Planning to its program planning for our residents. This focuses on their dreams and desires rather than deficits. We have witnessed positive outcomes already for some of our residents by incorporating these philosophies.

Renovation projects took place in several of the residences in order to improve the comfort, aesthetics, and functionality of the homes. This included re-doing accessible bathrooms in three of the houses and installation of new floors in three houses.

## CP Bayville

Bayville continues to meet the needs of, and provide quality services to, individuals who do not fit the profile of residents that we have traditionally served. In the past year two more individuals on the autism spectrum were admitted to CP Bayville. DSPs continue to be trained and educated on the characteristics of autism and how to best meet the needs of, and provide beneficial services for, these residents.

Ten 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, Gracie Ann Howard, was among the recipients of an award for Outstanding DSPs on Long Island.

With the change in the administrative structure of the Residential Department, Bayville and the residential programs have become more integrated. This has allowed Bayville to provide support for its sister programs. Bayville has helped out the residential programs by providing technical assistance and repairs for adaptive equipment and wheelchairs, loaned vans on weekends to assist with recreation trips, and provided staffing in emergency situations.

## Development

In 2016, with the help of Rob Dircks, we launched and marketed our new name "Cerebral Palsy Association of Nassau County (**CP Nassau**) and our new logo. We incorporated the "Starfish" in our logo to symbolize our commitment to making a difference in the lives of the children and adults we serve one individual at a time.

Our Agency Strategic Planning Committee on fund raising spent the year reviewing our events and critically analyzing where we could make improvements, changes, and in some cases, where to cut our losses. Our Dignitary Awards Luncheon and Sugar Plum Ball were put on hold, in hopes to bring them back in the future, and we introduced a new event, Casino Royale.

The Theresa Russo Foundation honored CP Nassau Executive Director, Bob McGuire at their annual gala and generously donated \$60,000 raised at the event to our Agency.

We held other annual events including the Golf & Tennis Tournament, Taste & Toast the Town, the Forget Me Not Ball, the Festival of Trees, Trivia Challenge, The Tilles Concert with the Nassau Pops Symphony and the Polar Bear Plunge and raised significant funds as well as increased awareness for the Agency.

The Council of Auxiliaries worked hard running 12 events and raising \$71,000.

Newsday did an extensive article about the visit Muhammad Ali made to CP Nassau in 1996 and we received additional coverage of legislative efforts and our events in various media including News 12, the Anton Newspapers and Richner Publications.

We received approximately \$50,000 in free advertising from Newsday, News 12 and Connoisseur Media.

Our volunteers continued to assist the Agency in a variety of ways. We had over 100 individuals volunteer 100 hours or more in 2016.

## Fortunoff Treatment & Rehabilitation Center (FTRC)

In 2016, the Article 28/16 clinic provided more than 20,000 patient visits:

<b><u>Service</u></b>	<b><u>Visits</u></b>
Primary Medical Care	2,740
Cardiology, GI, Physiatry, Optometry, Podiatry	1,895
Dental	1,600
Speech Therapy/Audiology	2,600
Occupational Therapy/Seating	4,655
Physical Therapy	3,465
Mental Health Visits	3,050

Cerebral Palsy Association of Nassau County is participating in a Medicare Shared Savings Program. The Alliance for Integrated Care of New York, LLC is the Accountable Care Organization that participates in the Medicare Shared Saving Program. Although AICNY is only one of many Medicare participating ACOs, it is unique in that its participating providers are largely composed of agencies serving individuals with intellectual and developmental disabilities.

Effective March, 2016, a new law required physicians, physician assistants, nurse practitioners, dentists, podiatrists and optometrists in New York State to issue prescriptions electronically directly to a pharmacy. This new law requires the electronic prescribing for all types of medications including controlled substances and non-controlled substances. CP Nassau has ensured all our medical practitioners have the computer technology to comply with these federal and New York regulations.

After several years of evaluating EMRs (Electronic Medical Records) CP Nassau chose EClinicalWorks, an EMR software that would allow us to meet our goal of having a completely paperless medical record. After several months of negotiations with the vendor, the contract was signed in December and the project implementation team was assembled. The future implementation plan will address everything from work flow to hardware and software selection and installation to staff training.

## 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, working closely with many of the programs within CP Nassau as well as outside agencies.

Service Coordinators assisted several families in coordinating environmental modifications that 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.

Service Coordinators are also working closely with several participants to help them navigate the world of OPWDD Self-Directed services enabling several individuals to secure apartments of their own in the community along with the necessary supports to live independently.

MSC continues their hard work as advocates on behalf of our participants and they continue to navigate regularly through institutions such as Department of Social Services, Medicaid and Social Security Administration in English and in Spanish.

This past year, all of the Service Coordinators received CQL Personal Outcome Measures training, becoming Certified Interviewers for the Agency to provide a more person-centered approach to the services/supports we assist our individuals with.



## Human Resources/Payroll/Information Technology

The Human Resource and Payroll staff are responsible for managing recruiting and hiring employees, managing employee benefits, including medical, dental, disability, life, and pension. In addition, they are responsible for managing and monitoring employee compensation for our 850+ employees working in 50+ departments.

The past ten years have seen a dramatic increase in state and federal regulations that pertain to our Human Resources and Payroll functions. As an example, fifteen years ago background checks were limited to little more than employment verification and reference checks. Today, the Human Resources staff conducts no less than seven different background checks that, to one degree or another, affect every one of our employees. While time consuming, technology has been instrumental in facilitating the process of conducting these background checks with a variety of state and federal agencies. Background checks are just one of the tools we use in an effort to recruit and retain staff that can provide the highest quality services to the children and adults served by our organization.

Affordable health insurance continues to be an area of concern in Human Resources. Fortunately, our new insurance broker was successful in controlling the cost of our free medical insurance plan, Emblem EPO. As a result, we were able to renew our free plan in December, without any increase in cost or any change in the plan design.

Despite the fact that the Agency provides medical insurance at no cost to our benefit-eligible staff, we still are responsible for compliance with the mandates of the Affordable Care Act (ACA). Fortunately, our second year of compliance with the ACA was much better than the first year. Our payroll vendor, ADP, finally was able to develop the software necessary to generate the ACA mandated 1094-C and 1095-C tax forms, that document compliance with the ACA.

Workplace safety and rising Workers' Compensation costs continues to be areas of concern. The Agency Safety Committee, chaired by the Directors of Human Resources and Quality Assurance, 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. To date, the results have been positive and we are committed to maintaining our vigilance in this important area.

Our computer networks continue to evolve in an effort to add resiliency and reliability to our Information Technology services. Mobile computing is fast becoming an absolute necessity for our Agency. Just as changes in regulations have changed the nature of Human Resources, they are also having an impact on the use of technology in other areas of the Agency. In the year ahead, our Medical departments will be implementing new software, eClinicWorks, which will necessitate the use of Wi-Fi enabled tablets.

At the same time, our Adult Day programs and Residential programs are implementing a new software program, *Therap*, which is also highly reliant on the use of Wi-Fi enabled tablets. In order to meet that need, the Information Technology has been soliciting bids for the design and installation of a robust Wi-Fi network. We anticipate that this project will be completed in 2017.



## Finance

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

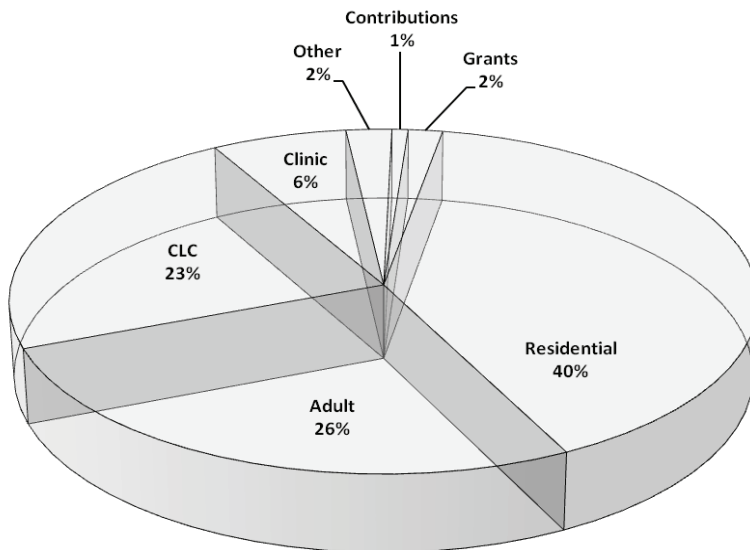
As of year end 2016, CP Nassau and CP Bayville completed a bank refinance for its mortgages and lines of credit.

OPWDD and SED rates increased during 2016.

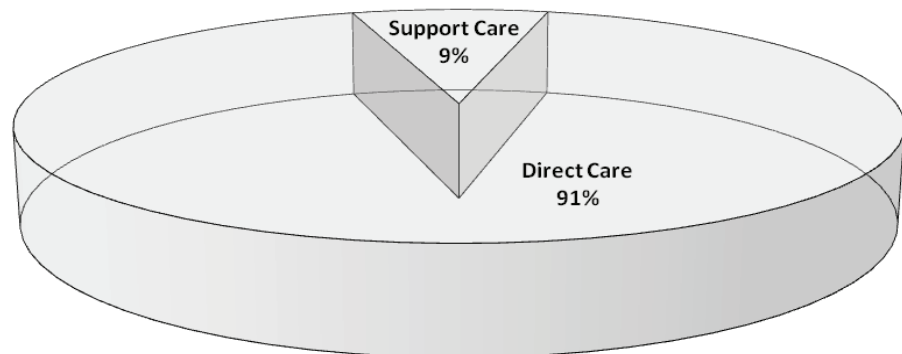
The Agency continues to monitor all expenses and develop alternative funding sources for our programs under the direction of Management, the Budget & Finance Committee and the Board of Directors.

Any further details are available in our Audited Financial Statements which are obtainable upon request.

### REVENUE SOURCES



### How we spent each dollar





*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.*

Multi-Sensory Environment	\$	30,000
Tobii 1-12 Communication Device	\$	16,000
4 Electronic Invacare/Hoya Lifts for Adult Day programs (\$3,000 each)	\$	12,000
Hydraulic Changing Table	\$	9,000
Tobii-dynavox T15 speech generating device (including mounting, strap, handle and 2 year extended warranty)	\$	6,524
4 Hydraulic Changing Tables for Adult Day Programs (\$1,500 each)	\$	6,000
6 Laptops for Adult Day programs (\$1,000 each)	\$	6,000
Tobii-dynavox T10 speech generating device (including mounting, strap, handle and 2 year extended warranty)	\$	5,464
Tobii-dynavox T7 speech generating device (including strap, case and 2 year extended warranty)	\$	5,389
Sign Caddy with Stand	\$	5,266
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
Treadmill with Cardio Panel	\$	5,000
Mats for OT/PT Gym (3)	\$	4,500
Electric Combination Tilt Table	\$	4,100
Sterilizer	\$	3,750
Tobii-dynavox PC Eye Mobile Mini (featuring Microsoft Surface Pro Tablet)	\$	3,245
10 iPads with angle adjustable non breakable cases, outpatient clinic	\$	3,000
6 Support Stations for Bathrooms (each)	\$	3,000
Perio-Pro Air Techniques (xray developer)	\$	3,000
Autoclave Valueclave (sterilizer)	\$	3,000
3 Smart Board for Adult Day Program (each)	\$	2,500
Ultrasonic Cleaner	\$	1,595
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
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
1 Refrigerator for ADS MPR	\$	900
4 I Pads for Communication (each)	\$	600
Micro Mite Slow Handpiece (drill) 2 Needed) each	\$	585
4 Dual-User Pneumatic Adjustable Workstation (each)	\$	500
2 Bath Commode Chairs (each)	\$	400
Super Trac Fiber Optic High Speed Handpiece Drill 4 needed (each)	\$	375
1 Finger Pulse Oximeter	\$	250
Cavitron Tips direct flow (hygienist) 4 needed (each)	\$	175
1 Communication Device Switch	\$	120

**We Provide the Highest Quality Services to the Children and Adults in our Agency**