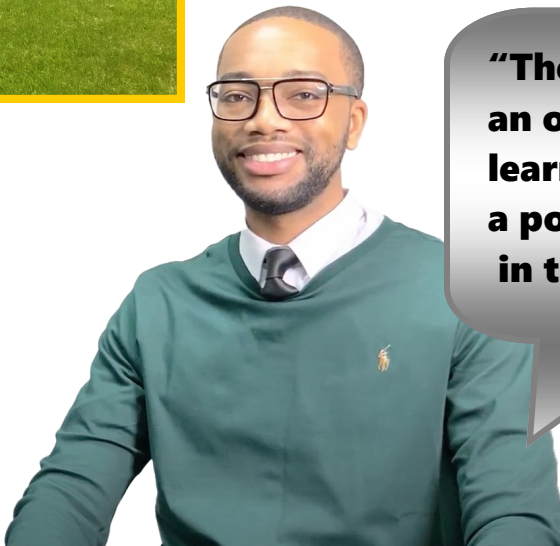
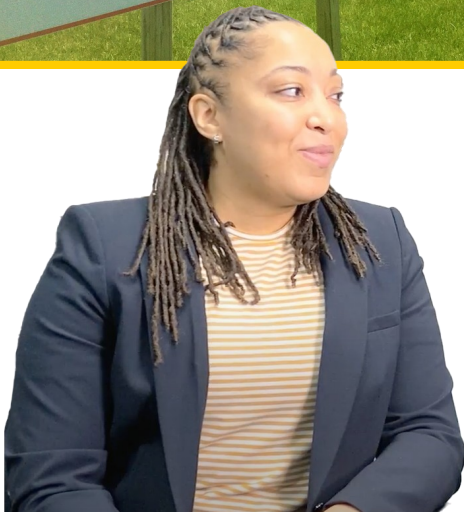
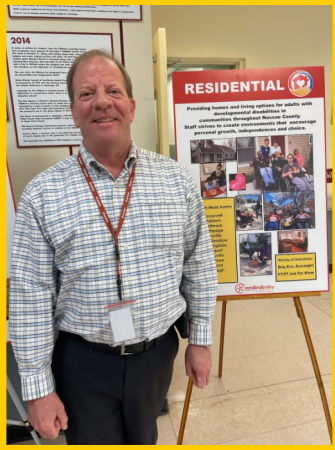




# cerebralpalsy

ASSOCIATION OF NASSAU COUNTY  
Moving Forward With You



**“The Agency offered me an opportunity to learn, grow and make a positive change in the lives of others.”**



# cerebralpalsy

ASSOCIATION OF NASSAU COUNTY

*Moving Forward With You*



From the  
**Executive Director**  
Karen Geller-Hittleman



and the  
**President of the Board**  
Jerry Poller



We are now six months into a new regime, and we would like to highlight some of the leadership and administrative changes that have started in 2022 and continue today.

First, we want to acknowledge the significant contributions by our staff throughout the Agency who have supported the well-being of all of our children and adults. You will read in this report the highlights of our accomplishments, but we would also like to recognize the obstacles and challenges created in this Covid environment.

Beginning in March 2020, and continuing throughout 2022, all of our staff rose up in force facing the fear and threats of this virus head on. They delivered resources, services and programs that were needed by our individuals. Many of our residents are alive today because of the sacrifice of our staff.

We'd also like to acknowledge the Board members, Council of Auxiliaries, committees, event planners, and all of the other volunteers who give a most precious commodity, their time, to support the mission of CP Nassau. Lastly, but of significant importance to our success, are the families who have put their trust in our Agency and supported, even in the face of constricting policies, the Agency's efforts.

As you can also see from this report, we have added new Board members and have welcomed Ed Probst as our Executive VP, Greg LiCalzi Jr., as our Treasurer and Karen Kiefel as the Secretary.

Significant additions to the management hierarchy include Gordon Siess as our new CFO and Peter Dolan as the new COO.

Each of these named individuals have embraced their roles and have added value to an already strong team.

We are embarking on an aggressive legislative advocacy campaign this year to educate and battle through government malaise and malfeasance and continue the path set 75 years ago by visionaries, passionate families and our community. The original trail blazers, more than seven decades ago, recognized our responsibility to help children and adults with disabilities and their families and we continue to see the wisdom of that path.

We would be remiss if we did not express our sincere thanks and gratitude to Bob McGuire for his 40 plus years of service to CP Nassau. Bob was our Executive Director for 25 years and was known for his wisdom, dedication, courage and encouragement for staff as well as participants, families and volunteers. He fostered the personal and professional growth of all who worked at the Agency and made certain to provide opportunities for people to learn and gain new experience. In honor and recognition of Bob's years of service, it was announced when he retired in 2022 that the **Bob McGuire Leadership Library** would be established as a physical reminder of the legacy he leaves behind. The leadership philosophies and strategies that Bob shared will be available here in books and other materials for all at CP Nassau.

We thank all of our supporters and we look forward to the future with you.

## CP Nassau Directors

### **Executive Director**

Karen Geller-Hittleman

### **Assistant Executive Director**

Peter Dolan

### **Director of Adult Day Services**

Sharon Rothstein

### **Director of Finance**

Gordon Siess

### **Director of Quality Assurance**

Jose J. Rivera

### **Director of Human Resources and Information Technology**

Larry J. Davies

### **Medical Director**

Dr. Michael De Angelis

### **Director of Clinical Services**

Ellen Naidus

### **Director of Residential Services**

Paul Lowry

### **School Principal**

Kevin Loughlin

## Board of Directors

### **President**

Jerry Poller

### **Executive Vice President**

Ed Probst

### **Vice Presidents**

Mary Fleisch  
Joel Meltzer  
Hon. Anthony L. Parga  
John Seery  
Kathryn Wilson

### **Treasurer**

Greg LiCalzi, Jr.

### **Corporate Secretary**

Karen Kiefel

### **Presiding Trustee**

Ernest T. Bartol, Esq.

### **Directors**

Iris Alessi  
Natalie Alloy  
Sudheer Bhogadi  
Dawn Feniello Bressingham  
Scott Castellano  
Thomas Connolly  
Michael Farrier  
John Ferrari  
Annamaria Impagliazzo  
Albert T. Jaronczyk  
Robert Masterson  
Michelle McCormack  
Frank Ozol  
Peter Purpura  
Steven Protass  
Victor Scotto, Jr.  
Robert Spina  
Ralph Ventura  
Jenna Yang  
Mary Lou Zizzo

## Council of Auxiliaries Executive Board

### **President**

Mary Lou Zizzo

### **Executive Vice President**

Iris Alessi

### **Administrative Vice President**

Alice Zapf

### **Treasurer**

Annamaria Impagliazzo

### **Financial Secretary**

Karen Kiefel

### **Recording Secretary**

Cathy Lupo

### **Vice Presidents**

Maddy Cohen  
Ruth Greene  
Michelina Saracino  
Jean Sinnott

### **Center Liasion**

Rachel Gaudiosi

### **Advisory Board Chairperson**

Annamaria Impagliazzo

Iris Alessi  
Natalie Alloy  
Shirley Feehan  
Karen Kiefel  
Eunice Montouri  
Delia Paranos



## Adult Day Services (ADS)

Adult Day Services continued to move toward normalcy in 2022. We are delighted to report that many more of the individuals we serve have been able to return to program in person in Oceanside, Life Options and Community Based Day Habilitation. We are working diligently on getting everyone back in Site Based Day Habilitation despite the staffing challenges we are all facing at this time! Adult Day services held and participated in many special events and activities during the year such as Water Infusion Day, Turkey and Trimmings, Bob McGuire's farewell celebration, and more.

SBDH continued to enjoy music therapy, African drumming with Sidikki, and virtual trips. Participants dressed up for Pajama Day, Halloween and enjoyed a wonderful holiday celebration luncheon thanks to a very loyal and generous donor. They also began to venture out into the community again as Covid released its ugly grip on us!

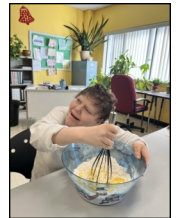
Community Based Day Hab, (Wantagh CBDH) continued their volunteering at Book Fairies, Rewearables and recycling. They enjoyed their annual BBQ in the park, a Cinco De Mayo celebration, and attended a basketball game at the Nassau Coliseum. But the most exciting news from CBDH that has overjoyed them all is that they moved into their new and permanent Hub space in the old Rehab Solutions wing of the Agency! Congratulations CBDH!



Oceanside is thrilled that all the individuals have returned to in-person day programming except the Bayville guys who they are hoping to be able to see again very soon. They have increased their community outings, continued their creative art contests, and enjoyed many special activities such as Annual BBQ, Easter Egg Hunt, Christmas in July, Halloween decorating contest, a Cinco De Mayo celebration, and Thanksgiving Feast. Unfortunately, participants were not able to hold their annual Christmas show, but are looking forward to inviting everyone back next year as it is a well-loved tradition that everyone looks forward to!



Life Options moved even further in the direction of normalcy by getting back to changing classes according to their schedules and following more of a consistent community schedule! This made everyone very happy! They also continued their lovely holiday hallway decorating contests and planning special events such as Black History celebration, Color Wars, annual picnic, and Spirit Week to name a few. In addition, Life Options celebrated their very own Charlie Fleisch for winning the CP State "Al Felmet Award for Leadership"!



As for Zoom programming, it will always be a part of ADS especially Life Options as it has been such a wonderful experience for all during the very trying Covid times, however, as in-person programming has increased Zoom programming has decreased.

**Adult Day Services is on the MOVE!!!**

## Traumatic Brain Injury Program (TBI)

As Covid restrictions were lifted, the Traumatic Brain Injury department is preparing to return to pre-Covid procedures, adopting monthly in-person, participant visits and meetings. Additionally, this year we are closer to formulating plans to reopen our prevocational day program, Café Connections, located in the lower level of our building.

On the advocacy front, the Alliance for TBI and NHTD waiver providers continues to advocate for rate increases as a result of the cost reporting mandate implemented prior to Covid. Small incremental increases have occurred for all waiver services under the HCBS waiver. The Alliance is also advocating for a carve out for the conflict of interest mandate taking affect November 2023, effectively limiting participant choice.

On a positive note, our TBI waiver staff are eligible to receive monies from the ARPA Workforce Stability Stipend, which will be dispersed as soon as eligibility documents are processed. This is a first of its kind, necessary to compensate our loyal, hard-working employees, who have served our organization for more than 1 to 2 decades.

And lastly, we have once again relocated to our final home on the west corridor nearest to our neighbors, the Wantagh Hub!

## The Children's Learning Center (CLC)

The year 2022 marked a significant transition for the CLC, as the school managed to navigate through the challenges posed by the COVID-19 pandemic, including restrictions, remote teaching, and finally returning to in-person learning and pre-COVID activities.

The safety and well-being of the students and staff were the top priority, leading to the implementation of strict COVID protocols, including mask-wearing, sanitization, and social distancing measures. The sudden shift to remote teaching presented a new set of obstacles, requiring innovative approaches to deliver quality education virtually. The CLC staff embraced the challenge, adapting their teaching methods, and ensuring that students continued to receive valuable instruction despite the circumstances.



As vaccination rates increased and COVID cases declined in 2022, CLC took proactive measures to prepare for a safe return to in-person learning. The staff worked diligently to redesign classrooms, ensuring adequate space and enhanced ventilation. They also collaborated with health experts to establish guidelines that prioritized the health and safety of everyone within the school community.

With the resumption of in-person learning, CLC gradually reintroduced pre-COVID activities, assemblies, and gatherings. These events were not only educational but also helped to restore a sense of normalcy and unity. The staff, alongside students and parents, eagerly participated, fostering a renewed spirit of community and engagement.

Throughout the pandemic years, the CLC staff exhibited extraordinary dedication, resilience, and adaptability. They



worked tirelessly to ensure the continuity of education, providing exceptional support to students and their families. The teachers embraced new technologies, honed their remote teaching skills, and went above and beyond to maintain connections with their students. Their commitment to student welfare and academic success played a vital role in the successful transition back to in-person learning.



As 2022 drew to a close, the CLC staff celebrated the progress made. The collective efforts of the entire community paid off, allowing for a renewed sense of hope. The students were delighted to reconnect with their peers and teachers, and the parents expressed gratitude for the dedicated and caring environment that CLC consistently provided.

## Residential and CP Bayville

This year saw the renewal of normal activities. Many of the residents resumed attending Day Program on at least a part-time basis. Family visits within the homes resumed, as well as many community and recreational activities.



### Bayville:

Bayville welcomed some new residents and by the end of the year all beds were full.

The nurses at Bayville were trained and certified in IV Therapy so that residents in the Agency could receive treatment at home rather than go into rehab facility for treatment. Some maintenance projects were completed at Bayville, most notably an upgrade in the cesspool system which alleviated on-going issues with the system backing up into the basement. A new roof was installed on the pool room after a storm severely damaged the existing one.

### Residential:

In 2002 the Plainview IRA was closed and sold. This brought much needed funds into the Agency. The former residents of Plainview had been previously placed into our other homes. Richmond Road IRA had an upgrade to increase the fire safety level of the house, including new fire rated bedroom doors, additional sprinklers, and a new ramp exiting the front door.

## Human Resources/Payroll/Information Technology

The Human Resource and Payroll staff 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.

Throughout the pandemic, our Human Resources, Payroll, and Information Technology staff were among the group of essential workers who came to work week after week to make sure that our staff received the services that they needed. As we begin to emerge from the COVID lockdowns we are slowly but surely returning to business as usual.

After nearly three years of isolation from the rest of our workforce it has been a welcome change to be able to see familiar faces once again.

In December 2022, we switched our medical insurance offerings from fully funding plans provided by EmblemHealth to self-insurance. A great deal of time and effort was devoted to evaluating this change, given its potential impact on our staff and our finances. But after two consecutive years of 20-30% increases from EmblemHealth we decided that this move was in everyone's best interest going forward. Our goal was twofold. First, to maintain or improve the quality and cost the medical insurance coverage provided for our staff and second, to reduce the cost to the Agency. With regard to the first goal, we have been successful. Our self-insurance coverage includes everything that was available from EmblemHealth and adds the option of choosing to receive medical coverage from Northwell Direct with reduced copays and coinsurance. We are optimistic that we will achieve our second goal and will be closely monitoring our expenses during our first year of self-insurance.

As we reported last year, recruitment continues to be an issue of singular importance. To that end, Raeshell Harris, Assistant Director of Human Resources, has been leading our effort in this area. During the past year we have offered a variety of recruitment and referral bonuses for difficult-to-fill positions in the Agency. As a data-driven department, Human Resources is closely monitoring the success of these initiatives and making recommendations for adjustments as we go along.



We have also been working closely with hiring managers to improve the onboarding process for job applicants. "Engagement" is the key word and we are working diligently to enhance our engagement with job applicants by using technology to assist our hiring managers in this area. These efforts have been well received and effective in recruiting new staff.

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. This past year, WiFi was been installed in the clinical and medical areas at CP Bayville. Our future plans for that facility include expanding their WiFi network to provide coverage throughout the residence. We also upgraded the core switch at the Center. As simple as that might sound, the core switch is the most important piece of hardware in our network. It manages all the connections within the network. A lot of planning (and engineering) went into the project and, as a result, we were able to make the switch with very little down time.

Our IT strategy going forward is focused on retiring aging equipment in a timely manner and leveraging new technology as it becomes available. Our goal for 2023 is to have all our business critical systems to cloud-based, vendor hosted solutions by the end of 2023.

# Fortunoff Treatment & Rehabilitation Center (FTRC)

In 2022, the Article 28/16 clinic provided approximately 11,800 patient visits:

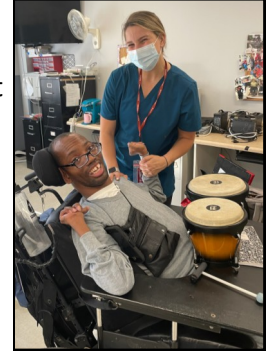
- Primary Medical Care Visits: 2,274
- Cardiology, GI, Physiatry, Optometry, Podiatry: 735
- Dental: 503
- Speech Therapy, Audiology: 1,672
- Occupational Therapy/Seating: 1,610
- Physical Therapy: 2,149
- Mental Health: 2,834



2022 continued to be a challenging year for the medical department as the effects of the pandemic continued to impact our daily operation and delivery of healthcare services. Our seating and hand splint clinic reopened after being closed for most of 2020 and 2021. The utilization of telehealth services for mental health and primary care services continued throughout 2022 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.



The medical department began the provision of Chronic Care Management services to Medicare beneficiaries who have multiple significant chronic conditions receiving primary care. In addition to their medical encounters, patients receive care



coordination, both electronically and by phone, medication management and ongoing collaboration with outside medical providers to improve the patient's health outcomes. Our care coordinators work to increase the number of patients taking advantage of annual wellness visits, including recommended screenings and preventive care from specialty providers to prevent future health issues.



**It is our priority to help our patients achieve a better quality of life through continuous care and management of their health.**



## Quality Assurance (QA)

The department created a QA position to monitor regulatory compliance within CPN's ICF residential facilities as prime focus.

QA enhanced its incident management and investigation capabilities through the creation of an Assistant Coordinator of Investigations.

The AMAP (medication administration) curriculum was revised to reflect changes in State requirements. These changes include updates for the following AMAP courses: medication administration, tube feeding, colostomy care and diabetes.

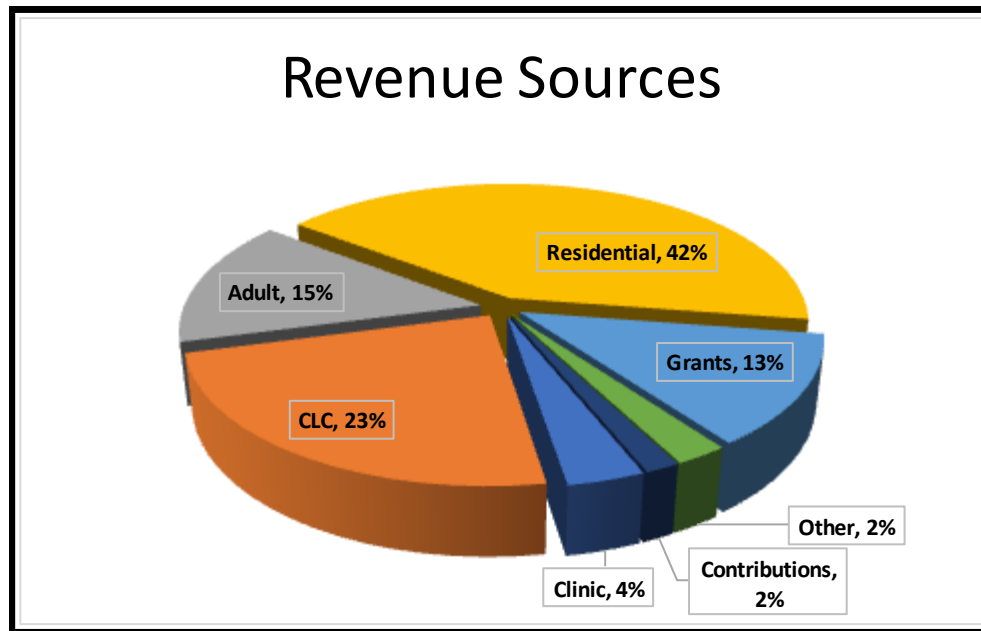


## Finance

Nassau Cerebral Palsy Association and its Subsidiaries, including United Cerebral Palsy Association of Nassau County, Inc. (CP Nassau), UCP Bayville, Inc. (CP Bayville) and Rehab Solutions, Inc., had a combined surplus of \$627,650 for the year ended December 31, 2022. This was comprised of surpluses of \$871,101 for CP Nassau and \$50,236 for Rehab Solutions, offset by a deficit of (\$293,687) for CP Bayville.

The Organizations' OPWDD and SED rates were increased during 2022 for Cost of Living Adjustments, as well as Minimum Wage changes. Under the direction of Management, the Budget and Finance Committee and the Board of Directors, all expenses and expense allocation methodologies are reviewed throughout the year and additional funding sources for our programs are developed.

Additional details about the Agency's operating results are contained in the Organizations' Audited Financial Statements which are available upon request.



## Development

In 2022 we made changes to our Polar Bear Plunge, Taste & Toast the Town, and Sugar Plum Ball events. Polar Bear was moved from March to October and was rebranded "The Great Pumpkin Dunkin." Our hopes for a fun autumnal family event ended with the event being cancelled due to Hurricane Ian.

Our Taste & Toast the Town was discontinued and its committee embraced the idea of hosting a Casino Royale instead. The event was well received and fun was had by all. Finally our Sugar Plum Ball was expanded to add both girls and boys and was renamed "The Sugar Plum Ball & Galactic Gala." The event featured Fairies, characters from the 501<sup>st</sup> Empire City Garrison, Saber Guild's Endor Temple & Royal Princess Prep, and more! This event was exciting and magical for all those in attendance.



The Golf & Tennis Tournament, lead by our CP Nassau Mulligan Club, celebrated its 40<sup>th</sup> Anniversary and was a huge success. The 5K Run, Walk, Roll and Stroll raised significant funds too. Though we did not hold our Festival of Trees, we did host our Forget Me Not Ball which honored Toni & Al Delloiacono Jr., Robin and Robert Goldberg, and Ed Probst.

Our EBay store, managed by Chris Feehan, continued to raise funds for CP Nassau in the amount of \$18,500! We are grateful to all who continue to support our events and other fundraising efforts.



**We look forward to**

# **MOVING FORWARD**

**With You!**

**Celebrating 75 years of making a difference  
in 2023**

### 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

# WE ARE HIRING!



with *Amanda Sodano*  
Nursing Supervisor,  
Adult Services Program

**REWARDS  
BEYOND A  
PAYCHECK**



## Join Our Team!

At CP Nassau we consider our staff to be members of our family. The benefits and perks we offer go **BEYOND** medical & dental. The Rewards include things such as gym membership discounts, wellness programs, and tuition reimbursement.

**LEARN, CONTRIBUTE and MAKE A DIFFERENCE**  
in the lives of individuals with disabilities.

It is our goal to empower each employee to become their best self.

### Rewards Beyond a Paycheck

Scan the QR Code & Meet the Team!



See what they have to say about working at CP Nassau!

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- ★ Paid Vacation, Personal and Sick Time
- ★ Free Health Insurance
- ★ Free Dental Insurance
- ★ Free Employee Life Insurance
- ★ Tuition Reimbursement
- ★ Focus on Employee Wellness
- ★ Qualifying Public Service Loan Forgiveness

- ★ Gym Membership Discounts
- ★ BJ's Wholesale Club Discounts
- ★ Movie Ticket Discounts
- ★ Employee Discount Centers (i.e. Plum Benefits)
- ★ Attend College for Free (DSP College Program)
- ★ Public Service Loan Forgiveness (PSLF)
- ★ Growth Opportunities

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Visit our Website



Connect with us Online!

Check us out on Facebook



Check us out on Instagram



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Moving Forward With You

