2020 Annual Report
When we entered 2020, only a year after separating from the Affiliate Service Office (now CP of NYS) and establishing ourselves as Constructive Partnerships Unlimited, who could have known that even greater changes lay ahead of us?

This year began with daunting, if familiar, challenges for the disability field: a $6 billion Medicaid shortfall, the absence of a cost-of-living adjustment, and the general marginalization of New Yorkers with intellectual and developmental disabilities (I/DD). Just as CP Unlimited and its partners in New York Disability Advocates were making headway with advocating for a 3% annual increase in I/DD funding for the next five years, we were forced to contend with a global pandemic.

In early March, our world changed.

CP Unlimited and its fellow NYC providers were among the hardest hit when COVID-19 came to New York. We were tasked with providing the same great care with limited resources, all while navigating the new landscape of PPE management, social distancing, contact tracing, quarantining, and new and seemingly ever-changing guidance and regulations. When our Day Programs closed down, we opened up a recovery unit at our West Farms Center, allowing us to quarantine our individuals while they recovered from COVID.

It was tough, but so are we.

CP Unlimited faced challenges, but never wavered in its mission to promote opportunities for people with disabilities to achieve fulfilling lives. Despite the challenges of COVID-19, we were able to celebrate some good news. In March of 2020, we welcomed Darby Walsh as Acting Executive Director of the Hudson Valley Division, a position to which he was formally appointed in May. The Individual Support Services Department was able to assist ten individuals to obtain housing. We successfully leveraged the resources of our grant-funded telemedicine project and implemented telemedicine kiosks with 24/7 access, avoiding unnecessary hospital visits at a time when NYC hospitals were overwhelmed.

Throughout, we have been grateful for our staff who put their jobs above everything else to care for the individuals that we support. There are so many CP Unlimited employees that have gone above and beyond the call of duty in these trying times, particularly our frontline direct care staff who are the backbone of this agency. We encourage you to visit www.cpunlimited.org/CPs-Finest to see some of the heroes we’ve recognized over the year.

Our trials are not yet over, but now more than ever we’re convinced we will overcome them together with our shared mission to make a positive difference in the lives of the people we serve.

Sincerely,

Susan Constantino
President & CEO
HEALTH INITIATIVES
Prior to COVID-19, CP Unlimited implemented a grant-funded telemedicine triage project in all of the residences operated in New York City and implemented another grant-funded project to digitize residential health records into a healthcare management program and establish interoperability between electronic record systems.

The telemedicine triage project installed kiosks in all of the residences to be operated by staff after-hours and weekends to make video/audio connection to an on-call emergency medicine physician in cases of resident’s illness or injury. Its purpose was to eliminate unnecessary use of emergency departments and avoidable hospitalizations. The project was tremendously successful and met its goals which had a very positive impact on the quality of services being provided.

Responding to COVID-19 was the predominant force since March 2020. Among the wide range of disruptions, ensuring continuous health care to the individuals residing in agency-operated homes and living in family and supported housing arrangements was a critical priority. The shelter in place directives curtailed access to most community-based providers and hospital specialty services.

CP Unlimited was able to secure an additional telemedicine grant that expanded telemedicine to 24/7. Implementation of telemedicine kiosks with 24/7 access allowed avoidance of unnecessary hospital visits at this critical time when hospitals were overwhelmed by COVID-19. As more staff are hired and need access to telemedicine, additional training processes will be developed to ease the on-boarding process.

The health records in the residences were digitized using a population health management platform to assist in medical care management and integration with patients’ eClinicalWorks electronic health record of the primary care physician and with the PrecisionCare program used to manage the provision of residential habilitation services and medication administration records. The residences can effectively transmit electronic documents to the health centers and receive signed progress notes in return. Additional initiatives will be developed to adapt to challenges presented by COVID-19.

WFC COVID-19 Recovery Facility
CP Unlimited repurposed its West Farms Center Day Habilitation facility in April 2020 into a COVID-19 recovery facility to serve individuals who live at CPU residences. The facility was operational until July 2020 and served 38 individuals.

RESIDENTIAL TOTALS
Number of Individualized Residential Alternatives (IRAs): 99
Number of IRA residents: 455
Number of Intermediate Care Facilities (ICFs): 11
Number ICF Residents: 122
Number of Individual Support Services Residents: 86

“Our frontline direct care staff are the backbone of this agency and deserve the lion’s share of credit for CP Unlimited’s superlative response to the Covid-19 crisis. However, our culture and management set this organization up to succeed and for that we have Susan Constantino and our amazing leadership team to thank.”

Ross B. Levin
Chairman, Board of Directors
ISS HOUSING
2020 was a very challenging year for the Individual Support Services Department but despite the challenges that were spearheaded by COVID-19 the department continued to grow. We were able to assist ten individuals to obtain housing. Unfortunately, we lost one individual and one staff member to COVID-19.

During this perilous time staff continued to meet face-to-face with ISS individuals receiving Community Habilitation Services. We were concerned about contracting the virus and many staff did as well as the individuals, but we did not quit the mission.

We were able to obtain iPads for several individuals that allowed them to stay in communication with family and friends.

The individuals and staff are looking forward to obtaining the vaccine. We believe that there is light at the end of the tunnel. This might sound cliché, but we strongly believe the vaccine will create a sense of normalcy in all of our lives.

DAY SERVICES
Fresh Food Box Program
CP Unlimited, in partnership with GrowNYC, was able to start a fresh food box program funded by the State Department of Agriculture.

The program enabled CP Unlimited to provide fresh and locally sourced produce to local communities. The program also provided employment and meaningful work experience for individuals who attend CP Unlimited’s day services.

Despite the disruption during the pandemic, fresh food box successfully delivered 160 bags to the community in 2020.

Good Neighbor Organics and Smile Farms – Growing Happiness Together!
The Good Neighbor Organics program, located at the Cora Hoffman Center, has partnered with Smile Farms to develop a joint project in growing hot red peppers on site. Once harvested, they will be used for a boutique hot pepper sauce developed by Smile Farms. Our Day Hab individuals will have a unique opportunity to acquire the skills needed to meet the challenges in the workplace. We are literally “growing” together.

During the pandemic, we continued to discuss ways to keep the collaboration with Smile Farms a priority and support our participants who have been unable to attend programs due to the pandemic restrictions. Smile Farms provided “grow kits” for our participants who returned to programs. They each contain a t-shirt, seeds, gardening tool, painting kits, ceramic pots and soil. The Cora Hoffman Center delivered the kits to individuals that attended our program remotely, and Smile Farms offered to provide online painting classes and additional trainings in the future.
Progressive Visions Photo Club and West Farms Photo Works

Eight photographers from the Progressive Visions Photo Club and West Farms Photo Works got a chance to show and speak about their work at the opening of a group exhibit they participated in at Positive Exposure Gallery 109 in East Harlem on October 12, 2019.

The eight photos exhibited were powerful examples of each photographer’s work. Attached to each photo was an ID card that not only gave the artist’s information but included a phone number and code. Calling that number and entering the code allowed you to hear from the artists themselves, describing the photograph exhibited and what they felt about it. During the opening, each photographer spoke in-depth to those in attendance about their work. West Farms Photo Works members assisted with the show by helping create the ID cards and supported their peers by attending the opening.

The prospect of participating in the group show began with a two-hour visit to West Farms Photo Works by gallery owner and renowned photographer Rick Guidotti. The photographers showed Rick their work, spoke to him about their photography and demonstrated their editing process. A gallery visit soon followed in which the photographers that were participating in the show started to plan their part in the exhibit. The show ran until December and was followed up with a forty-minute Facebook chat in July of 2020. One of the photographers participated in the chat and represented both programs. The photographers look forward to having another gallery show at Positive Exposure 109 in the future when it is safe to do so.

CP UNLIMITED’S NEW WEBSITE

In the third quarter of 2019, CP Unlimited launched its new website which coincides with our expanding role as a leader in providing individualized programs and support for people with I/DD. The overarching goal of the site is to provide a clear message of who we are, what we stand for and where our value lies when developing, delivering and maintaining direct support to people and their families.

The website boasts a clean design and intuitive and consistent site-wide navigation system with improved menu functionality that directs the user to the information most relevant to them. Our site is also fully responsive with mobile devices, making it easy to navigate on a wide range of web browsers and portable devices.

Throughout the CP Unlimited website you will find regularly updated communications specific to our organization as a whole, our amazing team, and those we support in the form of videos, images, stories, events, and media coverage from third parties in an ongoing effort to keep you abreast of the great happenings throughout the agency.
TRAINING AND STAFF DEVELOPMENT

Interactive Workshop

In August of 2019, the Training and Behavioral Services Departments partnered with 1199 SEIU to develop a training curriculum entitled Best Practices for Supporting Individuals with co-occurring Developmental Disabilities and Mental Health Conditions. Gradually, over the past few years, the referral of individuals in need of services and supports were those with increasingly complex mental health needs. We recognized that the skill set needed to support people with co-occurring developmental disabilities and mental health conditions was very different from supporting individuals with I/DD and complex medical needs. Our goal in this initiative is to address the skills needed to help support and further develop our Direct Support Professionals in best practices.

From October 2019 through February 2020, four one-day interactive workshops were held. A total of 110 staff attended the workshops. With the success of the training and feedback from staff, a discussion to develop a two-part curriculum was initiated but was put on hold with the onset of the pandemic. In the interim, plans are moving forward to develop new curriculum content especially in the context of the COVID-19 crisis and mental health concerns.

“If someone listens, or offers a word of encouragement, or attempts to understand a person, extraordinary things begin to happen.”

Overheard at the training workshop.

In December 2019, the Behavioral Services Department established academic internship relationships with St. Bonaventure’s College of New York State and St. Joseph’s College. Student interns who come to CP are both Undergraduates and Graduate Students. Students from the St. Joseph’s Program are working towards their licensure in Applied Behavior Analysis, a treatment modality of choice when working with people who are thought to be on the Autism Spectrum. Staff, students and program participants have all enjoyed learning from each other.

Training Collaborative

In November of 2019, the Training Collaborative launched a new Leadership Series for individuals identified as future leaders in their organizations. Congratulations to Lesley Pickersgill, Program Coordinator Supervisor from Manhattan on being selected to attend. She is one of 17 emerging leaders participating in this program. Lesley is a 2015 graduate of the Training Collaborative. Each of the sessions includes a roundtable discussion with one of the CEOs from the member agencies, providing an opportunity to ask questions and discuss current and future challenges that will be faced by our industry in the next decade. The Leadership series went virtual, starting up again in May of 2020. The topic of the session was “Lessons in Leadership--the Pandemic.”

Cohort 12 of the Training Collaborative for Innovative Leadership got off to a great start on January 29, 2020, with five supervisors participating. The Collaborative has grown from four agency partners (Adapt Community Network, Heartshare, SUS and CP Unlimited) to seven agency partners, with AHRC, Birch and Block joining the Collaborative. February 11 was the last in-person session due to the onset of the pandemic. The remainder of the series was put on hold temporarily as everyone was coping with the challenges of day-to-day life in the midst of COVID-19. Plans are being made to offer the remaining sessions virtually.
**OPENING OF 170TH STREET RESIDENCE**
The 170th Street Residence, formerly a 4-bed Individualized Residential Alternative known as the Mary Wayrick Residence, was opened in mid-2019.

In 2017, Cerebral Palsy Associations of New York State decided to increase the capacity of the Mary Wayrick Residence from four to six beds as there was a significant need for placement. The 170th Street Residence is now comprised of two women and four men.

170th Street Residence is a one-story brick and vinyl sided framed six-bedroom ranch house, 3,017 square feet. The site has two bathrooms, a kitchen, living room, dining room along with a basement where they do their laundry. The house is located in a residential section of Jamaica, Queens with transportation one block away on Baisley Boulevard.

The Individuals have access to community stores that are in walking distance. There is a police precinct, post office, schools, delicatessen, and grocery store, and fast-food restaurants nearby.

The residence has a Residence Manager, Assistant Residence Manager, Nurse and 24-hour Direct Care Staff. The six Individuals living at the site love their new home and have settled in very well.

**CP UNLIMITED HUDSON VALLEY DIVISION**
The COVID-19 pandemic has been transformative to the work of the CP Unlimited Hudson Valley Division and the ways in which it provides services for people with intellectual and developmental disabilities.

At CP Unlimited Hudson Valley Division, the ability to adapt to challenges and circumstances that were rapidly changing actually brought about some positive results. Reflecting back on the past year, the division is grateful for the team that has come together here and for the support that it has received from the larger CP family. Nothing has diminished the division’s hope or continued desire to provide services and supports for people with ID/D in Putnam and Dutchess counties.

In March of 2020, Darby Walsh was asked to serve as Acting Executive Director of the Hudson Valley Division following the departure of the previous Executive Director. Much of his attention and energy shifted from building on the improvements to supports and services following the 2018 auspice change to our division’s COVID-19 response and the implementation of safeguards to protect staff and the people we support. In May, Mr. Walsh received the opportunity to formally transition into the role of Executive Director with the support of the leadership team.

The Director of Nursing position was filled by Maureen Simington in January of 2020 and her contributions have been integral in protecting the health and well-being of the people the Hudson
Valley Division supports and its staff throughout this unprecedented experience. Her decades of leadership experience in healthcare administration at Putnam Hospital Center served our division well and cemented her role as a member of this team.

Frank Biele joined as the new Director of Residential Services in May 2020 and has been instrumental in helping the Residential Department adapt to the unprecedented challenges faced due to COVID-19. Staffing shortages were a concern prior to the pandemic and Hudson Valley’s direct support professionals already understood how to provide care and support with limited resources. Their resilience, dedication, and resourcefulness have been invaluable to the people that we support.

As a result of everyone’s teamwork, Hudson Valley has experienced a very limited number of COVID-19 cases and no fatalities or cases requiring intubation. Like everywhere else, staff has been learning how to interact and operate in new ways to ensure that the people we support continue to have the opportunity to attain their goals, while limiting their risk of exposure.

As of mid-March, over 90% of the people in our residential programs have been fully vaccinated, and we are looking forward to a shift back to normalcy after the people we support and our staff are vaccinated. There is a great sense of relief and we believe that things are moving in a positive direction.
ANNUAL PICNIC
The Agency held its 10th Annual Picnic and barbeque on September 21, 2019 on Staten Island. Attendees had a great time at Wolf’s Pond Park.
**FINANCIAL STATEMENT**

UNITED CEREBRAL PALSY ASSOCIATIONS OF NEW YORK STATE, Inc.  
(d/b/a Constructive Partnerships Unlimited)  
STATEMENTS OF SUPPORT, REVENUE AND EXPENSES  
FOR THE YEAR ENDED JUNE 30, 2020  
(In Thousands)

**SUPPORT AND REVENUE**

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<tr>
<th></th>
<th>6/30/19</th>
<th>6/30/20</th>
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<tbody>
<tr>
<td>Government Fees/Grants for Program Services:</td>
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<tr>
<td>Medicaid Fees</td>
<td>$ 195,899</td>
<td>$ 203,175</td>
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<tr>
<td>Grants/Fees: Education, Training and Direct Consumer Services</td>
<td>$ 6,580</td>
<td>$ 7,440</td>
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<tr>
<td>Total Grants and Fees</td>
<td>$ 202,480</td>
<td>$ 210,615</td>
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<tr>
<td>Other:</td>
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<tr>
<td>Affiliate Support</td>
<td>$ 953</td>
<td>$ -</td>
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<tr>
<td>Other Revenues</td>
<td>$ 149</td>
<td>$ 14</td>
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<tr>
<td>Total Other</td>
<td>$ 1,103</td>
<td>$ 14</td>
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<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td>$ 203,582</td>
<td>$ 210,630</td>
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**EXPENSES**

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<tr>
<td>Program Services</td>
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<tr>
<td>Day Services</td>
<td>$ 34,655</td>
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<td>Residential Services</td>
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<td>Clinic</td>
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<td>Affiliate Services and Conference</td>
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<tr>
<td>Total Program Services</td>
<td>$ 190,440</td>
<td>$ 197,234</td>
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<tr>
<td>Administrative/Supporting Services</td>
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<td>$ 13,341</td>
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<td><strong>TOTAL EXPENSES</strong></td>
<td>$ 203,360</td>
<td>$ 210,575</td>
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**EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES**

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<tr>
<td></td>
<td>$ 223</td>
<td>$ 55</td>
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*Copies of complete audited financial statements are available upon request from Constructive Partnerships Unlimited, 40 Rector Street, New York, NY 10006*
Constructive Partnerships Unlimited promotes opportunities for people to achieve fulfilling lives.

CP Unlimited was founded to make a positive difference in the lives of the people we serve, and since 1946, we have continually accomplished that goal.

Our dedicated staff provide a wide range of direct services and supports that address each person’s needs. Our programs are provided within a warm, caring environment, using person-centered planning to address the specific needs of each person. We believe this approach gives people the opportunity to achieve the greatest success.

We are also at the forefront of innovative care. It is an exciting time in medicine and science, and we employ advanced solutions. But our care goes far beyond just medicine. We develop pioneering, holistic approaches, through one-on-one person care, community support and individualized person-centered plans.

LEADERSHIP

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Hudson Valley Division
Darby Walsh

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