

2022

# A YEAR GOING ABOVE AND BEYOND



ANNUAL REPORT

**cp** **unlimited**  
PROGRESS WITH PURPOSE & CARE

# LETTER FROM JOSEPH M. PANCARI, PRESIDENT & CEO

## To Our CP Unlimited Family and Friends,

I write to you in my new role as President & CEO of an organization close to my heart and where I am proud to help make a difference in the lives of people with intellectual and developmental disabilities.

Previously, I was honored to work as the Executive Director of the Metro Division for many years, where I saw first-hand how CP Unlimited innovates in the I/DD field and the abiding commitment of its team members to the Agency's noble mission.

My vision for CP Unlimited truly sees the horizon as limitless; I want to apply the "Unlimited" of our name to every aspect of our work, building on the thirty-three years of strategic growth by CP's beloved, former leader Susan Constantino.

To that end, we have already taken significant steps to increase and diversify our available supports and charted new courses and partnerships to improve the field of care for persons with intellectual and developmental disabilities.

The Agency joined with CP State leaders to bring together the offices of OPWDD (Office of Persons with Developmental Disabilities) and OMH (Office of Mental Health) to establish new programs offering more integrative housing options with enhanced care in the coming year. These endeavors will also help fortify sustaining funding streams to reinforce organizational stability.

This year, CP Unlimited also prioritized consolidating and opening new residences while launching inventive educational efforts alongside new vocational opportunities making for a more edifying and integrative experience for the people we support.

Further, CP Unlimited made inroads expanding our board of directors to deepen available expertise, and we welcome Tracy Belmear, Jeffrey Futterman, Everson Gibson, Carol Kirkman, Brian Litten, David Solomon, and Yvette Watts to our dynamic team.

All of these energies channel CP Unlimited into a 2023 of progress, where our success is shared by the many audiences who make up our CP family.

We look forward to having you join us, and thank you for your support.

Sincerely,



Joseph M. Pancari  
President & CEO





## LETTER FROM ROSS B. LEVIN, BOARD CHAIR

### To the Valued CP Unlimited Network:

2022 was a year in which the CP Unlimited team went above and beyond.

In the face of a tumultuous period where a lingering pandemic, staffing challenges, and a changing I/DD field presented pressing demands, the Agency expanded its supports, residences, and training to deliver the highest levels of compassionate service and care.

I am grateful to all who made this possible and proud to have played my small part.

None of our success would be possible without effective leadership, and I am also proud to welcome Joseph M. Pancari as our President & CEO. The Board of Directors recognizes the Agency is fortunate to have him at the helm; we look forward to his tenure and seeing the further growth of CP Unlimited under his carefully innovative stewardship.

I look forward to a 2023 where our mission, providing opportunities for individuals with intellectual and developmental disabilities to achieve fulfilling lives, is made even more visible and tangible via new programs, collaborative partnerships, and the ongoing health and happiness of the wonderful people we support throughout New York City and the Hudson Valley.

In Thanks,



Ross B. Levin





# RESIDENTIAL SERVICES

Caring for persons with intellectual and developmental disabilities (I/DD) has been the cornerstone of CP Unlimited services since we began supporting people who experienced the horrors of Willowbrook more than three decades ago. We pride ourselves on continuing to provide leading support to Willowbrook Class Members—and many others with I/DD—to help them achieve fulfilling lives.

**Individualized Residential Alternative (IRA)** are community-based residential homes or apartment settings for persons 18+ years who have I/DD and designed to enable them to become more independent, productive, and integrated into their community.

**Intermediate Care Facility (ICF)** homes provide health related care and services to persons who require care, support, and services above what is offered in IRA settings.

In 2022, CP Unlimited supported 427 people living in IRAs and 115 people in ICFs across 110 residential locations throughout New York City, Hudson Valley, and Rockland County.

## Adult Education Series

Students enjoy ongoing opportunities to learn personal and professional development skills while attending the Adult Education Series throughout the year. Students are encouraged and motivated to help lead the direction of study, forming a comprehensive calendar of courses, activities, and experiences that educate and delight. Students are supported by Direct Support Professionals to transfer skills learned to real life situations.

In 2022, the organization offered nine multi-sensory classes—including Budgeting, Writing, Math, Reading Fundamentals, Using Technology, and Independent Living Skills—enjoyed by students throughout the CP network. Informal gatherings to celebrate cultural and national observances offered the people we support the enriching experience of becoming more independent while enjoying the tapestry of New York City. And, befitting the calendar year, we also celebrated the achievements of 22 students from the Education program at their official graduation ceremony!



## Our Newest Home Opens in Jamaica, NY!

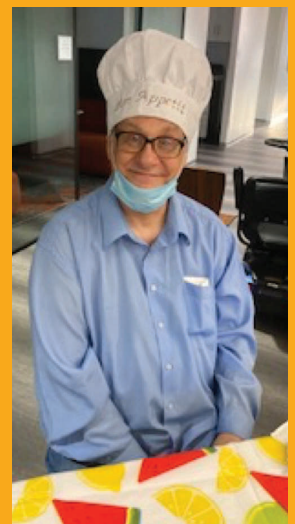
Eight people enjoy living in the Agency's newest home with gorgeous environs and private outdoor space.



Social Hour with Friends



Budgeting Class



Cooking Club

# OPWDD SUBSIDY/ISS HOUSING



CP Unlimited's Independent Living Support Service (ISS) helps people with intellectual and developmental disabilities maintain the highest level of independence and involvement in their communities.

To qualify, a person must be enrolled in Office For People with Developmental Disabilities (OPWDD) program to be eligible for the subsidy. Within this program, persons have the choice of living alone, with roommates, or to continue to live in their current non-certified setting.

In 2022, the organization supported 78 people in ISS housing across the five boroughs.



## COMMUNITY HABILITATION



CP Unlimited's Community Habilitation services are delivered by dedicated and highly-trained Community Habilitation Specialists who work jointly on goals with the aim to transition the people we support to independent living.

CP Unlimited offers an array of goal-oriented Community Habilitation supports including money management, community activities, socializations, advocacy and accessing community resources. Staff are matched based on the person's preference, and all culturally-sensitive services are provided in the person's language of greatest comfort.

In 2022, CP Unlimited helped 85 people receive Community Habilitation services.

*"I have found over a dozen apartments for the people we support to help them achieve independence. It is very emotional to see them walk into their new home for the first time, and it makes me so happy to be a part of this program."*

**–Opeyemi Mogaji,**

*Community Habilitation and ISS Supervisor, Staten Island*



# DAY HABILITATION SERVICES



Supporting nearly 700 people in 2022, CP Unlimited is proud of our ability to offer a comprehensive set of activities and programs in New York City and Hudson Valley that enrich the lives of the people we support.

These innovative programs include several options unique to our Agency, including a Pottery/Ceramics Club with the only kiln available for people with I/DD, an award-winning photography group that has held exhibitions throughout New York City, and many more.



## Day Hab Without Walls

CP Unlimited proudly participates in the OPWDD Day Habilitation Without Walls program throughout the five boroughs of New York City, offering close to 140 people in 2022 the ability to integrate into their local community by accessing scheduled events and local programming at area businesses, libraries, parks, museums, cultural centers, and more.



## M.O.V.E. (Mobility Opportunities via Education/Experience) at Cora Hoffman Center

M.O.V.E. is an innovative activity-based program that is designed to help people acquire the motor skills needed for sitting, standing, walking and transitioning through specialized equipment and physical activity. For people who use a wheelchair, M.O.V.E. is a program that deepens independence and self-reliance.

CP Unlimited is the only organization offering M.O.V.E. to adults with I/DD in the New York metro area.

*"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. It is truly inspiring!"*

**-Marleen Whitman,**  
Director of Day Services, Cora Hoffman Center

# EMPLOYMENT SERVICES



## Supported Employment (SEMP) and ACCES-VR

CP Unlimited helps persons supported to prepare for the job market by providing job readiness training and accompanying them to interviews, as well as following up with persons and the businesses once placement has occurred.

The Supported Employment Program (SEMP) through OPWDD offers employment opportunities for the people we support. The program is administered through Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR), as well as our Employment Training Program (ETP).

Persons supported have been placed in Fortune 500 companies in maintenance and mailroom roles, at local cinema chains, Amazon warehouses, Whole Foods markets, Family Dollar stores, clerical offices, printing companies, and more.

### Securedoc

Securedoc.org is a document solution company providing vocational services for people with developmental disabilities.

In 2022, three of the people receiving services from CP Unlimited gained valuable professional skills around using time clocks, computers and mobile technology, and socialization with colleagues.

Daily tasks include shredding medical documents in compliance with HIPPA guidelines, scanning and saving documents to a flash drive, and general office work.



### Smile Farms Greenhouse

For the last two years, CP Unlimited has enjoyed helping plant, harvest, and distribute the crops at greenhouses set up and maintained by Smile Farms, a local non-profit working with people with disabilities, at our Cora Hoffman Center on Staten Island.

In 2022, two of the people we support celebrated their full-time positions via the SEMP program, while Day Hab participants enjoyed volunteering in the greenhouses throughout the year.

*"This partnership, due to the dedication and hard work of our people, 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, Associate Director of Day Services and Vocational Initiatives





# ARTICLE 16 SERVICES

CP Unlimited maintains a network of six OPWDD-certified clinics in New York City and Hudson Valley, which counted 936 enrollments, with 11,138 Article 16 visits in 2022.

Services include leading Physical Therapy, Occupational Therapy, and Speech Therapy supports in warm, welcoming environments, alongside a robust schedule of public wheelchair maintenance and cleaning programs to ensure safety and mobility for all users of wheelchairs in the local community.

*"Our Article 16 team showcase the commitment of CP Unlimited to provide only top-level services to the people we support and the larger network of people who depend on mobility devices. We focus on innovation, inclusivity, and demonstrating respect in all we do."*

**—James Levy, Psy.D,**  
*Vice President of Clinical Services*



## **Mother Cabrini Health Foundation Doubles Grant to CP Unlimited!**

One component of our community outreach efforts is an ongoing schedule of public wheelchair cleaning and maintenance sessions open to all wheelchair users. These efforts were expanded in 2022 by a generous \$500,000 grant issued by the Mother Cabrini Health Foundation.

In just the first half of 2022, CP Unlimited had already surpassed the initial goal; by the end of the year, more than 630 people were able to grow their independence and mobility, safely and with confidence.

Given the proven need—and our success—the Mother Cabrini Health Foundation magnified our grant, awarding CP Unlimited \$1M for 2023!

*"It makes me proud to work for the most caring agency in the country. This grant is going to allow us to invest in the lives of many people inside and outside of our community,"*

**—Paul DiGiovanni,**  
*Associate Director of Rehabilitation Services*



# TRAINING & QUALITY IMPROVEMENT

## Training

CP Unlimited has always maintained a robust training program, both at the onset of work for new employees and in creating and sharing new 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 while maintaining awareness of new trends in the field.



In October 2022, Virginia "Ginny" Zelhof, CP's Director of Training, was recognized with the Natalie B. Rogers Employee of the Year Award from Cerebral Palsy Associations of New York State, honoring her 40 years of work inspiring and leading the instruction of all CP employees.

Ginny embodies the Agency's longstanding commitment to training the next generation of change-makers and Direct Support Professionals. Her efforts educating many thousands of employees, ensure that everyone in the CP Family have the best foundation to give the people we support the highest quality of care.

## Quality Assurance and Quality Improvement

Quality Assurance and Quality Improvement has always been a top priority for the organization, as our analytics show us where we have been and lead us to where we want to go.

In 2022, we finalized the implementation of a new incident management dashboard to provide real time understanding, resulting in quicker response time to address deficit areas and leading to better outcomes for persons supported.

Further for the year, we continue our efforts to analyze external and internal audit results while enhancing the internal review process that supports program management teams, with the goal of striving beyond regulatory requirements to improve service delivery. The hard work and diligence that occurs at the program level can be a direct reflection of positive outcomes during external audits. 146 audits were conducted by OPWDD within the Metro and Hudson Valley region last year, and we were proud to report a high level of success with citation free audits.

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*"CP Unlimited is 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."*

—Heather Poore,

Sr. Vice President of Quality Assurance and Quality Improvement

# LEADERSHIP

Ross B. Levin, *Chairman*  
Aaron P. Medeiros, *Vice Chairman*  
William M. Trust, Jr., *Treasurer*  
Barbara N. Scherr, *Secretary*

Tracy J. Belmear  
Jeffrey C. Futterman  
Everson L. Gibson  
James D. Hutter  
Scott G. Kearns  
Carol L. Kirkman  
Stephen C. Lipinski  
Brian J. Litten  
Veerabhadra R. Nanduri  
David A. Solomon  
John T. Vlachos  
Yvette L. Watts



# EXECUTIVE STAFF

Joseph M. Pancari  
*President & CEO*

Sebastian Chittilappilly  
*Chief Program Officer*

Ellen Gribbin, CHC; CHPC; CCEP  
*Chief Compliance Officer*

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

Penny Lynn Pagliaro  
*Executive Director,  
Hudson Valley Division*

Denesh Persaud  
*Chief Technology Officer*

Ira Salom, MD, MSc(Med)  
*Chief Medical Officer*

Cheryl Weekes  
*Chief Human Resources Officer*

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

Jeremy Willinger  
*Chief Communications Officer*



# FINANCIAL STATEMENT



Statements of Support, Revenue, and Expenses  
for the Year Ending June 31, 2022 (in thousands)

	6/30/22	6/30/21
<b>PROGRAM REVENUE</b>		
Medicaid fees	\$211,832	\$192,933
Grants and fees	28,033	3,984
Other program income	7,521	5,789
<b>Total Program Revenue</b>	<b>247,386</b>	<b>202,706</b>
<b>EXPENSES</b>		
Program services:		
Residential services	184,477	149,328
Day services	32,547	26,604
Clinic services	7,954	6,070
Transportation services	4,544	5,195
<b>TOTAL PROGRAM SERVICES</b>	<b>229,522</b>	<b>187,197</b>
Supporting services:		
Management and general	17,296	15,473
<b>TOTAL SUPPORTING SERVICES</b>	<b>17,296</b>	<b>15,473</b>
<b>TOTAL EXPENSES</b>	<b>246,818</b>	<b>202,670</b>
Change in Net Assets, before support and non-operating revenue	568	36
Support and Non-Operating Revenue		
Investment (loss) income	(315)	662
Contributions	85	25
<b>Total Support and Non-Operating Revenue</b>	<b>(230)</b>	<b>687</b>
Change in Net Assets	338	723
Net Assets, beginning of year	32,297	31,574
<b>NET ASSETS, END OF YEAR</b>	<b>\$32,635</b>	<b>\$32,297</b>

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](mailto:tjohnson@cpofnys.org)





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



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