

2023

A YEAR OF NEW HORIZONS AND CONNECTIONS



ANNUAL REPORT

LETTER FROM JOSEPH M. PANCARI, PRESIDENT & CEO

To Our CP Unlimited Family and Friends,

I consider 2023 to be one of the most pivotal and exciting periods in our 80-plus year history and it is remarkable what we have achieved together, both for the people we support across New York City and Hudson Valley and the disability field.

We have made true steps forward to help people with intellectual and developmental disabilities achieve fulfilling lives through a variety of methods including: the broadening of available supports, inaugurating new settings in existing and open communities, inspiring legislation with real-world benefits, launching new platforms to share resources, and collaborating with a growing list of officials and leaders to bring awareness and resources to bear.

This innovative thinking connects to an Agency-wide vision to harness the "Unlimited" aspect of our name in how to approach our work. Through that lens, we have further diversified our internal team and board of directors to add expertise in a variety of areas that add to our comprehensive offerings, continued our convening work bringing together governmental offices to conceptualize enhanced housing options, and made strategic contacts to strengthen our ability to advocate successfully for our 2,000+ CP team.

Ensuring our CP community was recognized for the work they do was also a point of pride in 2023. The Agency resumed our Longevity celebrations and recognized more than 400 of our contemporaries marking more than ten years with CP Unlimited- with over a dozen honored for more than 40 years advancing our mission. We also observed the five-year anniversary for the first cohort of the CP Family in our Hudson Valley division and enjoyed congratulating the team of more than 130 of us from Catholic Charities on their work post-acquisition in 2016.

I know the CP team draws deep motivation from the people we support as evident by their level of abiding commitment and care. From those relationships based in respect, love, and allyship, people everywhere are seeing that CP Unlimited is an organization defined as much by its people as we are by our professionalism.

All of us at CP Unlimited will channel our energies into a 2024 of further progress and thank you for your support now and always.

Sincerely,



Joseph M. Pancari
President & CEO



LETTER FROM ROSS B. LEVIN, BOARD CHAIR



To The Growing CP Unlimited Network:

This was a year in which the mission of the Agency crystalized in new ways and the entire organization delivered excellence for the people we support.

Despite challenges across the I/DD field, we made significant progress in creating inventive platforms for advocacy and innovative settings and programs for people with disabilities to achieve fulfilling lives.

This was also a year in which the power of collaboration was evident. Through connections and partnerships, the Agency was able to apply experience and expertise to new avenues and applications.

I am grateful to all who made this possible and proud to see this change taking place.

Our success would not be possible without effective leadership. Through the efforts of the Board of Directors and Executive Team we were able to realize many accomplishments.

There is much to look forward to in 2024 and I am confident we will maintain the momentum and motivation that made this year so noteworthy in CP Unlimited's long and storied history.

May we all continue to draw inspiration from our mission and the achievements of the people we support.

With Thanks,

A handwritten signature in black ink that reads "Ross B. Levin". The signature is written in a cursive, flowing style.

Ross B. Levin



RESIDENTIAL SERVICES

A home is the most important, stable element of a fulfilling life. CP Unlimited is one of the most committed organizations providing comprehensive residential services to people with intellectual and developmental disabilities (I/DD), having centered these services when we began supporting people who experienced the conditions of Willowbrook many decades ago.

Today, the Agency operates **112** IRA and ICF residential settings throughout the five boroughs, Yonkers, and the Hudson Valley.

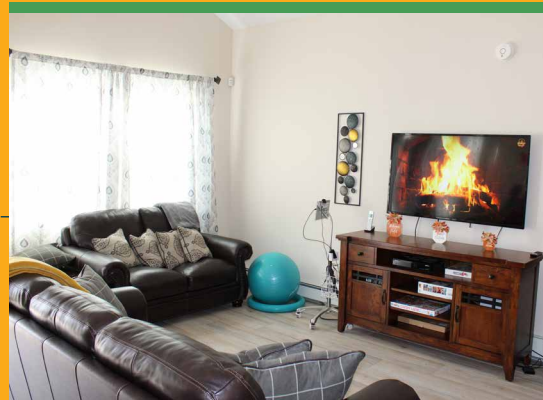
In 2023, the organization supported **490** people living in IRAs and **130** people in an ICF setting in New York City and the Hudson Valley.

"Each day is about maximizing every interaction and opportunity to help the people we support get the most from their home- from caring routines to spontaneous education. It has to be about them, what they want, and giving them everything they need."

- Altya Henson, Senior Vice President of Residential Services

"Everybody goes above and beyond to make sure our persons supported are well taken care of ...this is their home and we are here to make them happy."

-Loretta Orelie, Charge Nurse



Individualized Residential Alternatives (IRAs) are community based residential homes or apartment settings for persons ranging from 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) Sites are homes with 24-hour nursing oversight which build on IRA supports to also offer treatment services, training, and on-site nursing care.



Cutting the Ribbon on CP's Newest Home and First in Yonkers!

CP Unlimited reached new residential horizons in Yonkers, New York- opening our first residential setting in November 2023.

CP leadership joined local partners Tasha Diaz (Majority Leader, Councilwoman, District 3) and Yonkers Deputy Mayor Tony Landi, alongside a representative from the office of Nader Sayegh (Assemblyman, 90th District), to officially cut the ribbon for this barrier-free residence.

"Thank you for all the attention to detail...and ensuring that the residents get the best level of care. Seeing my son healthy and happy with big smile shows that he is now fully integrated to his new home and all your efforts were worth it!"

-Parent

OPWDD SUBSIDY PROGRAM



CP Unlimited's Independent Living Support Service (ISS) supports people with intellectual and developmental disabilities to live in communities of their choice.

To qualify, a person must be enrolled in the 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.

With locations in in all five boroughs, in 2023 CP Unlimited supported **75 people in ISS housing.**

"Whatever I do for these guys, they know I do it from my heart and I treat them like my kids, and that's the truth."

-Claudette Campbell, DCC



COMMUNITY HABILITATION



CP Unlimited's Community Hab. program is a Medicaid-funded, residential program where people with I/DD achieve independent-living goals.

All individuals who are enrolled in Home and Community Based Services (HCBS) are eligible to receive this service and work to attain self-determination with the assistance of a trusted Community Habilitation Specialist. Staff are matched based on the preference of the person served and remain flexible while delivering services in the person's language of choice.

In 2023, the organization helped 95 people receive dedicated Community Habilitation services in New York City and Hudson Valley.

This year, the Agency also added Self-Direction supports to our offerings, providing participants the autonomy and flexibility to self-direct their services, hire their own staff, and make active choices regarding the services that they receive.

"The vision is always one where our people are charge of their own lives. We are there to make that process as comfortable and meaningful as possible. The CP team all see their neighborhoods as a network of partners who contribute to the success of the people we support."

-Theresa Manuel , VP of New Initiatives

DAY HABILITATION SERVICES



The CP Day Hab network is a daily mosaic of music, games, and classes, layered in with inventive and distinctive offerings that promote learning and self-sufficiency.

These innovative options include several exclusive to our Agency including a Pottery Club with the only kiln for people with I/DD, the West Farms Photo Works and Progressive Visions Photo Club, the inspirational M.O.V.E. program, and many more.

In 2023, The Agency delivered programs in New York City and Hudson Valley that enriched the lives of more than 500 people.

"To learn and to be able to help—it's unmatched. I wouldn't trade this for the world!"

-Victor Nieves, *Direct Care Counselor*

Day Hab Without Walls

CP Unlimited participates in the OPWDD Day Habilitation Without Walls program throughout the five boroughs of New York City, offering 73 people in 2023 the ability to integrate into their local community more deeply by accessing events at area businesses, libraries, parks, museums, cultural centers, and more.

In 2023, CP sought to expand our "Without Walls" horizons and created new partnerships to help give back in our shared communities across New York City. At Union Grove Missionary Baptist Church in The Bronx and New York Common Pantry in Manhattan, CP's persons supported are contributing in various capacities. Additional inroads will make 2024 a year where we magnify these efforts.

"I feel fulfilled waking up every day knowing that I'm doing what I love to do with the wonderful and very great people we serve. And I couldn't have done any of this by myself- it is a blessing to be part of my team."

-Numin Nuhn, *Behavioral Intervention Specialist*

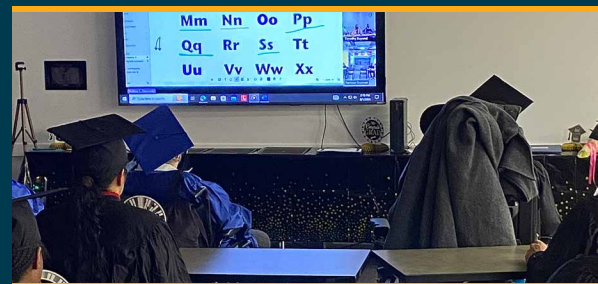


M.O.V.E. (Mobility Opportunities via Education/Experience)

M.O.V.E. is an innovative activity-based program that helps people acquire the motor skills needed for sitting, standing, walking and transitioning through specialized equipment and physical activity.

We are proud to be the only provider offering M.O.V.E. to adults with I/DD in New York City.

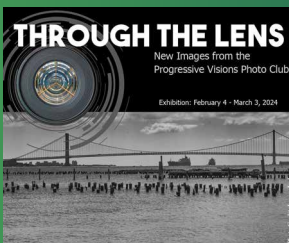
In 2023, plans were made to expand the M.O.V.E. program from Staten Island to The Bronx and the Hudson Valley to grow its dramatic impact.



Adult Education Series

Students in the CP network enjoy ongoing opportunities to improve personal and professional development skills while attending the Adult Education Series throughout the year. Participants help direct the subjects studied and are supported by their Direct Care staff to transfer their knowledge to real life situations.

In 2023, CP Unlimited supported 42 people with courses and introduced curriculum to teach ASL (American Sign Language), in addition to a full slate of courses on Money Management, Math, Using Technology, Cooking and Baking, Letter Writing, the 'Patrick Emproto Book Club' and much more!



"Through the Lens: New Images from the Progressive Visions Photo Club" in 2024

The National Lighthouse Museum, the leading maritime sentinel arts center, in partnership with CP Unlimited, will put on an exhibition from February 4 - March 3, 2024, featuring approximately

a dozen black and white and color images of local monuments, exteriors, and permanent displays captured on excursions to the area in late 2023.

"This collaboration expands how people both view and participate in Museum projects, while raising awareness of the mission of CP Unlimited and the creative skills of their photographers," said Linda Dianto, Executive Director of The National Lighthouse Museum

VOCATIONAL AND EMPLOYMENT SERVICES



Supported Employment (SEMP) and ACCES-VR

CP Unlimited helps persons supported to join the job market by providing employment readiness trainings and assisting with interviews and ongoing skills development. Through this program, new professional horizons are envisioned, and plans created to achieve those goals.

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 CP's Employment Training Program (ETP).

This year, CP Unlimited added another person supported in our Fresh Food Box program as a Site Coordinator which now allows two from the CP network to increase their independence. We also placed eight persons supported in various positions at local chains like Dollar Tree and independent cleaning, maintenance, and dining establishments, alongside six Diagnostic Vocational Evaluations (DVE) for the ACCES-VR program.

"It is great to see our people employed and thriving, and I know that each position we secure brings a new level of self-management and responsibility to their lives. It makes me feel so fulfilled knowing we are making a difference for them and the communities we serve."

-Kadia Hibbert, Associate Director of Vocational Services

Peer Companion Program (Supported Employment)

As part of our SEMP program, two of the individuals supported by CP Unlimited are taking big steps towards independence while working with people with I/DD.

Angel works out of CP Unlimited's Caldwell residence in Queens, and escorts individuals who use wheelchairs to area stores, parks, libraries, and other settings for joyous events and daily experiences.

Jason is a Peer Companion at CP's Day Hab Without Walls setting working to assist fellow participants with their vocational skills during the program.



Smile Farms

For the past several years, people supported by CP Unlimited have enjoyed growing more than just a great partnership!

Two of the people we support work full-time in the greenhouses at our Cora Hoffman Center on Staten Island tasked with helping plant, harvest, and distribute the peppers, kale and more.

Set up by Smile Farms, the non-profit arm of 1-800-FLOWERS, the peppers are used in the organizations' delicious "Heat with Heart" hot sauce while the kale and other crops are used in fine-dining restaurants across New York City owned by Tom Colicchio.

"This partnership has produced more than just a hot sauce; the greenhouses are a place of purpose, where our people draw daily motivation, as well as a source of income, that allows them to achieve a more fulfilling life."

-Jessica Francese, Associate Director of Day Services and Vocational Initiatives



ARTICLE 16 CLINICS

**Physical Therapy | Occupational Therapy
Speech Therapy | Psychotherapy and
Testing**

CP Unlimited maintains a network of six OPWDD-certified clinics in New York City and Hudson Valley, which counted **932 Admissions**, with **14,606 Article 16 visits**, in 2023. Owing to efforts at expanding capacity within the clinics to meet demand—especially amongst our psychotherapists—the Agency was able to count a **30 percent increase in visits** from 2022.

Our clinics are held in warm, welcoming environments where the promotion of independence and optimal function is always the focus. We encourage our patients to set new goals and build on their past achievements, expanding their capabilities while enhancing strength.

“The dedication of our team to helping people become stronger, more flexible, and able to accomplish more on their own is second to none. We do whatever is necessary to get them where they need to be physically, mentally, and otherwise.”

-Diankah Eligon, PT, DPT,
Director of Rehabilitation & Article 16 Services



Limitless Health Foundation and Kindful Movement

New for 2023 is the introduction of the Kindful Movement program for our Day Hab participants. The approach to movement uses kinesthetic empathy to understand the needs of the participants and explores safe constructive ways to move the body at the individual's physical, intellectual, and/or emotional development.

Thanks to an additional grant from the New York State Agency of Day Service Providers, CP was able to include additional equipment to facilitate participation in these helpful classes.

“We want each of the students to learn from each other. What kind of movements can we do that are kind for my body and yours? We want them to say, “Wow I never knew I could move like that before!”

-Lobsang Chunzom,
Founder, Limitless Health Institute

TRAINING & QUALITY IMPROVEMENT

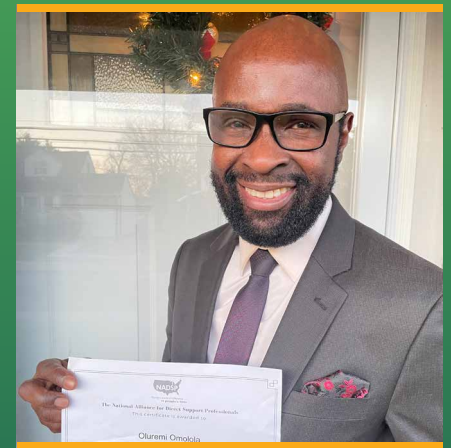
Training

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. Building on 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.

2023 was a significant year where we expanded our horizons as the result of new offerings, awards, and engagements.

CP Unlimited counted nearly **16,000** courses completed by our team, with an additional **1,400** completed by volunteers, contractors, and others helping elevate the level of education and talent amongst both our workforce and the I/DD field. The Agency also developed and added **16** new courses to our online Litmos training library.

Further trainings in CPR were provided to nearly **450** staff with another **135** taking part in AMAP (Medication Administration) courses to deepen abilities to be of comprehensive service to persons with I/DD.



New Partnership with the National Alliance for Direct Support Professionals (NADSP) Boosts Skills for Front-Line Supervisors and Direct Support Professionals

In March of 2023, CP Unlimited was selected to participate in a 3-year national pilot program offering credentialing of Front-Line Supervisors and Direct Support Professionals.

In addition to the opportunities for recognition, learning, and reflection, participants in the program receive bonuses upon completing their certification. Of the 25 seats offered, four are filled by Front Line Supervisors and nine by DSPs from CP Unlimited.

Quality Assurance and Quality Improvement

Quality Assurance and Quality Improvement is an essential department at CP Unlimited. Data Analytics is at the core of the department. Advancements made in maintaining and monitoring data allow the field to have a better understanding of areas requiring attention in order to deliver the best services possible.

To this end, in 2023 a full implementation of an Incident Management dashboard allowed our team to provide real time data to the field to support improvements within Incident Management. Given the success and benefits seen within Incident Management, the Agency also initiated work on the creation of a Citation Management Dashboard that, once complete, will provide a more efficient and responsive way to analyze internal and external audit information.

Efforts were also made to update our bi-annual Satisfaction Survey process for our Residential, Day Hab, Community Hab., and Vocational programs with an emphasis on sustaining improvements made in 2019 and 2021.

"This year was one in which we elevated our use of data to make CP Unlimited more responsive and efficient. I look forward to building on these endeavors to better serve the people we support."

–Heather Poore, Sr. VP of Quality Assurance and Quality Improvement



CELEBRATING EMPLOYEE LONGEVITY AND COMMITMENT

CP Unlimited is an organization with an average employee tenure of eleven years, indicating their abiding commitment to the CP mission and people we support.

In 2023, The Agency reconstituted its annual longevity recognition events for team members with 10-40+ years of service. This cohort of over 440 staff were as diverse in title as in the paths that brought them together under the banner of care for people with I/DD.

We also honored those who have been with the organization for the five years of operation of our Hudson Valley Division and the employees who came to CP Unlimited when we acquired Catholic Charities in 2016.

The Agency was proud to recognize nearly 1,000 of our CP Family at these special programs in 2023.

“Working with CP and having that hands-on experience educated me and changed my concept of how I used to think and view people with developmental disabilities to see how much they can accomplish with love and support.”

-Yonette Dey, Day Shift Supervisor

CP TEAM RECOGNITIONS AND AWARDS



Paul DiGiovanni, *Associate Director of Rehabilitation Services*,

was awarded the 2023 Joseph Dutkowsky, MD Clinician of the Year Award by CP State for his innovative wheelchair clinic maintenance and cleaning program that has helped many hundreds of people who use wheelchairs gain greater independence and mobility with enhanced safety and comfort. The program has since expanded to all five boroughs and the Hudson Valley.

Sandra Wills, *Medical Case Manager Counselor*,

who has worked with the Agency for over thirty years, was recognized with the "Champion Leadership Award 2023" from Community Care Rx.

"It was great to be recognized for my contributions to the betterment of our people. Through the years at CP Unlimited it has truly been the individuals that kept me here. They are like my extended family."

-Sandra Wills



Carol Sampson-Bradford, *Direct Care Counselor*

was honored with the Robert Witkowsky Residential Direct-Support Staff Recognition Award from the Staten Island Development Disabilities Council (SIDDC).

"Winning the recognition award was an incredible accomplishment and a great experience as it highlights that CP Unlimited appreciates the dedication and compassion that we provide for those we support. Working with the individuals is incredibly fulfilling as I witness their progress and improvement each day."

-Carol Sampson-Bradford

SIGNIFICANT GRANTS AND PARTNERSHIPS

Expanding Mobility Transport Services in NYC and the Hudson Valley

Cerebral Palsy Transport, the transport division of Constructive Partnerships (CP) Unlimited, received \$4.8M from the New York State Department of Transportation in 2023.

Provided under the Federal Transit Administration's (FTA) Enhanced Mobility of Seniors and Individuals Section 5310 Program, the grant allows the transport division to modernize and grow our fleet by six vehicles with capacities between 6-8 wheelchairs and 20-36 ambulatory people with disabilities.

"This is a significant award that will allow us to magnify our services among our growing population of persons supported across all five boroughs and beyond,"

-Joshua Greenberg, VP of CP Transport



An Expanded Grant from the Mother Cabrini Health Foundation

The Foundation was encouraged by the popularity and reach of our complimentary wheelchair clinics for people with I/DD, veterans, and seniors in 2023: the Agency originally projected we would be able to reach 250 people who use wheelchairs, but we were able to impact over 1,500 people.

The \$1.5M contribution will empower CP Unlimited's Rehabilitation Department to primarily offer more frequent and mobile wheelchair clinics. The increased funding will also permit CP to service power wheelchair users, purchase an additional wheelchair cleaning machine for our Nassau affiliate, and launch a train-the-trainer program for I/DD partners statewide.

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

-Paul DiGiovanni, Associate Director of Rehabilitation Services



A Local Connection with a Broad Impact: The Verrazano Kiwanis Club

One serendipitous conversation has led to a long-term partnership with the Verrazano Kiwanis Club- a local, Staten Island affiliate of the national service group.

With their commitment in 2023, the Agency was the beneficiary of an exotic and collector car show, allowing us to purchase additional specialized mobility equipment for M.O.V.E. (Mobility Opportunities via Education/Experience)- a transformative program helping people with disabilities on Staten Island expand personal mobility and accessibility via equipment and training.

"[My son Matthew] already started to show the things that he can do. He's very eager to get into the equipment because he finds it fun...mobility is going to extend his life."

-Maryann Virga, Parent

"M.O.V.E. creates inspiring moments everyday- I see people with disabilities becoming more independent, taking their first steps, and truly breaking barriers they never thought possible. Every piece of equipment allows us to create a bigger impact on Staten Island in the lives of people with disabilities and their families."

-Melissa D'Accordo, PhD, Curriculum and Training Specialist



ACTIVISM AND ADVOCACY

Traveling with Dignity Act

Bill #7697, introduced by NYS Senator Peter Harckham (D- District 40) at CP Unlimited's Hudson Valley affiliate, mandates the installation of adult changing facilities at venues across New York that can host more than 2,500 visitors. For people with intellectual and developmental disabilities, alongside veterans and seniors, this will mean the ability to access the full program and event at spaces where they previously were not accommodated.

The issue was brought to Senator Harckham's attention by CP Unlimited self-advocates and championed by his office.

"I need a changing table. I get changed every two hours and if I don't get changed, I can't do it and I have to go home. And then I miss that part of the program."

-Betty Williams



Rallying for the I/DD Field in Albany and New York City

2023 was a year when we made our voices heard. The Agency brought a large cohort of CP team members, self-advocates, and parent advocates to various local demonstrations and rallies in Albany in support of increased funding and resources from New York State Government for our Direct Support Professionals. At one event at the State Capitol, over 150 members of the CP Family were on hand to amplify our message both as part of the assembled crowd of providers and persons supported and directly to legislators in one-on-one meetings.

Said one of our self-advocates:

"Support the disabled community by supporting the people who work hard and deserve a fair wage! They help us not only achieve our goals but our hopes and dreams!"

-Ann Whitty

BOARD OF DIRECTORS

Ross B. Levin, *Chairman*
Aaron P. Medeiros, *Vice Chairman*
William M. Trust, Jr., *Treasurer*
James D. Hutter, *Secretary*

Tracy Belmear
Jeffrey Futterman
Scott G. Kearns
Carol Kirkman
Stephen C. Lipinski
Brian Litten
Veerabhadra R. Nanduri
Blanca Ramirez
David Solomon
John T. Vlachos
Yvette Watts



"CP Unlimited does such amazing work for those living with disabilities and we are honored to work with them!"

-Staten Island Assemblyman Sam Pirozzolo (District 63)

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 30, 2023 (in thousands)

	6/30/23	6/30/22
PROGRAM REVENUE		
Medicaid fees	\$219,121	\$211,800
Grants and fees	\$7,566	\$29,162
Other program income	\$7,158	\$6,424
TOTAL PROGRAM REVENUE	\$233,845	\$247,386
EXPENSES		
Program services:		
Residential services	\$174,066	\$184,477
Day services	\$33,886	\$32,547
Clinic services	\$4,665	\$7,954
Transportation services	\$3,075	\$4,544
TOTAL PROGRAM SERVICES	\$215,692	\$229,522
Supporting services:		
Management and general	\$18,253	\$17,296
TOTAL SUPPORTING SERVICES	\$18,253	\$17,296
TOTAL EXPENSES	\$233,945	\$246,818
CHANGE IN NET ASSETS before non-operating revenue	(\$100)	\$568
Non-Operating Revenue:		
Investment income (loss)	\$681	(\$315)
Contributions	\$40	\$85
Prior Year Income	\$1,437	-
TOTAL NON-OPERATING REVENUE	\$2,158	(\$230)
CHANGE IN NET ASSETS	\$2,058	\$338
Net Assets, beginning of year	\$32,635	\$32,297
NET ASSETS, END OF YEAR	\$34,693	\$32,635

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



"Over the last 13 years in my career at CP Unlimited, providing support for the amazing people we serve has been a joyful and fulfilling part of my life! I am looking forward to being a part of what the future holds for CP Unlimited and fantastic people we serve."

-Enrique Gonzalez,
Assistant Residential Coordinator



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

**Apply to Join
the CP Team:**



United Cerebral Palsy Associations of New York State, Inc.
d/b/a Constructive Partnerships Unlimited
40 Rector Street | 15th Floor | New York, NY 10006
212.947.5770
www.CPUnlimited.org

