



CEREBRAL PALSY OF NASSAU COUNTY

Making a Difference for Individuals with Disabilities Since 1948



2018 ANNUAL REPORT

Mission

The mission of the Cerebral Palsy Association of Nassau County is to affect positively the quality of life of persons with cerebral palsy, others with severe disabilities and multiple service needs, and the families of both.

Purposes

The Cerebral Palsy Association of Nassau County 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.



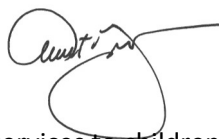
CEREBRAL PALSY OF NASSAU COUNTY

Making a Difference for Individuals with Disabilities Since 1948

From the
Executive Director
Robert McGuire



and the
President of the Board
Al Jaronczyk



In 2018, we celebrated 70 years of providing vital programs and services to children and adults with disabilities. Those seven decades represent thousands of people: individuals who benefit from the help they received from our Agency, and families who have felt relief and happiness upon seeing the progress and contentment of their loved ones. The halls of our facility have also been home to thousands of skilled, dedicated and caring staff members and volunteers who have made their mark on people's lives and hearts. It has been our honor to have made our own contributions to CP Nassau's rich history and to have gotten to know so many of the great individuals involved in their own specific way.

Our Agency celebration, held on May 4, 2018 was the ideal embodiment of the collection of years and the goodness and vitality they represent. The auditorium was filled with the joy and enthusiasm of program participants, students, staff, families, volunteers, legislators and other community friends. We celebrated through song and speech and camaraderie. The 70th Anniversary Planning Committee led by Assistant Executive Director Karen Geller-Hittleman did a stellar job and seemed to think of everything!

Three specially created videos were chosen to make their debut at the celebration.

"A Love Story," was based on the writings of Cathy Alloy, a program participant with us since childhood, now in her sixties, that took four months to painstakingly type. Cathy shared simple joys such as days at Camp Green Twigs and fun trips with the Challengers program. She spoke of the love of her dedicated parents Herb and Natalie and declared, "As you can see, although I am handicapped, I have had a very active life. I believe it was Abraham Lincoln who said folks are just as happy as they make up their minds to be, I know my future will be happy too." The Alloys have truly made an indelible mark on CP Nassau.

Another video focused on the experience of a parent of a student from the Children's Learning Center who had a "secret mommy wish" to hear her child with expressive language delay say "I love you." With the help of the team at CLC that included teachers, speech therapists, and others, her wish came true and she took time to tell us that she was forever changed and grateful. She gave full credit for the miracle to her family's connection with CP Nassau and the augmentative communication program here.

"A Father's Dream Day" featured the McAlinden and Popolizio families and the experience of a dad who suffered a traumatic brain injury determined to dance with his daughter at her wedding. With his great willpower and resolve, along with assistance from our team of skilled and caring therapists, dad and daughter shared a magical dance that will remain forever as a priceless and treasured memory. Again, the family gave all the credit to their association with CP Nassau and stated so to the audience at the anniversary celebration where you could hear a pin drop.

Next up, about 20 women who devoted over **50 years** of volunteer service through our Council of Auxiliaries were recognized with roses and well-deserved praise. Then, six individuals enrolled in programs here since 1949 and still in programs today gathered and all were treated to the thankful words of Jeannie Bilello who shared her love for her years at CP Nassau on behalf of the group. The ceremony closed with stirring words from 20 year-old Kymani Elliot, a CLC student here since childhood and about to be a member of the 2019 graduating class. With great poise and confidence, he spoke of the gift that our Agency and school has been to him, his family and his friends and went on to offer words of inspiration about living a full life to a spellbound audience who will never forget the moment, or the wisdom.

Seventy years of challenge, of accomplishment, of making a difference in people's lives. With your interest, help and support we plan on continuing to provide the highest quality programs and services for the children and adults we assist and making life better for each of them, their families and our world at large.

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Director of Quality Assurance

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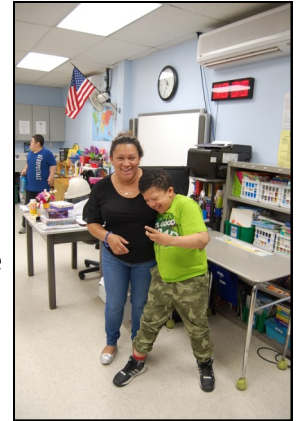
Ruth Wilson



The Children's Learning Center (CLC)

Over the last year The Children's Learning Center has made some significant additions to the school. This past school year has seen a few staffing changes. Symong Choi became the physical therapy supervisor last August and Marcie Casimir has taken Symong's previous position of MOVE coordinator. Jennifer Curcio, Melissa Kennedy, Victoria Reinold, and Michele Zoda joined the teaching staff.

CLC's older students are benefitting from our expansion of the pre-vocational training program. Pre-vocational training's emphasis is on teaching students basic work-related skills to prepare them for adult life in their communities and teach them to be more independent. Thanks to collaboration with other departments in the Agency, the program allows some upper school students to learn new skills. Café Connections, reprographics, maintenance, and the cafeteria are areas where students are learning new pre-vocational skills.



The number of CLC students participating in Mobility Opportunities Via Education, M.O.V.E., went from nine in September of 2018 to forty seven as of this writing. The M.O.V.E. program was a finalist in this year's Imagine Awards and, though it did not take first prize, CLC staff considers the MOVE program a big winner. The continued significant increases in student independence and the students expressing how much they love moving around with greater independence is the reason why.

CLC has partnered with the Theresa Russo foundation to bring dance and drumming to our students. Last summer's dance instruction was so enjoyed that all teachers embraced having it back this school year. In addition to the dance program the Russo Foundation has generously given its support to bringing Sidiki, a world-famous drummer, in to CLC. Sidiki is a wonderful instructor and uses drumming to facilitate engagement and learning in the classroom.



CLC opened its first 12:1:2 preschool class this past September. While seemingly a small change to the 21 classrooms CLC operates this class increases the options CLC can offer to parents looking to place their children in CLC.



CLC remains a favorite organization of Share the Voice, another non-profit organization that donates adapted tricycles to children with physical challenges. Having donated tricycles to nine CLC students in 2018 and over forty students since inception, Share the Voice's

director, Lynda Graham, and a major donor to Share the Voice; Diane Malone, will both be honored with CLC's PhD (Phenomenal Hero Degree) at the 2018-19 upper graduation.



Adult Day Services (ADS)

ADS was thrilled to participate in the celebration of the Agency's 70th Anniversary in 2018. We sponsored a door decorating contest; decorated the hallways, and many staff and consumers participated on the committees in order to make the celebration as wonderful as it was. Several of our participants were excited to act as greeters and hosts.

Site-Based Day Hab (SBDH)

There were new and exciting changes in Administration of the SBDH program. SBDH has a new Activities Specialist, Jennifer, who has been developing new activities including a Talent show, Crazy Hat Spectacular, Creative Writing, and painting. These events gave participants the opportunity to work on improving writing, reading, comprehension and fine motor skills, in addition to discovering new talents! SBDH developed an ongoing relationship with the Town of Hempstead Animal Shelter and hosted a visit with their dogs Cooper and Dino, along with the Town Supervisor, Laura Curran. In addition to putting big smiles on their faces, the interaction and relationship with the dogs has a calming effect and seems to reduce anxiety and frustration.

The participants, along with staff planned new and exciting community outings throughout the year. They attended the African American Museum, LI Ballet, and Children's Museum, among others, where they enjoyed new experiences and learned more about different cultures. In nice weather they visited parks for nature therapy, and enjoyed the beauty and calmness of the lakes, animals and nature. All the outings provided opportunities for our individuals to integrate into their communities, and improve their socialization skills, and self esteem.

Oceanside

The individuals in Oceanside Day Hab continue to enjoy being an integral part of their Oceanside community. They have developed mutually meaningful relationships with the vendors in the community and enjoy being able to walk into the nearby stores and restaurants and share a friendly greeting and have vendors be familiar with how they take their coffee, what sandwich they prefer, etc.

Oceanside provided the much anticipated Smoothie Day for the Agency again this year. Smoothie sale provide an opportunity for the individuals to work on their social skills while also working on money skills in a functional, meaningful way. They interact with all who come to purchase a smoothie by taking the payment and counting out change, etc. The Agency staff look forward to it every year and it raises funds for the program so it is a win-win!

Oceanside held their Annual Holiday extravaganza featuring an amazing Fashion Show. The individuals got to dress in their best outfits and show off to family and friends their beautiful attire and smiles. The families loved seeing their family members modeling and the fact that they had an opportunity to have such an experience.

Wantagh

Individuals in Wantagh Day Hab and Program Without Walls continue to provide indispensable volunteer services to the community such as Meals on Wheels, Book Fairies, Island Harvest, ACLD Rewearables, N. Merrick Senior Center and St. Francis de Chantal. Along with improving independence and socialization skills, it also provides opportunities to integrate into their communities and feel good about giving back in meaningful ways.

Life Options

Phase 2 of the Life Options renovation began and is currently still in progress. Staff and participants look forward to moving into their beautiful new and enlarged bathrooms, offices, and activity spaces. Life Options singing group Creation participated in the Livingston Taylor Music Retreat. Participants learned tips on how to perform more effectively including voice projection. They also made connections with new people in the music industry they intend to pursue. It was a wonderful experience for all. Life Options continued their usual advocacy efforts throughout the year and participated in the Be Fair 2 Direct Care rallies, and attended Lobby Day in Albany where they met with Legislators. Staff and participants continue these efforts on a local level regularly.

CP Thunderbolts Sports Team

We obtained Boccia Ramps built specifically for 4/Boccia Classification athletes. BC3 is the ramp division, the only division that uses ramps, these athletes have no ability to use their hands functionally (Charlie Fleisch/Howard Cohen/ Michael Salerno/Daniel Dalton). Montreal World Open took place in April with Howie Cohen and Will Lowry, Charlie Fleisch and Howie Mayo and Troy McPherson, all representing Team USA. Two athlete throwers invited to Team USA Camp were Brian Zacarias/Rafael de Jesus, accompanied by Coaches Troy McPherson and Ken Siderine. At the Nationals Competition our BC3 pairs, Howie Cohen and Charlie Fleisch won Bronze medal - and BC5 Thrower Rafael de Jesus won a bronze medal.

Residential

Several of the homes had some work done to enhance their appearance. New windows were installed in the Wantagh IRA. The Richmond Road IRA had the kitchen re-done, including new cabinets, counter tops, and a new floor. A new floor was also installed in the dining room and a new carpet was installed in the living room. The residents love the new look.

Two new residents were admitted into the 387 Washington ICF. The new residents are very outgoing and sociable. They have gotten the other residents to be more involved in activities within the house and one can feel, and see, a more upbeat atmosphere.

Residents from many of the residential programs participated in the 5K race and helped to raise funds for the agency. They had an enjoyable time running, walking and rolling.



CP Bayville

The wheelchair accessible swing that residents have enjoyed was refurbished and a sun covering was added allowing the swing to be used for longer periods of time. A new clearing was created to place the swing in the area behind the recreation room. This was completed in conjunction with the local Boy Scout Troop. The residents were excited to use the new swing!

Two residents of Bayville participated the 5K run, walk, or roll event in November to help raise funds for the agency. They enjoyed the day and helped support the agency.

Bayville hosted a big summer bash for all the residential programs in September to celebrate the Agency's 70th anniversary. Each residence selected a particular decade in the Agency's history as a theme. They wore clothes in the style of that decade, selected music from that decade to play for the crowd, participated in trivia contests about each decade, and enjoyed eating good food.

A new Nursing Treatment room was constructed. This room allows for a more private location for nurses to provide various services needed by the residents each day and frees up space in the main nurses office for other tasks to get completed. The nursing staff loves the additional room.



Development

The 2nd annual 5K CP Nassau Walk, Run, Roll, Stroll event was held in November in conjunction with the Generosity Series. Over 100 individuals made up our team and included staff, participants, families, volunteers, organizations we do business with and other community friends.



We had seven sponsors that included Vanguard, TD Ameritrade, Presidio, Russo Law Group, Pegalis & Erickson, Combined Insurance and Garfunkel Wild Law Firm. The event netted over \$62,000 that was allocated towards enhanced and improved security measures at CP Nassau.

The Tommy Brull Foundation donated \$2,400 towards the purchase of playground toys at the Children's Learning Center.

The Derfner Foundation gave a grant of \$25,000 to fund equipment for the MOVE (Movement Opportunities Via Education) at the Children's Learning Center. This was made possible with the assistance of our devoted volunteer, Ben Baron.

A ribbon-cutting was held to celebrate the rebuild of our school playground known as Theresa's Fun Place. Funding came as a result of the generosity of the Theresa Russo Foundation, Martin Kelly and Family and funds raised from the CP Nassau 5K event.

The Council of Auxiliaries ran over a dozen fundraisers and raised \$ 65,000 for the Agency.

We received \$25,000 in free advertising from Connoisseur Media. Radio stations include Walk 97.5 K98.3, 103.1 MAX FM, WHLI and the Shark.



The department ran a series of fundraising events including the Trivia Challenge, Polar Bear Plunge, the Golf & Tennis Tournament, Taste & Toast the Town, the Festival of Trees and the Sugar Plum Ball. The Forget Me Not Ball was held in October with a very successful turnout at the Chateau Briand.

Our 14th annual concert was held in November at the Tilles Center with "Let's Hang On" a Frankie Valle Tribute Band, joining the Nassau Pops Symphony Orchestra and our very own Creation group on stage.

Mary C. Hodge, our Coordinator of Day Hab and Head Coach of the Thunderbolts was selected as the Volunteer Coach of the Year by the United States Olympic Committee for her work as a Head Coach and a High Performance Manager in the Paralympics.



The 7th Annual Long Island Imagine Awards recognized Mary C. Hodge as a finalist in the Leadership Category.

Volunteers continue to be a vital force here at the Agency, helping in a variety of ways. Over 100 individuals gave more than 100 volunteer hours in 2018.

Fortunoff Treatment & Rehabilitation Center (FTRC)

In 2018, we welcomed Dr. Stacy Yearwood, our new psychiatrist and newest team member to the medical department. Dr. Yearwood has proven to be the perfect fit for our team and we are very excited to have her with us. It is evident that she practices with compassion, genuinely cares for people, and ensures everyone receives the support they deserve.

CP Nassau is one of the 54 Agencies who will be participating in a \$13.3 million dollar Telemedicine Triage Grant received by CPNYS over the next 5 years. The grant will cover the cost of a Telemed kiosk to be placed in Bayville and 5 of our residences. We will establish a contract with StationMD for telemed triage services which will replace the on call doctor after business hours. Emergency physicians will be available 24 hours/day, 7 days/week to conduct assessments and recommend whether to send an individual to the Emergency room or implement in-home treatment including the prescribing of medication. The goal of this project is to avoid sending people to the Emergency Room unnecessarily.

CP Nassau has embarked on a preventative maintenance program to check the proper operation and maintenance of wheelchairs. Over 150 adult wheelchairs have been evaluated and inspected at no cost in order to help extend the life of the wheelchair and reduce the number and cost of repairs. This service has resulted in a significant reduction for daily emergency repairs and will now be extended to the children's learning center.

In 2018, the Article 28/16 clinic provided more than 20,000 patient visits:

Primary Medical Care Visits: 1806
Dental: 854

Cardiology, GI, Physiatry, Optometry, Podiatry: 1788
Speech Therapy, Audiology: 3009

Traumatic Brain Injury Program (TBI)

The TBI HCBS Waiver Program continues to have discussions about how we as providers will maintain a conflict of interest free waiver program. The deadline to create and execute a plan for was extended by 2 years to Jan 1, 2021.

The TBI and NHTD Waiver programs continue to delay their transition into managed care until at least 2022.

As of this year, DOH required all providers to complete and submit a Consolidated Fiscal Report. 2018 saw the approval by CMS of a renewal of the waiver program and its new manual highlighting changes to service caps, provider qualifications and reportable incident procedures

The assessment tool used by the TBI HCBS Waiver program to qualify our participants for services used to be the PRI/Screen. The new UAS assessment was introduced which caused four of our participants to no longer meet level of care, putting all their services at risk.

Community Habilitation Services

The Community Habilitation Services Department continues to thrive here. The program was launched in 2015 with 13 individuals enrolled. We are currently providing services to 69 individuals in the community. On average, Habilitation Services are provided to each individual 2-3 per week. Staff provides 1 to 1 assistance in areas of independent living skills based on the individuals' programmatic needs.

Community Habilitation services can be delivered at any non – certified location, including the individual's home. Supports include adaptive skill development, community inclusion, relationship building, development of social skills, leisure skills, self advocacy and appropriate behavior development. The individuals and their families consistently report satisfaction with the services provided and are excited to see the personal growth in themselves and/or their love ones. The Community Habilitation department was recently approved to provide services to individuals who reside in our residential homes. The services will take place on days the individual chooses not to attend Day Program. The program consistently seeks opportunities to provide extended services to our population in the community and desires to meet each individual personal goals and needs.

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 over 900 employees working in more than 50 different departments.

Not a year goes by that additional regulations aren't added to our Human Resources policies and practices. Nonetheless, HR and Payroll staff has kept pace with these changes.

Affordable health insurance continues to be an area of concern for CP Nassau. Fortunately, our insurance broker, Corporate Synergies, has been successful in controlling the cost of our free medical insurance plan, Emblem EPO. For the second year in a row, we were able to renew our free plan in December, with only a modest increase in cost or no changes in the plan design. Our voluntary Davis Vision plan, first added to our insurance offerings in 2017, continues to be popular with approximately 200 staff enrolled in this plan.

Workplace safety and rising Workers' Compensation costs continues to be area 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. As a result of the safety efforts of the Committee, management, and staff we have witnessed a reduction in our workplace accidents and injuries that we anticipate will result in a reduction of Worker's Compensation costs.

Human Resources was pleased to welcome Raeshell Harris at the new Assistant Director of Human Resources this past October. Raeshell has been with the Agency since 2006 and, prior to moving to Human Resources, she was the Coordinator of Group Site-Based Day Habilitation. Our computer networks continue to evolve in an effort to add resiliency, reliability and flexibility to our Information Technology services

In 2017, the Agency built a new Wi-Fi network that provides coverage throughout the Center. This WiFi network provides access to our corporate network for staff, as well as access to the internet for program participants and visitors. Once that work was completed, we set our sights on upgrading the VPN and WiFi services in our residential programs. With the assistance of our Residential managers, we completed a review of our Optimum services in all of our small residences.

As a result of that review and negotiations with Optimum, we upgraded all of our residences to Optimum business internet service for little or no additional cost. This upgrade will provide a more reliable as well as a faster internet service for our residences. The next step was to upgrade the VPN hardware at the Center that allows our remote sites to connect to our corporate network and associated network resources. The design work and installation was outsourced to our IT vendor, eVero. The final step in this project is to upgrade the hardware in each of our residences. Funding for this step was approved in our 2019 capital budget and we anticipate that work will be completed by July 1st 2019.

Quality Assurance (QA)

The QA Department enhanced its medical records reviews and mortality reviews through the addition of a QA Nurse.

Consumer satisfaction surveys were revised to better gauge the provision of person centered services.

The CP Nassau Human Rights Committee membership was expanded to include the participation and input of a service recipient.

In the fall of 2018 the QA Department's News publication was reestablished, to keep staff informed on the changes taking place in the provision of services to individuals with Intellectual/Developmental Disabilities (I/DD) and its effects on CP Nassau.

Finance

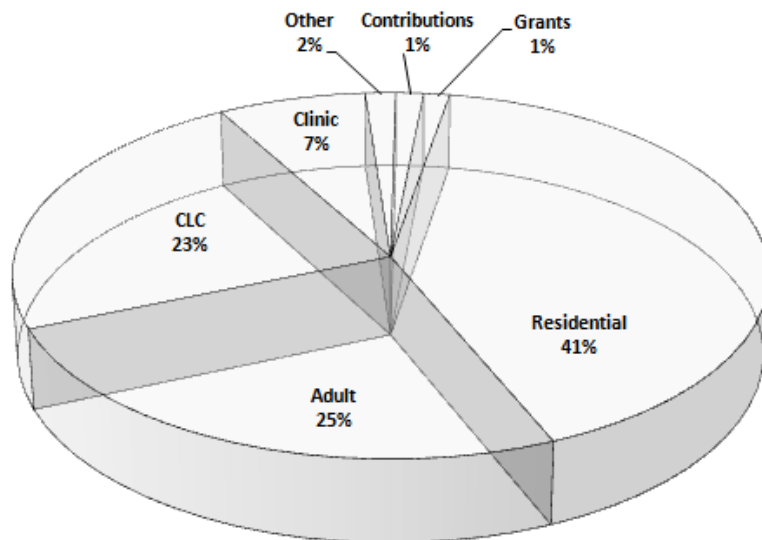
Nassau Cerebral Palsy Association and its subsidiaries, including Cerebral Palsy Association of Nassau County, Inc. (CP Nassau), CP Bayville and Rehab Solutions, Inc., showed a combined surplus of \$255,295. This was comprised of surpluses for CP Nassau (\$204,314), CP Bayville (\$44,575) and Rehab Solutions (\$6,406).

OPWDD and SED rates increased during 2018 primarily due to Be Fair To Direct Care initiative and Minimum Wage.

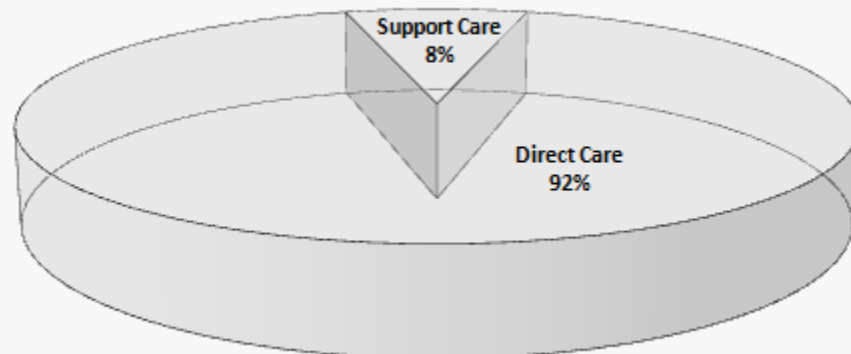
The Agency continues to monitor all expenses and develop alternative funding sources for our programs under the direction of Management, the Budget and Finance Committee and the Board of Directors.

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

REVENUE SOURCES



How we spent each dollar





CEREBRAL PALSY OF NASSAU COUNTY

Making a Difference for Individuals with Disabilities Since 1948

WISH LIST

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.

\$30,000 Multi-Sensory Environment •
\$22,500 (3) Smart Boards •
\$18,000 (6) Support Stations for Bathrooms •
\$16,000 Tobii 1-12 Communication Device •
\$12,000 (4) Electronic Invacare/Hoyer Lifts •
\$9,000 Hydraulic Changing Table •
\$9,000 (3) Motorized bariatric hi-lo mats •
(Mounting, strap, handle and 2 year extended warranty)
\$6,600 (6) Mats for PT Gym •
\$6,000 (4) Hydraulic Changing Tables for •
\$6,000 (6) Laptops •
\$5,999 The Tobii Dynavox I110 •
\$5,747 Smartbox Gridpad Pro 13 •
\$5,464 Tobii-dynavox T10 speech generating device •
(Mounting, strap, handle and 2 year extended warranty)
\$5,389 Tobii-dynavox T7 speech generating device •
(including strap, case and 2 year extended warranty)
\$5,266 Sign Caddy with Stand •
\$5,000 Math, Social Studies, and Science Textbooks •
\$5,000 OT Ice-Pack Machines, Fluid Therapy, Ultrasound •
\$5,000 Easy stand for outpatient clinic •
\$5,000 Treadmill with Cardio Panel •
\$4,500 (3) Mats for OT/PT Gym •
\$4,555 X-Large Rifton Dynamic Pacer •
\$4,310 Large Rifton Dynamic Pacer •
\$4,100 Electric Combination Tilt Table •
\$4,000 Nu-Step •
\$3,750 Sterilizer •
\$3,245 Tobii-dynavox PC Eye Mobile Mini •
(featuring Microsoft Surface Pro Tablet)

\$3,000 Perio-Pro Air Techniques (xray developer) •
\$3,000 Autoclave Valueclave (sterilizer) •
\$2,400 (2) Wired Visual Response Audiology System •
\$2,400 (4) I Pads for Communication •
\$2,000 (2) Changing Tables •
\$2,000 (4) Dual-User Pneumatic Adjustable Work station •
\$1,595 Ultrasonic Cleaner •
\$1,595 Various Sensory Motor Development Tools •
\$1,500 (4) Super Trac Fiber Optic High Speed Drill •
\$1,500 Word Plus with Destalk Synthesizer •
\$1,390 (4) Vital Signs Monitors GE DINAMAP Pro400 & stand •
\$1,390 (3) iPads with Otterbox Cases •
\$1,250 Exercise Stairs •
\$1,200 Otoscope and Ophthalmoscope •
\$1,200 EKG Machine •
\$1,200 EZ Stander •
\$1,170 (2) Micro Mite Slow Hand piece drill •
\$1,100 Automatic Page Turner •
\$1,100 Therapeutic Listening Equipment •
\$1,000 Pocket Viewer Magnifier •
\$1,000 ProForm Treadmill for Article 16/28 Clinic •
\$1,000 Sponsor Athlete for National Competition •
\$900 Southpaw bouncing chair •
\$900 Refrigerator for ADS MPR •
\$800 (2) Bath Commode Chairs •
\$700 (4) Cavitron Tips direct flow (hygienist) •
\$300 X Box one S •
\$250 Finger Pulse Oximeter •
\$120 Communication Device Switch •

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

- Adult Day Programs
- The Children's Learning Center

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