

2021

A YEAR OF **PROGRESS, PURPOSE, & SUPPORT**



ANNUAL REPORT

LETTER FROM SUSAN CONSTANTINO, PRESIDENT & CEO

Dear Friends of CP Unlimited,

What a year we have experienced together! It has been a time of significant achievements as we advanced our mission in creative ways during a time of unprecedented challenges facing both the organization and the people we support.

Amidst the ebb and flow of pandemic warnings and variants, CP Unlimited remained steadfast in our commitment to supporting people with intellectual and developmental disabilities lead fulfilling lives. A city-shutdown doesn't stop the need for support and therapeutic services and so our staff never wavered in their dedication to their work.

Throughout New York City and the Hudson Valley, the people we support were able to maintain their learning, therapy, and social integration. New online education and recreation programs were initiated and later expanded, based on their positive reception by people supported.

Two years ago we separated from the Affiliate Service Office and relaunched the organization as the CP Unlimited of today, focused on Metro New York and local environs as our area of service. This emphasis now means we can concentrate on how we successfully operate, advocate, and innovate within this environment.

In addition, CP Unlimited was able to grow our presence in local communities in need, opening area vaccination sites for anyone with developmental disabilities in partnership with Metro Community Health Centers (MCHC). From December 2000-May 2021, over 1,000 people were inoculated in the Bronx and Staten Island. Further, the organization lead the way in training for 1199SEIU, collaborating to launch a new module providing best practices for supporting people with co-occurring issues and I/DD. 56 Direct Support Professionals were able to take this course, giving them a deeper understanding of how to provide effective support and care.

I must also acknowledge that this will be my last letter as President & CEO. For 33 years, I have had the privilege and honor of leading CP State / CP Unlimited and I am so proud of everything we have accomplished. This has been the most meaningful time of my professional career and I am incredibly grateful to have worked alongside so many motivated team members and inspiring individuals.

Thank you to everyone who works every day to help the people we support lead fulfilling lives.

Sincerely and With a Full Heart,



Susan Constantino



LETTER FROM ROSS B. LEVIN, BOARD CHAIR



To All of CP Unlimited's Supporters and Friends,

Over the past year CP Unlimited has displayed resolve, strength, and effectiveness as a leading support organization for people with intellectual and/or physical disabilities.

From top to bottom our staff remains committed to our mission and to carrying it out with increasing innovation amidst ongoing expansion of our geographic area of service and community of supported individuals.

Despite the difficulties imposed by the pandemic, we managed to create a continuity of care, education, and engagement that never waned. I am grateful to all who made this possible and proud to have played my small part.

As we move into a new fiscal year wherein CP Unlimited will transition to a new CEO, I thank Susan Constantino, our indefatigable President & CEO for 33 years of guidance and success. We would not be where we are today without Susan at the helm. Fortunately, she will stay on in an advisory role and we look forward to continuing to avail ourselves of her expertise, insight and relationships within the field.

I look forward to a year of continued growth, both for our organization and for all of the people we support throughout New York City and Hudson Valley.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ross B. Levin'.

Ross B. Levin





RESIDENTIAL SERVICES

Residential services are a central component of the array of supports provided to people with I/DD by CP Unlimited.

Individualized Residential Alternative (IRA) and Intermediate Care Facility (ICF) Sites

CP Unlimited operates a number of ICF and IRA residences in New York City and the Hudson Valley.

In FY2021, the organization supported 161 individuals in an ICF setting and just under 600 individuals living in IRAS throughout New York City, Hudson Valley, and Rockland County.

Individual Support Services (ISS)

With locations in Brooklyn, Staten Island, and Queens, in FY2021, the organization supported 75 individuals in ISS housing who received the full gamut of medical, social, and psychological services.



JAMAICA, QUEENS

In FY2021, CP Unlimited began building our newest residential home in Jamaica Queens, adding 8 residential opportunities. When it opens later this year, it will be a safe and nurturing environment—like our other houses—for people we support.

“This new building is a place of promise, where CP Unlimited will be able to provide top-level, comprehensive support. I know all of us are looking forward to extending our mission and being able to make an impact in another part of the New York Metro area.”

–Sebastian Chittilappilly,
Chief Program Officer

DAY HABILITATION SERVICES

Since the pandemic, the dedicated staff of CP Unlimited's residential programs together with the Day Hab staff provided Day Hab supports in the settings, for which they are owed a debt of gratitude! Serving 750 individuals in FY2021, we are especially proud of our ability to offer a comprehensive set of classes, activities, and programs that made a more fulfilling life for the people we support.

With the introduction of remote learning, CP Unlimited was able to scale our offerings and provide services that blended together individuals from different settings to create a deeper sense of connectedness and community.

Pre-Vocational Program

In FY2021, 11 new individuals took part in our pre-vocational program offering opportunities to develop skills around job interviews, professional attire, time management, exploring employment portals, and successful job placement. A partnership with the NY Public Library allowed their team to virtually spotlight Library resources, opening up new worlds for people we support to discover.

Additionally, we celebrated the return of five people we support to in-person work with the Veterans Administration:

"[They] are very helpful in assisting this organization achieve our goals...each of them perform their duties well. It must be stated that they also have a positive impact on the VA Staff. ...They are well mannered and courteous."

—Shawn Kingston,
Director of CDCE at James J. Peters VA Hospital



M.O.V.E. PROGRAM IN STATEN ISLAND

M.O.V.E. (Mobility Opportunities via Education/Experience) is an activity-based program that is designed to help individuals acquire the motor skills needed for sitting, standing, walking and transitioning. The program helps individuals who use a wheelchair to become more independent and self-reliant.

M.O.V.E. started at CP Unlimited's Cora Hoffman Center (CHC) in Staten Island on June 16, 2021. CHC is the first Day Habilitation setting in the NYC-Metro area to offer M.O.V.E.

"The M.O.V.E. program is a transformative force for our individuals. People are getting in the upright position, taking their very first steps, and becoming more mobile and self-reliant. It is inspiring and I am so proud to have this as part of our available services."

—Marleen Whitman,
Assistant Facility Director, Cora Hoffman Center



OUR PARTNERSHIP WITH SMILE FARMS

Near the close of FY2021, we entered a partnership with Smile Farms to bring their greenhouses to our Staten Island DayHab program and have our program participants help plant, harvest, and distribute the crops.

The peppers and other produce will heat up a new line of hot sauces whose proceeds will help fund programs for people with I/DD.

"Our partnership with Smile Farms brought opportunity to the people we support by teaching new skills that they can use for a lifetime. Individuals were involved in every step of the growing process from planting to harvesting. It was a joy to see their excitement grow as the peppers matured over the months. They also took the opportunity to teach their peers about the different peppers they were growing. It was a learning experience for all. This partnership, due to the dedication and hard work of our individuals, is blossoming into additional opportunities that will provide a source of employment to even more of the people we support for years to come."

—Jessica Francese, Project Coordinator

ADULT EDUCATION SERVICES

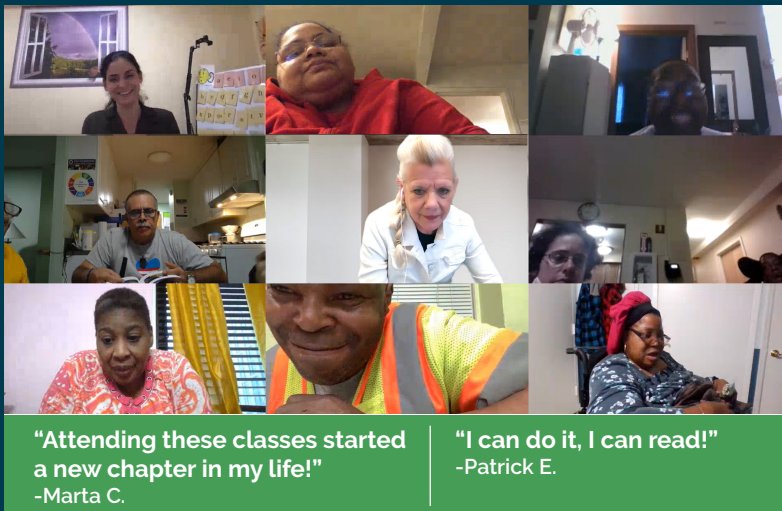


In FY2021, the organization developed and implemented the Adult Education Series (AES). The AES was set up as a virtual classroom for anyone who lives in one of our residences becoming both an opportunity to learn and develop friendships across settings. Over two semesters, CP Unlimited introduced fundamentals of reading, basic math, cooking and a book club, inspiring the people we support to dream bigger.

Supported Employment (ACCES_VR and OPWDD)

The Supported Employment program supports people to prepare them to work within the communities in which we operate through partnerships with local businesses and leaders. Our Job Development team has a strong working relationship with ACCES-VR and their Vocational Counselors. As a result we have several service opportunities to provide a variety of services to persons who are referred to us by ACCES-VR.

CP Unlimited helps persons supported to prepare for the job market by providing job readiness trainings and accompanying them to interviews, as well as following up with persons and the businesses once placement has occurred. Persons supported have been placed in local car dealers, cinema chains, Amazon warehouses, Whole Foods markets, Family Dollar stores, clerical offices, maintenance roles with Martinez Cleaning and Wildcat Cleaning Services, printing companies, and mailrooms.



"Every single class that I teach, I am inspired. Inspired by how each student in the class gives 110%, they all log on with a smile and are determined to succeed no matter how challenging the concept is that is being taught."

-Melissa D'Accordo, Ph.D.,
Curriculum & Training Specialist



"I believe it is important for businesses to hire people with disabilities because they can do so much. For example, when (CP individual) Lakia Ramsey first started here, she worked in the fitting room but is now working on the sales floor. She just needed someone to give her a chance."

-Manager at Primark retail store

ARTICLE 16 SUPPORT AND NURSING



Article 16 Support:

CP Unlimited looked to mirror our extensive learning and telehealth services introduced for people supported in our residences for those receiving Article 16 supports. In FY2021, our ten OPWDD-certified clinics counted 907 enrollments, with 10,028 Article 16 visits specifically.

In addition, our Article 16 providers underwent IPSIDD (Independent Practitioner Services for Individuals with Developmental Disabilities) training and now all are certified. These visits counted for 37% of FY2021 clinic stats. The organization also established a “Credentialing Committee” to review documentation and standards, and ensure application of best-practices.

“Despite a difficult climate, the Article 16 Clinic was able to maintain enrollment and expand services by developing new ways of providing treatment in the community. Even after many years of providing Article 16 Psychotherapy and Rehabilitation Services, it was reinforced how needed these supports are- and that there are always ways to innovate around their delivery.”

–James Levy,
Article 16 Administrator

Nursing:

CP Unlimited could not offer the level of support for our persons without our team of 110 nurses, working in tandem to provide continuous, top-level care. We are proud that almost one-third of our nurses have been with the organization for more than eight years; this is indicative of their commitment to our individuals as well as a reflection of our organizational promise to always work to engage and develop their skills.

“Nurses occupy a most important role at CP Unlimited. We depend on their skills, passions, and expertise to help ensure our individuals are safe and cared for. In many of our residences, we offer 24-hour nursing support, so our nurses are integral at every stage of therapy and rehabilitation services. We could not accomplish all we do for people with I/DD without them, and maintaining strong connections to their health care providers, families, schools, groups, and communities are among the highest of organizational priorities.”

–Emmanuel Cineus,
VP of Nursing Services



TRAINING & QUALITY IMPROVEMENT



CP Unlimited has always maintained a robust training program, both at the onset of work for new employees and in creating and sharing new training plans once onboard. In addition to standard state and federal requirements, the organizational vision is to consistently engage our community with educational opportunities that enhance personal and professional skills. As a result, our team is better able to help those we support using current best-practices.



WORKING WITH 1199SEIU

For many years, CP Unlimited has worked with 1199 SEIU to identify training opportunities for Direct Service Providers to infuse the field with education. In FY2021, the organization's training department helped develop a Part 2 on best practices for supporting people with co-occurring developmental / intellectual disabilities and mental health conditions.

"The effectiveness of our training programs is not just measured by learner outcomes but by the demonstrated competencies of staff in their partnership with the people they support."

–Virginia Zelhof,
Director of Training

Quality Improvement

QI is an organization-wide priority, as strategic refinement and implementing new protocols results in more accurate record-keeping and targeting of potential issues before they surface.

In an effort to create operational efficiencies, the organization finalized the implementation of a new incident management dashboard, set to launch in FY2022, to provide real-time data on tracking different areas where to direct resources and additional attention.

"CP Unlimited is always focused on Quality Improvement in all facets of our programs and services. This ongoing, evaluative process allows us to be flexible in how we respond to issues, allowing our Direct Support Professionals, Managers, and other team members involved in personalized care and support to be more effective moving forward. Our goal is to document, analyze, and strategize to the best of our ability to help the people we support lead more enriching and fulfilling lives."

–Heather Poore,
Vice President of Quality Management

LEADERSHIP

Ross B. Levin, *Chairman*

Aaron P. Medeiros, *Vice Chairman*

William M. Trust, Jr., *Treasurer*

Barbara N. Scherr, *Secretary*

James D. Hutter

Scott G. Kearns

Stephen C. Lipinski

Veerabhadra R. Nanduri

John T. Vlachos



"Constructive Partnerships Unlimited has advocated for people with cerebral palsy and intellectual disabilities since 1946. It has grown over the past 40 years to...address the needs of those who have people with cognitive disabilities. This extensive experience has allowed [them] to establish a long track record as a provider of services to this vulnerable population."

—Eric Adams, then-Brooklyn Borough President

EXECUTIVE STAFF

Susan Constantino,
President & CEO

Joseph M. Pancari,
Executive Director, Metro Division

Darby Walsh,
Executive Director, Hudson Valley Division

Thomas Mandelkow,
Executive Vice President of Finance, CAO/CFO

Michael S. Wigotsky, Esq.,
Chief Legal Officer, General Counsel

Azimah P. Ehr, MD, MPH,
Chief Medical Officer





FINANCIAL STATEMENT

Statements of Support, Revenue, and Expenses
for the Year Ending June 31, 2021 (in thousands)

PROGRAM REVENUE	6/30/21	6/30/20
Medicaid Fees	\$192,933	\$203,175
Grants/Fees	\$3,984	\$325
Other Program Income	\$6,451	\$7,115
TOTAL PROGRAM REVENUE	\$203,368	\$210,615
EXPENSES		
Program Services:		
Residential Services	\$154,523	\$155,235
Day Services	\$26,604	\$35,358
Clinic Services	\$6,070	\$6,641
TOTAL PROGRAM SERVICES	\$187,197	\$197,234
Supporting Services Management and General	\$15,473	\$13,341
TOTAL SUPPORTING SERVICES	\$15,473	\$13,341
TOTAL EXPENSES	\$202,670	\$210,575
Change in Net Assets, before Support and Non-Operating Revenue	\$698	\$40
Support and Non-Operating Revenue Contributions	\$25	\$14
Change in Net Assets	\$723	\$54
Net Assets, beginning of year	\$31,574	\$31,520
Net Assets, end of year	\$32,297	\$31,574

Copies of complete audited financial statements are available upon request from CP Unlimited, 40 Rector St., 15th floor, New York, NY 10006 or emailing Tracy Johnson at tjohnson@cpofnys.org





Constructive Partnerships (CP) Unlimited promotes opportunities for people with intellectual and developmental disabilities to achieve fulfilling lives.

United Cerebral Palsy Associations of New York State, Inc.
d/b/a Constructive Partnerships Unlimited
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