



cerebralpalsy


ASSOCIATION OF NASSAU COUNTY

Moving Forward With You

From the
Executive Director
Robert McGuire



and the
President of the Board
Al Jaronczyk



The year 2021 was as challenging as the year before, yet different. We had many stops and starts as the original variant of the virus faded, morphed, came back and faded again. Vaccinations became available as one strain left us and another appeared. As everyone knows, the aftermath of the Pandemic is still being felt.

We were extremely pleased to be able to offer the vaccine to our staff and participants starting in March of 2021. In viewing the selection of photos on the covers of this report, we hope you get a feel for the enthusiasm of family members and the hard work of our medical staff in this effort that required much organization, time and coordination. One of our nurses noted the atmosphere of happiness in the auditorium that she attributed to a sense of hope. We noticed it too.

The staffing shortages as reported throughout the country remain a significant challenge at our facilities as well and presents an impact on our ability to provide services. While the latter part of 2021 showed a marked improvement as measured by the number of new employees coming on board, we still have not returned to pre-Covid staffing levels. During the year, we began to develop a strategy which culminated with the creation of a campaign called "Rewards Beyond a Paycheck." Several of our staff have been filmed describing their very positive experiences working at our Agency. We plan to show some of these sessions at the Annual Meeting, however the series is easily accessible to all from our website. The videos are posted on our social media pages and can be tracked for a variety of criteria that will prove quite helpful in our ongoing recruitment efforts.

Special events saw the cancellation of the Festival of Trees, Taste and Toast and the Ball for the second year in a row. We were able to host a virtual Polar Bear Plunge and an in-person 5K and Golf & Tennis event. These three events did well in terms of participation and funds raised. We hosted a new event, "Party Like It's 2019," which was planned when there was a lull in the spread of the virus – when there was an uptick, we decided to go on with the show anyway. Happy to report that there were no negative outcomes.

Despite staffing shortages, the Heroes of 2020 showed no slowing down in 2021 as our staff consistently met the needs of our children and adults. Our personnel maintained face-to-face contact when it was possible and utilized remote learning when in-person contact was not safe. Individuals in our Residential Program endured another year in which coming to our Day Program was not possible. Our families were also asked to cooperate with our policies that, in many cases, were more restrictive than those mandated by the State. How did we get through these circumstances? Well, we zoomed, zoomed and zoomed some more. Communication enabled us all to share and describe the rationale for our positions and share frustrations as well as victories, fears, hopes and disappointments. We have emerged from these sessions with great respect for each other as we slogged through this challenging and unfamiliar landscape together.

We write this missive today, knowing it is the last* for both of us. We both were, and continue to be in awe of our volunteers, our donors, our families, the children and adults we serve and the staff that enables those we serve to reach heights that would otherwise not be attainable. The Nassau Cerebral Palsy Association is a remarkable team. The last two years have certainly tested our mettle and together, we have more than passed the test.

We thank all who have contributed to the Agency's success.

**(Bob will be retiring in December after 40 years of dedicated service and Al's term as President of the Board of Directors has come to an end.)*

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Adult Day Services (ADS)

We are very happy to report that Adult Day Services continued to move back toward normalcy in 2021. We were delighted that more and more of the individuals we serve were able to return to program at the Center. We were also able to enroll new intakes into our programs with some of them attending in person and others on zoom only.

The many special events and programs continued to occur in our day programs. Site-Based Day Hab (SBDH) continued to enjoy Music Therapy, Zoom Art class and African drumming with Sidikki; all fan favorites! This is in addition to their normal daily activities and while continuing to run their zoom programs.

The staff and participants in Community -Based Day Hab, (Wantagh) advocated to be able to increase their activities to include indoor sites cautiously and were thrilled when that permission was granted!

In addition, the group went pedal boating at Belmont Park, had their annual BBQ at Roosevelt Park, and continued their volunteering at Book Fairies, Rewearables and recycling efforts.

Life Options continued their lovely holiday hallway decorating contests, planning special events such as Trivia Challenge, releasing butterflies after hatching from their cocoons, outdoor exercising with Grace, the annual picnic and participating in the virtual rallies to name a few! In addition they increased their community outings to such places like the Eisenhower Park concert series. All this while continuing to host their very famous zoom program!



Oceanside held steady with the individuals they were serving at their hub-site and in the continued their zoom program as well. They also increased their community outings, continued their creative art contests and continued their zoom while working on increasing in person programming as well.

Traumatic Brain Injury Program (TBI)

Service Coordination continues to be provided in a hybrid model of remote and in-person as needed. Structured day program operating through Cafe Connections is currently not taking place. Plans for an In-person model for the upcoming year are being discussed

The department is focused on replenishing and increasing the case management caseload which was affected by the Covid pandemic. With the addition of our new Service Coordinator, Lizette Kendrick, the task of enrolling new TBI participants to the Waiver Program has been the focus for the last year and a half

The department office has changed to its new location in the Fortunoff Treatment Center.

The Children's Learning Center (CLC)

2021 was a year full of changes for CLC. The year began with many students attending a hybrid model of educational services which consisted of two days of in-person learning and two days of remote learning. While some students attended classes and therapies fully remotely. This gradually increased and by September students were either all in-person or all remote.

By the end of the year more than 80% of CLC students were attending CLC entirely in-person 5 days a week. CLC staff, like everyone else in the country, became experts at, and now routinely use Zoom or video chats to hold department meetings, team meetings, district meetings, in fact, all meetings of more than two people. CLC developed ways to hold some of the yearly events that had been canceled the year before. Preschool graduation ceremonies were held in each classroom via Google meets. An opening introduction was recorded for each class to play at the beginning of their ceremony. School age graduation was held outside with tables spaced out at least six feet apart for family members. Holiday Elves and the yearly Book Fair were held by scheduling each class at separate times to keep classes from mixing. Many other similar events were held with changes made keeping Covid in mind.

A new member of the CLC faculty started in May, 2021. His name is Freddy and he is a volunteer from the Guide Dog Foundation. Jeanette Langdon Mirabella, school age teacher, and Jen Green, music therapist, are Freddie's handlers in the school. Although Freddie goes home with Jeanette both Jeanette and Jen were instrumental in getting Freddie to come to CLC. Freddie is a tremendous asset to CLC, he brings smiles to staff and students alike. Freddie can also motivate reluctant students to communicate more, walk further, and follow directions all for the reward of petting Freddie or giving Freddie a hug. In 2021 CLC nursing offices underwent some renovations to create more room for students getting nursing treatments. Two isolation rooms for students were also created within nursing to decrease the chances of Covid spreading within CLC.



2021 was a year that introduced many new and necessary changes to the daily operations of CLC. It was only through CLC staff's hard work, dedication to CLC students, their tremendous effort and sacrifice, that CLC students made it through this exceedingly difficult year. Heartfelt thanks from the CLC supervisors and CLC administrators goes out to all the staff in CLC and CPN for all they have done over the last year.

Residential and CP Bayville

2021 saw the Residential Programs and Bayville take small steps in getting back to a more normal routine. Bayville welcomed five new residents in the spring. These five people needed placement in a facility that could meet their medical needs as their old home in another agency was closing. They are all happy and doing well. The Interact Club from the Locust Valley High School assisted the residents in making bird feeders that were placed around the property. Bayville received a visit from many Star Wars characters who conducted light saber demonstrations, mock battles with the dark side, and lots of picture taking. Santa Claus (played by our own Dr. DeAngelis) returned to Bayville to brighten everyone's Holiday.

Across the Residential program the individuals were able, thanks to vaccinations, to participate a bit more in social and leisure activities. Some enjoyed outdoor dining, others did some shopping, and a few even attended a basketball game. In the warm weather they were able to visit friends in other homes and enjoy backyard barbecues. Many were able to spend time with family during the holidays which helped to lift everyone's spirits. We are all hoping for an even more active and healthier 2022.

Human Resources/Payroll/Information Technology

The Human Resource and Payroll staffs are responsible for 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 750 employees working in more than 50 different departments in 20 different locations.

During the past two years, the Agency has faced a great many changes due to the COVID-19 pandemic. During this time, the staff in Human Resources and Information Technology have had to adapt many of their processes and procedures to adapt to this new reality.

When the pandemic began, we decided to isolate the Human Resources and Payroll staff and to work remotely as much as possible. That strategy has been successful in maintaining the services provided by these two departments. After two years of COVID-19, we haven't missed a payroll, nor have we come close.

Throughout the pandemic, recruitment has become an issue of particular importance. To that end, Raeshell Harris, Assistant Director of Human Resources, has been leading our effort in this area. In July 2021, we launched a recruitment and referral bonus program to enhance our ability to recruit and retain direct support professionals and nursing staff. Not only can these new hires receive a recruitment bonus when they come to work with us, our staff can receive the same bonus if they refer the new hire.

We partnered with the Spirit of Huntington, who created our corporate website, cpnassau.org, to produce several videos that capture the theme "Rewards Beyond a Paycheck!" These videos, that feature several of our Agency staff, depict the benefits and perks of employment at CP Nassau. When you have a minute, you can visit the Careers page on our website and check them out for yourself.



We introduced text message recruiting to capture more candidates. If you text "JOBS" to 8882737996, you will immediately receive a welcome message and a few brief questions to determine your interest, followed by a link to an abbreviated employment application. It's that easy and that quick.



Raeshell has also been working throughout the pandemic to enhance our recruitment strategies to remain relevant during this unprecedented time. Assisted by Laureen Jean, Community Supervisor in Life Options recent led Recruitment & Onboarding Training sessions to educate our managers on the most effective methods to engage candidates and find talent quickly.



These efforts are slowly beginning to pay off, as we see the number of staff attending our bi-weekly New Employee Orientation slowly but surely increase.

On the Information Technology side, our computer networks continue to evolve in an effort to add resiliency, reliability and flexibility to our Information Technology services. As we reported last year, the Agency changed our model of providing support and maintenance to our computer network and computer users by hiring a managed services provider (MSP), Consolidated Technologies Inc. (CTI). As you may recall, CTI was the company that came to our rescue and rebuilt our network after the MedusaLocker Ransomware virus infected every single computer and server in our Agency.

Now that they are fully onboard and engaged, we are developing a strategic plan to address the needs of our Information Technology infrastructure and the needs of our workforce going forward. The first major project in that regard is to replace our core switch and firewall, and upgrading our network routing table to conform with contemporary standards. It is a major project that should be complete in early 2022.

Fortunoff Treatment & Rehabilitation Center (FTRC)

In 2021, the Article 28/16 clinic provided approximately 13,700 patient visits. This number reflects a reduction in service delivery of approximately 10% as compared to last year due to the persistence of the COVID-19 pandemic. This pandemic continues to present challenges unlike anything we've faced in our medical clinic:

Primary Medical Care Visits: 2,181

Cardiology, GI, Physiatry, Optometry, Podiatry: 327

Dental: 843

Speech Therapy, Audiology: 1819

Occupational Therapy/Seating: 2116

Physical Therapy: 3188

Mental Health: 2914

2021 continued to be a challenging year for the healthcare industry and facilities, including ours. Eighteen months after Covid-19 arrived, the virus continued to affect our daily operation and delivery of healthcare services. The health effects of the pandemic have been enormous and unfortunately, the clinic's financial outcome has been impacted as well. Different sectors within our health system have been affected to different degrees.

Some services such as primary medical care and mental health rose marginally while therapeutic services such as Occupational and Physical Therapy was significantly down. Many patients elected to defer services and mandatory stay at home orders as well as quarantines significantly reduced the volume of services.

Due to the decline in patient visits, approximately 20% of our clinical staff was furloughed from their positions. Our Seating, Orthotic and Hand splint clinic remained closed for most of 2021 as we were unable to coordinate the necessary onsite vendor visits. The utilization of telehealth services continued throughout 2021 as New York State remained under a public health emergency and continues to be a vital tool in delivering the necessary healthcare services while keeping patients and staff safe during Covid outbreaks.

CP Nassau continues to navigate through this challenging period and we will continue to grow in our knowledge and our use of technology as we deliver the highest quality care to the patients we serve.

Quality Assurance (QA)

The QA Department updated its audit protocols to reflect the new billing documentation requirements for Community Habilitation services that went into effect January 2021.

The QA Department contributed to Bayville's change of auspice process involving the CP Unlimited, Inc. partnership. CPN's QA Department continues to collaborate with the CP Unlimited's compliance team via quarterly QA findings reports and the incident reporting and review processes.

The QA team created an ICF/DD billing audit instrument which is utilized when QA reviews are conducted. The Department continues to serve as the Agency's monitor/reporter of COVID-19 positive cases involving our Residential and Adult Day Services, in keeping with OPWDD and DOH requirements.

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 \$3,799,904. This was comprised of surpluses for CP Nassau (\$3,288,493) and for CP Bayville of (\$512,641) offset by a deficit for Rehab Solutions (\$1,230).

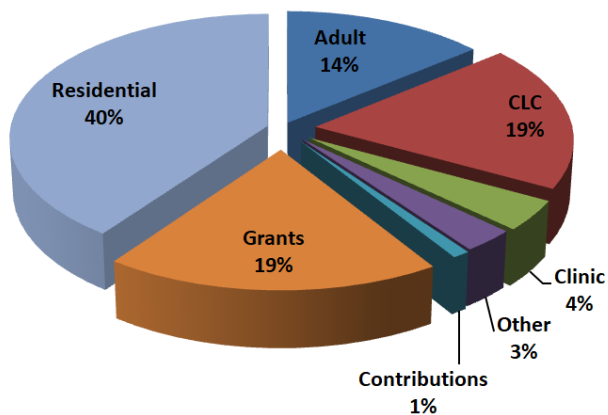
The surpluses realized during 2021 were primarily due to the loan forgiveness from The Cares Act. The surpluses in 2021 offset the deficits from 2020 due to COVID.

OPWDD and SED rates increased during 2021 primarily due to Cost of Living, Minimum Wage and unit changes.

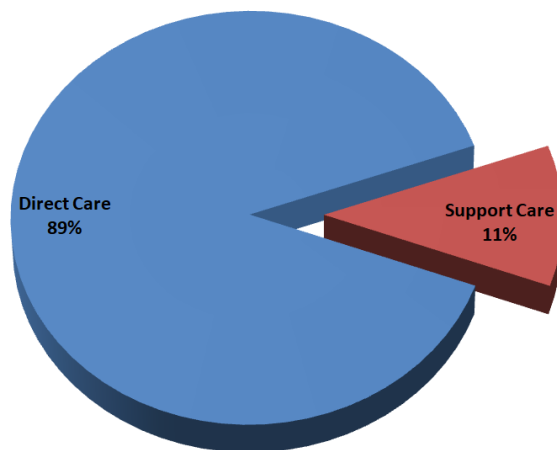
The Agency continues to monitor all expenses and develop alternative funding sources for our programs under the direction of Management, the Budget and Finance Committee and the Board of Directors.

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

Revenue Sources



How We Spent Each Dollar



Development

2021 saw the continuance of Covid restrictions and safety measures that affected the development department. We made the difficult, but right, decision to cancel our Taste & Toast the Town, Festival of Trees and Forget Me Not Ball events, we were able however, to host our Golf & Tennis Tournament, "Party Like It's 2019" event, and our 5K Walk, Run, Roll, Stroll in person. We were also able to host our Polar Bear Plunge virtually and hold our raffles as well. Our Ebay store was "reopened" for business and brought in nearly \$19,000 in 2021 alone.

We are incredibly grateful for all our Committee members, sponsors, constituents and friends who continued to support us during this time. All of this support and generosity helps CP Nassau make a difference!

**CP Nassau Congratulates the Following Staff
For Successfully Reaching their Goals!!**

**DSP Credit Program
Disabilities Studies Certificate (30 credits) May 2022**

Gertrude Grammont - CLC

**“Foundations for College Success”
(non-credit) Fall 2021**

Adrienne Hunter – Residential

Shari Francis – Life Options

Lorena Galindo – CLC

Ramell Jaudon – Residential

Shanequea Mars - CLC



WISH LIST

We encourage to choose an item and make a wish come true by providing the funds to purchase it!

Children's Learning Center

\$16,000	Tobil 1-12 Communication Device
\$5,464	Tobil-Dynavox 110 Speech Generating Device
\$5,000	Treadmill for PT Gym
\$4,500	MOVE Extra Large Rifton Dynamic Pacer
\$3,000 each	Three Motorized Bariatric Hi-Lo Mats
\$3,000 each	Six MOVE Support Stations
\$3,000 each	Three Electric Invacare Hoyer Lifts
\$1,200 each	Two Wired Visual Response Auditory Systems
\$1,100	Therapeutic Listening Device
\$900	Southpaw Bouncing Chair

Adult Day Services

\$7,500 each	Three SMART Boards
\$3,000 each	Three Electronic Invacare Hoyer Lifts
\$1,000 each	Six Laptops
\$500 each	Six iPads
\$500	55" TV

Residential Services

\$3,000 each	Two Sofas
\$2,500	Refrigerator
\$1,500	Dining Room Table
\$400 each	Two Outdoor Grills

CP Bayville

\$1,300	Smart Board
\$800 each	Four Recliners

Medical & Therapeutic Services

\$5,000	East Stand for outpatient clinic
\$3,000	Perio-Pro Air Techniques (x-ray developer/ dental)
\$3,000	Autoclave Valueclave (equipment sterilizer/medical)
\$1,500	EKG Machine for medical
\$1,300	Otoscope and Ophthalmoscope



"Mere words cannot express the heartfelt appreciation to CP Nassau for making the COVID 19 vaccine available to my son, Salvatore.

A heavy weight has been lifted from my mind and heart in knowing that he will soon be protected from this dreadful virus. Our lives have been at a standstill for over a year and I can now see the light at the end of the tunnel.

I will be forever grateful to CP Nassau for giving Salvatore his life back and we look forward for him to return to Program in the near future! "

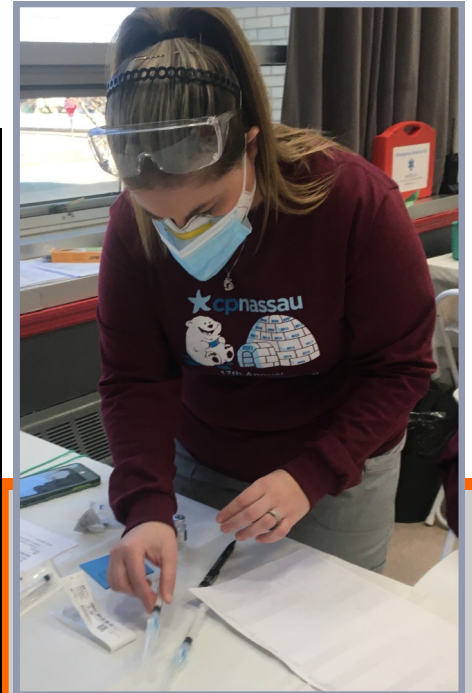
- Silvia Fava, Parent

"A great big thank you to CP Nassau for administering the Covid vaccine to our adult children. Everything was so organized and everyone was so nice and professional.

It certainly saved us a great deal of aggravation trying to get an outside appointment. My son Jake was very comfortable being in familiar surroundings.

Once again thanks for all you do. It is appreciated."

-Carole Kaiser, Parent



There are not enough words to describe how thankful and happy I was to be a part of administering the vaccine to the individuals at CP Nassau on March 2-5.

Seeing all the families and individuals who we haven't seen in a year was a great feeling especially with how happy they were that the vaccine was available for them. While you couldn't see anyone's smile because of their mask, you knew they were by seeing their face light up when they got into the room where we were administering the vaccine.

The happiness and excitement in the room was something you couldn't describe but I think it had to do with hope. The vaccine gives us hope for a better tomorrow and a step in the right direction by keeping everyone safe.

Amanda Sodano, RN



Thank you for bringing access to the CP Nassau program participants

It was so convenient streamlined and gave me piece of mind that I was now finally vaccinated

**Thanks again CP NASSAU for Going the EXTRA MILE FOR US!
Valerie Schena—Parent**

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