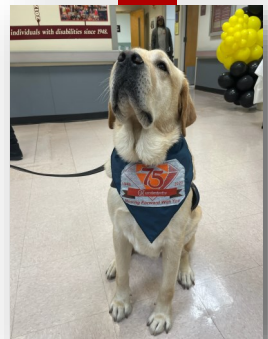




ANNUAL REPORT 2023



Cover photos by column, left to right, top to bottom:

The originals – participants who have been with us since the beginning in 1948. Bayville manager, Steven Alvarez read words prepared by Jeanne Billelo on behalf of the group that expressed what CP Nassau means to them.

The Council of Auxiliaries Board Members were honored for their service with a DIAMOND award

Over 70 members of the community were honored with DIAMOND awards for sharing their “sparkle and shine” in an effort to assist CP Nassau.

Even our pre-schoolers took part in the celebration!

Fran Murphy, program participant and resident also works as a receptionist and always has a cheerful word for all.

Every department at CP Nassau was recognized with a special award proclaiming “You are All Kinds of Amazing”

Another adorable pre-schooler enjoying the celebration

Even Freddie, our facility dog was part of the celebration! Of course he did, he is family now!

Back cover photos by column, left to right, top to bottom:

Participant and CP Bayville resident, Cathy Alloy with her sister, Robin at the celebration. Their Mom , Natalie was honored along with the Council of Auxiliary members.

Executive Director Karen Geller-Hittleman recognizes members of the Russo Family for the continuous support and generosity, Dante Russo was not able to join, but he was thanked in a special ways for great help he provided in creating videos for the celebration.

Self-advocates Charlie Fleisch and Kevin Christman spoke on behalf of their group about CP Nassau and how it has changed their lives.

Staff from many departments, along with participants from every area were part of the festivities!

There was a staff luncheon held for all at the headquarters building.

This is the DIAMOND awards that was bestowed to select individuals, specially created for our 75th anniversary.

Representatives from local legislative offices were on hand to congratulate CP Nassau. Here, Karen Geller Hittleman and Peter Dolan accept a proclamation from Chris Dalton, Chief of Staff, representing Senator Rhoads.

Cathy Peterson won a prize for getting in the most steps as part of the Wellness Committee’s celebration of the anniversary. Committee chairperson and Assistant Director of HR, Raeshell Harris congratulates Cathy.

Students from the Children’s Learning Center added joy to the celebration!

The Adult Day Services program had a whole series of fun events and games to commemorate the anniversary.



From the
Executive Director
Karen Geller-Hittleman



and the
President of the Board
Jerry Poller



There are many people to thank for the continued success within our Agency. Significant contributions have been made by our staff, who have tirelessly supported the well-being of our children and adults, despite the staffing challenges that plague our industry and extend across New York State and beyond. We also extend our gratitude to the Board of Directors, Council of Auxiliaries, Committees, Event Planners, and all the other volunteers who have generously given their precious time to support the mission of the Cerebral Palsy Association of Nassau County.

In 2023, there were several noteworthy events.

To navigate the financial challenges of the COVID years, the Agency had applied for a PPP loan of \$6,800,000, which was subsequently forgiven. However, the SBA later determined that the Agency was ineligible for the loan. In response, the Agency hired an attorney to assist with a new loan application. Fortunately, on Thursday, May 11, 2023, we received an email stating that the "M&T Loan Forgiveness had been fully approved." A very special thank you to Gordon Siess, Larry J. Davies and Raeshell Harris for leading this monumental charge and bringing it to a positive outcome. And thank you to Peter Dolan for taking care of everything else while we worked on this monumental task.

The year 2023 marked the celebration of the Cerebral Palsy Association of Nassau County's 75th anniversary, featuring events over the course of the year that involved staff, program participants, families, and volunteers. The highlight of the 75th was our one-day celebration on June 2nd, when we had the opportunity to recognize our staff, students, adult program participants, volunteers and members of the community. Our very own Bob McGuire was honored during a ribbon-cutting ceremony for the Bob McGuire Leadership Library. Then on September 29th, our Staff Fest was an amazing day to celebrate our wonderful, dedicated and committed staff. Five more years in review was added to our timeline outside the auditorium in the Lindner Pavilion.

Our Thunderbolts team, composed of individuals with disabilities who have won bronze, silver, and even gold awards internationally, celebrated their 35th anniversary. It was an awesome event where we highlighted, honored, and bestowed accolades on all the Thunderbolts members and coaches, past and present.

In 2023, the impact of COVID had its highs and lows. On the positive side, we all returned to the Center! Although people still contracted COVID, the symptoms were, thankfully, not as severe as during the height of the pandemic. CP Nassau followed the same trends as Nassau County. On the downside, our school, our adult day programs and our clinic have not rebounded from the pandemic. Attendance was slow to recover, with some deciding not to return at all. Lastly, despite all the recruitment efforts, which have been extensive, our staffing challenges persisted, and we struggled with inadequate staffing patterns throughout the year. As a result, our extensive work with our legislators through a myriad of venues, inviting them to the Center, visiting them both in Albany and at their local offices, writing letters and emails, engaging in the one-click campaign, have largely been about advocating to increase salaries for our staff. It is a fight we will continue in 2024.

Despite State-wide and local legislative efforts, the New York State Budget did little to offset the challenges plagued by our industry. We will, of course, continue to advocate for increased wages for our staff and adequate rates for our programs. Our message is clear: individuals with disabilities are New Yorkers too and deserve to be treated with dignity and respect. We used excerpts from the film *The Path Forward: Remembering Willowbrook* to punctuate our message. The deplorable state of Willowbrook began with staffing cuts, which in turn resulted in custodial care, not quality care.

Some years are financially more difficult than others and 2023 was a particularly challenging one. Fortunately, we made significant changes to put us on a better track, largely in the residential programs. We also began exploring a partnership with a FQHC with our medical clinic, which continues to lose a substantial amount of money due to inadequate funding. Unexpectedly, a 30% increase was announced, effective October 1, 2024, which allowed us to place a hold on discussions with the FQHC as we continue to manage on our own.

We are delighted to welcome three new Board members, Tim Dennin, Alex Kiefel and Alison Scotto.

During 2023, we sadly lost two individuals, Karen Kiefel and Natalie Alloy. Natalie, along with her husband Herb, was part of the founding families of CP Nassau. Their greatest strength was their inclusive approach; while they focused on their daughter Cathy, their efforts to improve conditions within the Agency always centered on caring for everyone, not just their own child. As for Karen Kiefel, it is difficult to express the magnitude of our loss. Known as the Energizer Bunny, Karen was always there, whether on a personal level, a business level, or as a tireless volunteer and friend. Replacing her would undoubtedly take more than a few people. These two individuals will be sorely missed.

We would like to thank all our supporters and 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
Hon. Anthony L. Parga
John Seery
Kathryn Wilson

Treasurer
Joel Meltzer

Corporate Secretary
Mary Fleisch

Presiding Trustee
Ernest T. Bartol, Esq.

Directors
Sudheer Bhogadi
Dawn Feniello Bressingham
Scott Castellano
Thomas Connolly
Chris Curreri
John Ferrari
Annamaria Impagliazzo
Albert T. Jaronczyk
Greg LiCalzi Jr.
Robert Masterson
Michelle McCormack
Hilary Moreira
Frank Ozol
Peter Purpura
Victor Scotto, Jr.
Robert Spina
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

Fundraising Vice President
Madeline Cohen

Public Relations
Michelina Saracino

Center Liaison
Rachel Gaudiosi

Hospitality
Jean Sinnott
Lois Boyle
Cathy Lupo

Advisory Board
Delia Paranos

Trustee
Ruth Greene



Adult Day Services (ADS)

Adult Day Services returned to full normalcy in 2023. Everyone is coming to program in person, attending all community outings without restrictions, and able to move about the programs and building freely! We are very excited to report that many of the people we serve in the Day Programs chose to do trial visits in some of our other day programs to determine their interest in possibly switching programs. About 15 people chose to change their program and all are enjoying their new experiences!

ADS held and participated in many special events and activities during the year such as the Agency's 75th Anniversary celebration, Buddy Baseball Reunion, TNT, and Sports Team month. SBDH continued to enjoy music therapy, African drumming with Sidiki, and many in person community integration activities such as libraries, bowling, shopping for supplies for program events and park visits. Participants dressed up for Halloween, Mix Match Day and Pajama Day and enjoyed holiday celebrations for Valentine's Day, St. Patrick's Day and Christmas among many others! The Thunderbolts Sports Team celebrated their 35th anniversary with a great ceremony here in October.

Community Based Day Hab continued their volunteering at Book Fairs, Re-Wearables and recycling. They enjoyed their annual BBQ in the park, Cinco De Mayo celebration, Thanksgiving luncheon, concerts in the park, and were very excited about swimming in the town pool last summer. Most especially, however, they are continuing to enjoy their permanent Hub space in the old Rehab Solutions wing of the Agency!

Oceanside continues to enjoy many special events and activities such as their Halloween parade and decorating contest, paint and sip events, annual BBQ, Easter Egg Hunt, Christmas in July, Cinco De Mayo celebration, and Thanksgiving Feast among others! But most of all they were thrilled to hold their annual Christmas show in person for the first time in 3 years! It was a rendition of Frosty the Snowman which was second to none!! Families, administrators, and staff and program participants from other day programs all attended and had a wonderful time!

Life Options continues to enjoy their many special events such as hallway decorating contests, Black History celebration, Color Wars, annual picnic, and the Talent and Fashion show to name a few. They love decorating and planning for their very special holiday parties and barbecues. Although Zoom programming was a very important part of ADS, and especially Life Options and a wonderful experience for all during the very trying Covid times, Life Options is very happy to let it go and have all programming back, live and in person.

Despite the fact that we are experiencing extreme short staffing in ADS, fortunately we have great, dedicated, committed staff who pitch in and do whatever is needed every day to meet the needs of the people we serve, whether it's transporting, assisting with ADLs, covering classes, and more.



Quality Assurance (QA)

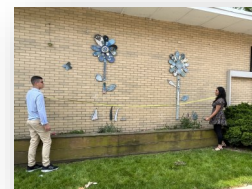
This year, the QA Newsletter was reinstated, a pivotal tool fostering communication and knowledge exchange across programs and departments. The QA Newsletter serves not only as a conduit for sharing vital information but also as a platform for staff to learn about regulatory compliance and industry best practices.

In 2023 CP Nassau received commendation from the NYS Office for People with Developmental Disabilities (OPWDD) for achieving a 100% compliance rate in completing investigations within the required 30 days. This recognition underscores our commitment to meeting essential regulatory standards and reflects OPWDD's acknowledgment of our dedication to compliance.

CP Nassau's Site-Based Day Habilitation (SBDH) underwent a thorough review by three federal auditors from the Centers for Medicare and Medicaid Services (CMS) as part of the federal government's assessment of New York State compliance with federal standards. The QA Department played a crucial role in preparing the SBDH for this evaluation, which resulted in commendation from the auditors. They were particularly impressed by the range of activities observed, the emphasis on individual choice, and the satisfaction expressed by service recipients. Following this successful review, OPWDD invited the SBDH program administrators, including the QA Department, to participate in a Best Practices Panel presentation hosted by OPWDD.

The Children's Learning Center (CLC)

2023 was the year that CLC fully returned to its former self. Classes were full of students happy to come to school, and to learn and play with each other. High school students from JFK High School returned to work with CLC students in the REACH challenge. The REACH Challenge is an impactful Adaptive and Assistive Technology design thinking project for middle school and high school students. In addition, they volunteered to help beautify the outside of the building by creating and restoring colorful flowers on the outside walls of CLC. Their teacher has committed her students to continuing this relationship with CLC.



The MOVE Program (Mobility Opportunities Via Education) continues to be a powerful force in helping children who usually require a wheelchair to be able to stand, take steps and even walk!

CLC makes every effort to provide opportunities for our students to take part in activities that public school students experience. Every once in a while this results in some spectacular events occurring at CLC. Last year, due to one of our students, Smiles through Cars paid a visit to CLC. At first it was thought to be only a few sports cars that were coming. It turned out that around a dozen high end sports cars showed up along with the Nassau County Police Commissioner, mounted police officers, motorcycle police, and SWAT officers. CLC students got to sit in the cars and the one student that started it all was taken for a ride in a blue Lamborghini by the owner. It was a special day for all of CLC. CLC and CP Nassau hope to maintain a relationship with "Smiles through Cars" and have them come at least once a year.



"The Summer of Fun" has its beginnings in 2023. CLC special events teachers went all out to bring happiness and the joy of learning back to CLC after the Pandemic. Toy boat races, paper plane races, talent shows, themed bingo, and the first school concert in 2 years all took place last year. The STEM, science, technology, engineering, and mathematics lab was equipped and set up last year for our upper school students to participate in lessons focusing on those areas.

A welcome change after the Pandemic is graduations taking place on our outside stage. Last year the weather was pleasant and there is more space outside for family members, students and staff to enjoy the ceremonies. CLC will continue to provide a fun and pleasant learning environment for our students that includes many activities and events present in local public schools.

CP Bayville and Residential

The individuals living at CP Bayville were the recipients of a grant from the Amazin' Mets Foundation. They received several pieces of new equipment ranging from new shower chairs to new wheelchair accessible picnic benches!

For the first year in a long time, Bayville individuals participated in monthly birthday parties, holiday celebrations, and more. The Bayville-Centre Island Rotary Club joined residents pumpkin painting and carving on Halloween and for holiday caroling and pictures with Santa at the end of the year. It was a happy and healthy year and we are looking forward to many more!!

Residential Services

Many of the residents resumed their summer camp trips. They were very excited to get back to the fun and companionship of the camps.

Three of the houses received a fresh paint job of the interiors by volunteers from Jovia Financial Credit Union. The houses look wonderful and everyone was thankful for the outstanding job done by these terrific volunteers.

Several big parties were hosted by Residential to celebrate holidays, including Valentine's Day, Halloween, and Christmas.



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.

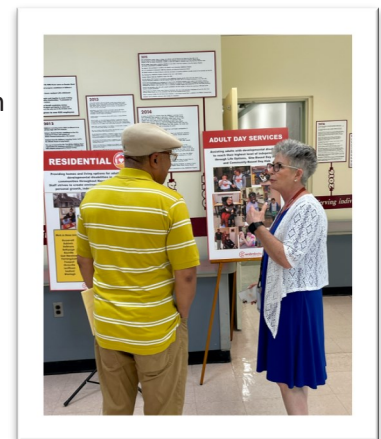
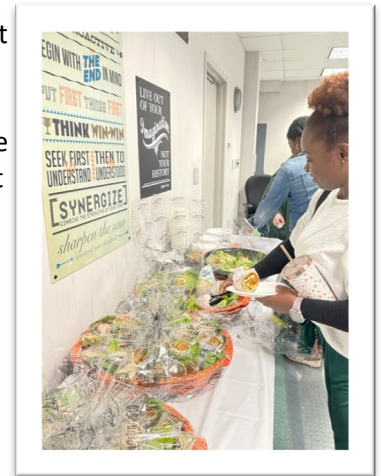
In December 2022, we switched our medical insurance offerings from fully funding plans to self-insurance. A year later, we can report that we are achieving our twofold goal of improving the quality and costs of our medical insurance coverage for staff. To date we are coming in below our max and expected cost. The option of choosing to receive medical coverage from Northwell Direct with reduced copays and coinsurance has proven to be a win/win for the Agency and staff. The utilization of the reduced cost Northwell network is trending upward. The twofold goal mirrors the Wellness Committee's goal of improving employee wellness and reducing insurance costs. Employees expressed interest in educational opportunities to support them in their wellness journey by ways of a survey. In response, the committee hosts Lunch & Learn sessions covering a variety of wellness topics requested by employees (e.g. Diabetes 101, heart health, trust & will preparation, etc.). There are many elements of wellness, and the committee strives to cover each. Wellness is on the MOVE at CP Nassau!

Last year we reported that recruitment was an issue of singular importance. Since then, we formed a workgroup to strategize creative ways to recruit new talent. New initiatives included hosting in-house job fairs twice a month, broadcasting opportunities on the digital sign board, and collaborating with schools (e.g. Roosevelt High School and Nassau BOCES). A year later we can report that we have been largely successful in recruiting staff, however in our current employment environment retention has become an even greater focus. To that end, we are forming a workgroup to look at retention and develop strategies to improve our engagement and training of staff after they leave New Employee Orientation and move to their permanent workplace. As always, we will be monitoring our recruitment and retention data going forward to assess the effectiveness of our efforts.

We have also been working closely with hiring managers to improve the onboarding process for job applicants. "Engagement" continues to be 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 network continues to evolve in an effort to add resiliency, reliability and flexibility to our Information Technology services. Our network continues to operate with minimal downtime as our systems are upgraded, monitored and maintained by onsite staff and our Managed Services Provider, New Era Technology. At a time when ransomware attacks have become far too common, we learned our lesson when we experienced our cyber attack in 2019 and our network has been secure and virus free since that time. Maintaining and upgrading our IT infrastructure remains a top priority.

Our goal for 2023 was to have all our business critical systems transferred to cloud-based, vendor-hosted solutions by the end of 2023. Only one resource currently remains on-site. We continue to roll out Office 365 throughout the Agency and once that rollout has been completed on our 350+ endpoints we plan on moving our user files up to Microsoft's cloud and roll out SharePoint.



Traumatic Brain Injury Program (TBI)

The TBI Department began to resume in person case management again following Covid precautions.

The TBI staff expanded our case management caseload for TBI participants and navigated DOH conflict of interest mandates, Medicaid transportation changes, and housing subsidy delays.

Fortunoff Treatment & Rehabilitation Center (FTRC)

2,359

**Primary Medical
Care
Visits**



3,135

**Physical Therapy-
Occupational
Therapy Visits**



2,325

**Mental Health
Care
Visits**



2,359

**Speech Therapy-
Augmentative
Communication
Visits**



**Fortunoff
Treatment and
Rehabilitation
Center (FTRC)**

474

**Comprehensive
Care Coordination
Services**



490

**Physiatry-
Seating Clinic
Visits**



**Article 28-16
Clinic Visits
11,212**

*(Numbers in yellow boxes
Represent various areas)*

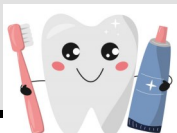
417

**Podiatry
Visits**



453

**Dental Care
Visits**



200

**Patients enrolled
In the AIC
Accountable Care
Organization**

205

**Patients-Staff
Receiving Flu
Vaccines**



Finance

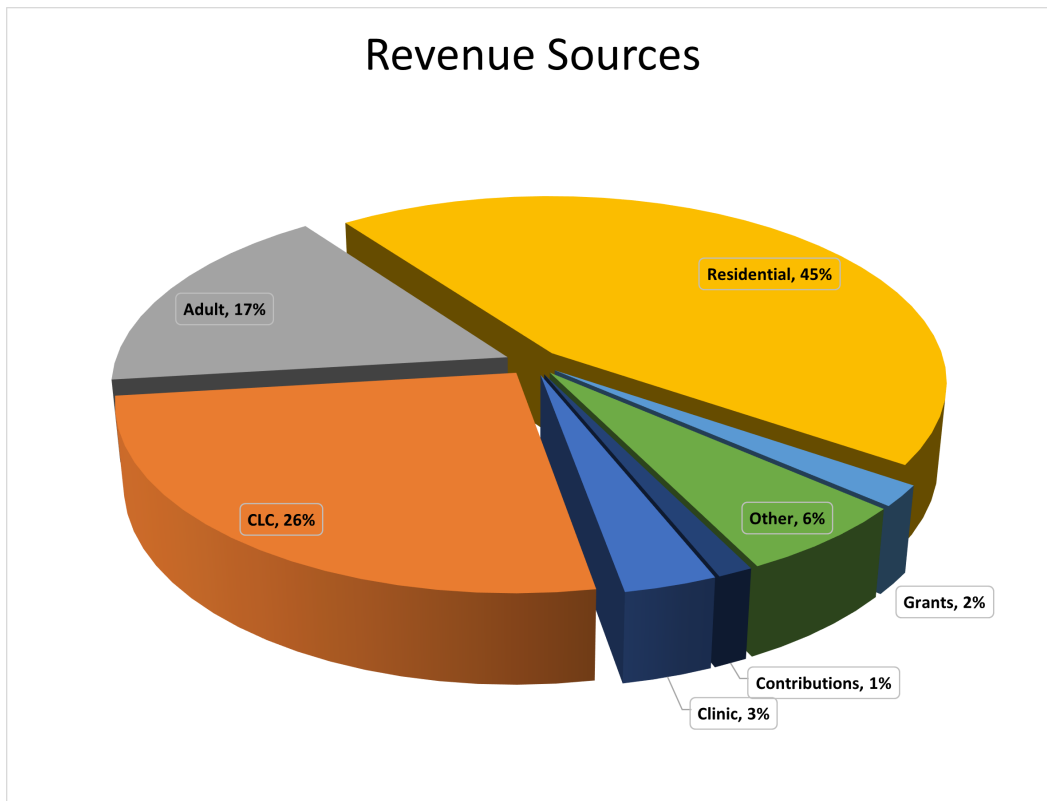
Nassau Cerebral Palsy Association and its Subsidiaries, including United Cerebral Palsy Association of Nassau County, Inc. (CP Nassau), UCP Bayville, Inc. (CP Bayville) and Rehab Solutions, Inc., had a combined change in net assets of \$389,113 for the year ended December 31, 2023. This was comprised of surpluses of \$677,359 for CP Nassau and \$32,638 for Rehab Solutions, offset by a deficit of (\$320,884) for CP Bayville.

The Organization’s OPWDD and SED rates were increased during 2023 as the result of budgetary allocations from New York State.

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 Organization’s Audited Financial Statements which are available upon request.

Revenue Sources	CP Nassau	UCP Bayville	Rehab Solutions	Total	
Clinic	1,804,346			1,804,346	3%
CLC	14,303,710			14,303,710	26%
Adult	9,334,791			9,334,791	17%
Residential	14,556,601	10,045,111		24,601,712	45%
Grants	570,752	441,432		1,012,184	2%
Other	2,535,722	415,302	488,990	3,440,014	6%
Contributions	688,043			688,043	1%
	43,793,965	10,901,845	488,990	55,184,800	100.0%



Development

The Development Department focused on these events in 2023:

The Nassau Pops Symphony Orchestra held a concert to benefit CP Nassau at the Tilles Center featuring Tony Danza. Maestro Lou Panacciulli presented a check for \$30,000 on behalf of the Pops to Executive Director, Karen Geller-Hittleman for programs and services at the Agency.



Casino Royale was held for the first time at the Westbury Manor and those in attendance enjoyed a fun filled night while enjoying delicious food and basking in the beauty of the venue.

We held our 2nd annual SciFi Minicon at Levittown Hall. The 501st Legions Empire City Garrison worked hard to make it a day that many SciFi enthusiasts would not forget!



Our 41st annual Golf & Tennis Tournament was held at the beautiful North Hills Country Club in Manhasset. Attendees enjoyed an incredible day out on the green and the courts while raising funds for CP Nassau.

Our 71st annual Forget Me Not Ball was also held at the beautiful Westbury Manor, where we honored Joel Meltzer, Robert McGuire and Jay Horwitz for all they have done for our Agency.

The 5K Run, Walk, Roll, Stroll was held at Eisenhower Park and those in attendance enjoyed a lovely, brisk day in the park with friends, family, and coworkers.



The Sugar Plum Ball & Galactic Gala found its new home at the Fox Hollow. Families enjoyed an incredible, action-packed afternoon filled with Star Wars Characters, Princesses, and more!

The Department also assisted with the Agency's 75th Anniversary celebrations.

The Agency received generous grants from the Amazin' Mets Foundation, The Theresa Russo Foundation and the Song Family Foundation.



Our EBay store, managed by Chris Feehan, continued to raise funds for CP Nassau in the amount of \$21,800!

We are truly grateful to all who continue to support our events and our agency. You truly make a difference!!

Always MOVING FORWARD With You!



***Making a difference
Since 1948.***

WISH LIST

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

Children's Learning Center

\$6,700	EasyStand Bantem - Medium
\$6,100	Leckey MyWay+ Size 1, Size 2 Harness (MOVE)
\$5,100 each	Rifton Activity Chair - Medium (2) (MOVE)
\$4,600	Extra Large Rifton Dynamic Pacer (MOVE)
\$4,500	KidWalk - MOVE
\$16,000	Tobii Dynavox I-13 Communication Device (with eye gaze)
\$1, 010	Daessy Rolling Floor Mount (for communication devices)- 24" Standard Base

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

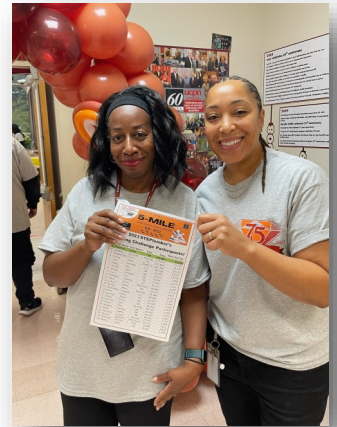
\$3,000 each	Two Sofas
\$2,500	Refrigerator
\$1,500	Dining Room Table
\$400 each	Two Outdoor Grills

CP Bayville

\$883 each	Maxwell Thomas Baxley Collection Rocker Recliner, Grade U (4)
\$492 each	PU PVC Hydration Ice Cart with Canopy and Skirt, Autumn Fern (2)
\$330 each	Wheelchair Accessible Elevated Cedar Garden Bed (2)
\$2,837 each	Invacare Reliant Plus 450 Power Patient Lift with Low Base (2)

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



“
A diamond is a chunk of coal that did well under pressure.
HENRY KISSINGER

