



2025

CP State Annual Report

CP State is a nonprofit, statewide association that provides advocacy, communications, professional development, and other support to its statewide network of 30 Affiliates serving more than 100,000 individuals with developmental and other significant disabilities.

For more information, visit cpstate.org.

Welcome



CP State will celebrate its 80th anniversary in 2026—a reminder that sustained advocacy, collaboration, and innovation are essential to advancing the disability movement. While 2025 brought both challenges and successes, it ultimately reaffirmed the vital support CP State and our Affiliates provide to people with disabilities and their families across New York State.

CP Affiliates have long led the way by stepping in where others would not, filling critical service gaps for people with disabilities. Founded by families seeking support, they have pioneered services for people with complex needs, including health, mental health, behavioral supports, special education, and early childhood programs. In doing so, CP Affiliates have not only met community needs but also set the standard for disability services across New York State. Even when reimbursement systems fail to support providers serving those with the highest needs, CP Affiliates continue to make these programs work. Their mission to do what’s right for people and communities has always taken priority over purely financial considerations.

In recent years, the State’s reliance on nonprofit providers’ mission-driven approach has clashed with growing pressure for agencies to operate like businesses and cut underfunded programs. Disability clinics have declined from 43 to just over 20 in the past decade, and many agencies can no longer offer early intervention services due to chronic underfunding. Statewide, more than 3,000 residential beds and 3,000 day program opportunities have been lost in the past eight years. At the same time, funding allows providers to pay staff 20–30% less than comparable State-run positions. As a result, the disability system is increasingly strained and nearing a critical crossroads.

CP State has continued to lead efforts to strengthen health, mental health, and educational supports, with Affiliates pioneering blended OMH and OPWDD programs to serve people with complex needs. We remain the leading advocate for improved education funding and the State’s Children’s Residential Program, helping keep children from being sent out of state for services. CP State also helped develop telehealth models that evolved into “home enabling supports,” allowing people to remain in their homes rather than certified settings. Our LITMOS platform remains the only affordable I/DD-focused training library, while the Community Health Outreach Project—funded by the

Mother Cabrini Health Foundation—has supported thousands of people with disabilities when other funding failed them. Our long-standing partnership with the NYS Elks also continued, providing \$500,000 annually to help Affiliates expand community outreach. And our work continues. CP State is addressing vacancies in residential homes caused by the State’s Community Residential Opportunity (CRO) process and working to streamline and improve the Community Assessment System (CAS) so it can support future acuity-based reimbursement. These complex issues require strong data, policy analysis, and system coordination—and CP State will continue leading these efforts in 2026.

2025 was a sobering reminder of the challenges ahead. Uncertainty in Washington about future Medicaid funding has raised serious concerns, making it critical to protect disability services and ensure they are recognized and supported for the system-wide savings they provide.

Together, as we have done so in the past, CP State and our Affiliates will meet the challenges ahead.

Sincerely,



A handwritten signature in black ink that reads "Mike Alvaro".

MIKE ALVARO
President/CEO



A handwritten signature in black ink that reads "Thomas J. Caserta Jr.".

THOMAS J. CASERTA, JR., ESQ.
Board Chairman

Who We Are

Cerebral Palsy Associations of New York State (DBA CP State) is a multi-service organization encompassing nearly 30 Affiliates and 19,000 employees providing services and programs for more than 100,000 individuals with disabilities, as well as resources for families.

CP State Staff

President & CEO

Mike Alvaro

Executive Vice President

Karly Smelson

Vice President, Advocacy & Government Relations

Barbara Crosier

Vice President, Reimbursement & Regulatory Compliance

Deb Williams

Office Manager

Cheryl Bradway

Director, Community Health Outreach Project

Cindy Morris

Communications & Operations Specialist

Kelsey Massyk

Director of Special Projects & Online Learning

Tim Ferguson

Executive Secretary

Angela Anderson

2025 Board of Directors and Officers

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Thomas J. Caserta, Jr., Esq.

Vice-Chair

Debra Colley, Ph.D.

Treasurer

Thomas Hamel

Secretary

James E. Peace

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Renee A. Filip

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Rick Guidotti
Matthew Kaufman, MD

Brian P. McLane
Dahlian Porter

Active Past Chairs

Stephen C. Lipinski
Louis B. Tehan

Emeritus Director

Ann B. LeMark

What We Do

Our Mission

The mission of CP State is to provide for the exchange of ideas, education, and communication between groups and people interested in advocacy for people with developmental disabilities, as well as people with complex disabilities for which the Corporation's local Affiliates provide support.

This mission will be accomplished by providing statewide leadership, support and coordination for the efforts of local Affiliate organizations; and by providing constructive influence and access to the processes of governmental change, policy-making, legislation and regulation affecting the agency, its Affiliates and its constituents.

Statewide Committees

CP State provides Affiliates with a broad array of supports and services. Our work includes educational programs and ongoing informational support and advocacy through our statewide committees, which meet throughout the year.

- CAS, Rate Methodology Development, Other Special Projects
- Corporate Compliance/Quality Assurance
- DD Advocacy Update
- Development/Public Relations
- Education/Early Intervention
- Emerging Leaders
- Employment/Vocational/Day Services
- Family Support Services
- Finance
- Fiscal Intermediary/Self-Direction
- Health & Clinical Services
- Human Resources
- Medical Directors' Council
- Regulatory Reform/Streamlining
- Residential Services

Technical Assistance

CP State provides technical assistance, information, and direct assistance to Affiliates regarding critical issues including:

Rate Appeals (Tuition, Clinic, Residential, Day, SED, DOH, OPWDD) – Changes to Day & Employment Programs – Residential Program Oversight and Development – Respite Programs – Implementation of Special OPWDD Initiatives – New Regulations and Rate Methodologies – Assistive Technology/Durable Medical Equipment – APG Billing Issues – Medicaid & Medicare Billing Issues – Fiscal and Program Audits and Surveys – Office of Medicaid Inspector General Audits and Surveys – OMIG Effectiveness Reviews – Required Documentation for “Medicaid in Education” – Preschool Re-Approval Process – New Applications and Regional Need Process for Expansion of SED Programs – Comptroller's Audits of Preschool Programs – Justice Center Issues and Concerns – Re-Configuring SED Program Models to Eliminate the Need for 1:1 Aides – Article 16 & Article 28 Issues – Article 28 Certificate of Need – FQHC CON & Rates – Health Homes and Care Coordination Initiatives – VBP, DSRIP Initiatives – Medicare Changes-Capital Appeals – Modification of Class Ratios – School Policies and Procedures – School Staffing Credentials – Renewal of EI/4410 Corporate Practice Waiver – EI Insurance Reimbursement – Assistive Technology in EI – Emergency Preparedness – Paid Family Leave-Call In Pay and other Human Resources Issues.

Download a copy of this annual report at www.cpstate.org.

Advocacy & Government Relations

Highlights from the New York State FY 2025 Final Budget

The New York State Legislature finished passing the \$237 billion Fiscal Year 2025 budget on Saturday, April 20. The final budget was approximately \$4 billion over what the Governor proposed in January.

Overall highlights from the final state budget include:

- \$36 billion in school aid, which is \$1.3 billion more than the Governor had proposed, and an additional year of the school district “hold harmless” for lower student enrollment.
- \$825 million in temporary reimbursement increases for hospitals, nursing homes, and assisted living programs.
- \$20 billion in reserves, which is five times the level of five years ago.
- \$2.4 billion to assist with the migrant crisis – this is considered one time spending.
- \$7.5 billion (over three years) for the new 1115 Medicaid waiver.

OPWDD Highlights

- 2.84% COLA – with 1.5% of that unrestricted and the stipulation that the remaining funding be used to provide a 1.7% wage increase to all non-executive staff for all voluntary operated OPWDD (not including CCOs), OMH, OASAS, Office of Children and Family Services (OCFS), Office of Temporary and Disability Assistance (OTDA), and the State Office for the Aging (SOFA) providers effective April 1, 2024.
- Rebasing – \$800 million all shares for the rebasing initiative effective 7/1/24. \$79 million state share/\$270 million all shares for the 2024-2025 fiscal year.
- “Employment First” State – \$6.7 million to support New York’s commitment to become an Employment First State for all people with disabilities.



Advocacy & Government Relations

CP State and its partners in New York Disability Advocates (NYDA) launched the Guardians of Medicaid campaign, a statewide effort to rally support for protecting and strengthening Medicaid for individuals with disabilities.

In early 2025, all New York congressional representatives received a Guardians of Medicaid recruitment packet designed to illustrate the critical role Medicaid plays in their districts. Each packet included:

- A district-specific Medicaid impact map;
- Signage and stickers to display in congressional offices; and
- A letter urging representatives to become Guardians of Medicaid.



The letter emphasized Medicaid’s role as more than just a safety net – it is a lifeline for people with disabilities, ensuring access to healthcare, independent living supports, and essential services. It warned against proposals to cut, cap, or restructure Medicaid, highlighting the devastating consequences such actions would have on individuals, families, and disability service providers who rely on Medicaid funding. Any reduction in federal contributions would force the state to make impossible choices – either dramatically increase spending or cut services, leading to job losses in the disability sector and placing unbearable strain on families.

The campaign also pushed back against misleading claims that Medicaid cuts are necessary to combat waste and fraud. As the letter stated, the largest Medicaid expenditures support children, seniors, and people with disabilities. Real efficiency efforts should focus on administrative streamlining and payment integrity, not cuts that endanger lives.

The Guardians of Medicaid campaign challenged New York’s congressional delegation to take a stand. Lawmakers were asked to publicly commit to protecting Medicaid and reject any policy that threatens its integrity.

“As a Guardian of Medicaid, you have the power to protect those who cannot fight this battle alone,” the letter stated. “We urge you to reject any proposal that weakens Medicaid and instead advocate for policies that strengthen access to care and support for people with disabilities.”

CP State and NYDA encouraged advocates, families, and service providers to join the movement and hold their representatives accountable. Together, we can ensure Medicaid remains strong for those who need it most.

Community Health Outreach Project

The Community Health Outreach Project (CHOP) is a grant program administered by CP State and funded by the Mother Cabrini Health Foundation. CHOP was launched in January 2020 to fill the gaps left by traditional funding systems – covering essential services, equipment, and supports for individuals with intellectual, developmental, and other significant disabilities when all other options have been exhausted.

CHOP is dedicated to improving health outcomes, fostering community inclusion, and enhancing quality of life by eliminating barriers and ensuring that every individual has the opportunity to receive the care and support they need to thrive. Since its inception, CHOP has awarded approximately \$4 million in funding, positively impacting more than 9,000 lives throughout New York State. Funded items for individuals have included hearing aids, dental care, mobility chairs, and communication devices while agencies have received valuable equipment to be used in their health clinics, schools, and physical therapy departments.

The impact of CHOP can be summed up by a few of the testimonials received:



"We are truly grateful to partner with CP State who not only understands our agency's needs but takes real action to meet them. CHOP's commitment to improving access to compassionate, high-quality care is felt here every day."

"The support of CHOP has been immeasurable, and we hope to continue partnering together to enhance the quality of life for the individuals we serve."



"Thanks to CHOP funding, our organization acquired essential tools which have transformed the way we support individuals with complex physical and mobility needs – helping to facilitate safer transfer, promote greater independence, and extend the lifespan of our care equipment infrastructure."



"Since receiving the CHOP grant, we have made significant strides in improving the quality of care provided to our patients with I/DD through the purchase of various medical and therapeutic equipment. These efforts have contributed to a notable increase in the overall health status of our patients, assisting us to address their unique medical and support needs more effectively."

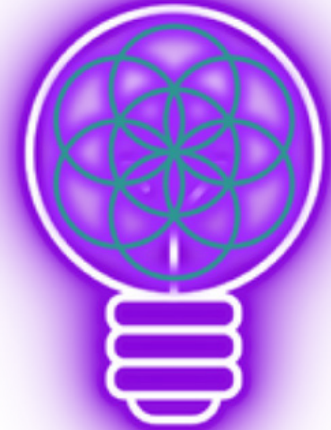
"Grants like CHOP help to ensure the continued delivery of our programs and services to expand abilities, one person at a time, to achieve their personal goals."

Emerging Leaders Committee

In 2025, CP State completed its first full year with the Emerging Leaders Committee, an initiative to foster the next generation of leadership across its network of Affiliates. Formed as an advisory body to the CP State Board of Directors, the committee was designed to take on special projects aligned with CP State's mission, while providing rising professionals with meaningful opportunities to engage, learn, and lead.

The group has remained deeply engaged, contributing to projects, CP State Board discussions, regular committee meetings, and presenting a session at the 2025 Annual Conference, bringing their energy, insight, and voices directly to the CP State community. Accomplishments include:

- Launching CP State's podcast, CP State(d), spotlighting innovations, strategies, and successes from across the Affiliate network and field;
- Presentation on the Emerging Leaders Committee and the future of the field at the 2025 Annual Conference, recorded as a live episode of CP State(d);
- Development of a shared supervisor training program to build leadership capacity across Affiliates and support retention, in its final stages; and
- Participation on various workgroups and committees, including conference planning committees and the CAS Workgroup.



In July 2025, the committee held its first summer retreat, which included participation in the CP State Board meeting, collaborative strategic planning, and vital networking time.

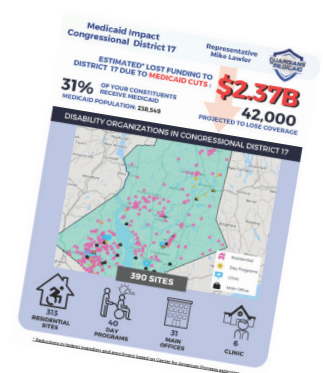
Looking ahead, the Emerging Leaders will forge forward with their vital contributions to the work CP State is doing to support the Affiliates and the field at large.

The Emerging Leaders Committee represents CP State's commitment not just to addressing today's challenges, but to cultivating sustainable leadership for the future of the disability services field.

Communications

CP State continues to grow its public presence as well as deliver quality communications to Affiliates and other stakeholders. Key responsibilities include developing advocacy materials, coordinating media relations, and producing publications that highlight the organization's successes.

In collaboration with CP State's Affiliates, the Communications Department supports statewide campaigns and events, such as the "Guardians of Medicaid" initiative, by providing strategic communication tools and resources. In 2025 CP State and NYDA were recognized by our national partner ANCOR, for the development of the Guardians program and its contribution to staving off federal Medicaid cuts to disability services. This collaborative approach ensures a unified voice in advocating for policies and programs that benefit the I/DD community.



In Spring 2025, we launched the CP State(d) podcast. Originating as a project within our Emerging Leaders program, the podcast has become a vital platform for engaging the I/DD services community. By discussing the latest innovations and field-specific topics, it provides a modern voice for the I/DD population and those who support them.

CP State also manages website content and social media platforms to ensure a unified voice in advocating for policies that benefit the I/DD community. Through these efforts, we continue to enhance CP State's visibility and reinforce our commitment to improving lives across New York State.



LITMOS Learning Management System

CP State's customized LITMOS Learning Management System (LMS) continues to serve as a critical tool for workforce development across its network of Affiliates. Designed specifically for the intellectual and developmental disabilities (I/DD) field, the platform offers flexible, high-quality training to direct support professionals, clinicians, and staff at all levels.

Accessible on-demand from any device, LITMOS ensures that Affiliates can meet training requirements efficiently while supporting ongoing professional development. The system features a wide range of courses – from compliance and clinical best practices to leadership and mental health – tailored to the unique needs of disability service providers. CP State provides over 300 courses to its User Group; many of these 29 agencies have built their libraries to be greater than 400 courses.

User Group Members can also add their own custom content and track staff progress through integrated reporting tools. By expanding access to consistent, I/DD-specific training, LITMOS helps member agencies build stronger teams and ensure the delivery of person-centered, high-quality services.

In 2025, CP State continued to enhance the platform's content and usability, reinforcing its commitment to supporting a highly skilled, mission-driven workforce. Averaging over 8,000 users per month, the CP State LITMOS User Group serves 21 CP State Affiliates and 9 other agencies in the I/DD provider field.



Conferences

2025 CP State Annual Conference Powers Progress

The 2025 CP State Annual Conference, held October 8–9 in Saratoga Springs, brought together Affiliate leaders, staff, and partners for two days of learning, networking, and forward momentum under the high-energy theme Powering Progress.

The conference celebrated the essential role CP State and its Affiliates play in driving progress for people with disabilities across New York. From keynote speaker Tim David’s mind-bending presentation, to breakout sessions on technological opportunities, regulatory updates, advocacy, and operational best practices, attendees walked away with actionable insights and renewed inspiration. The conference also featured interactive panels, Affiliate achievements through the now annual For the Win session, and lively networking events that fostered collaboration across the statewide network.



The 2025 conference reminded everyone that the disability field is powering on – and CP State is leading the way. As challenges persist, so does the resolve of CP State and its Affiliates to innovate, advocate, and deliver for the people they support.

HR Conference

CP State held the 8th Annual Human Resources Professionals Conference for the Disability Provider Community on June 17-18. This was an in-person event attended by more than 100 HR professionals from across the state. Topics included “How to Conduct Successful Harassment Investigations and Reach Defensible Conclusions”, a roundtable case study discussion, “AI in Your Workplace”, and “Navigating the Multi-Generational Workplace.”

Clinical Conference

CP State held the 7th Annual Conference on Multi-Disciplinary Clinical Care for Patients with Intellectual and Developmental Disabilities on June 8-9. This 2-day, in-person conference was attended by over 130 clinicians from various disciplines including physicians, dentists, physician assistants, nurse practitioners, PTs, OTs, SLPs, social workers and psychologists from throughout NYS. This is the only conference of its kind in New York that brings together experts of different backgrounds to discuss how to provide the highest quality of care for individuals with I/DD.

Compliance Conference

Held with our partners at The Arc NY on April 29, the annual Compliance and Quality Connections Conference brought together Compliance Officers, Compliance Committee Members, Quality Assurance Officers, Board Members, and Executive Leadership for valuable information to ensure disability service providers are running effective and efficient programs. For the first time, awards were given in Excellence in Compliance, Excellence in Quality, and Impact.

NYS Elks & Home Service Program

CP State has for six decades been generously supported by the New York State Elks Association who has designated us as their major project recipients. The Home Service Program is a collection of Home Service Directors at our Affiliates who use the Elks supported vans and other resources to provide individualized services to adults and children with disabilities and their families in their home communities – services which are not funded by traditional funding and complement the mission of the Affiliates. Since inception, the program has grown to encompass every county of New York State. The staff provide referrals for appropriate evaluation and program services, advocacy, counseling, follow-up, and program development.



Over the now more than 60 years, the New York State Elks Association has contributed nearly \$35 million to CP State and its Affiliates for the Home Service Program, including nearly \$450,000 last year. The Elks also provide Affiliates with three \$10,000 grants annually for the replacement of a Home Service Vehicle, as well as individual project grants of up to \$3,000 per project. But their involvement in CP State doesn't stop at funding. Major Projects Chairman David Brown is a fixture at CP State events and Past State President and Elks Major Projects CEO Jamie Peace serves on the CP State Board of Directors.

“CP State would not be where we are today without the incredible partnership with and support by our friends in the NYS Elks. Raising the funds they do is not easy, but it’s done with joy and compassion in all corners of the State, and the result has been an improvement in the quality of life for so many people with disabilities.”

CP State President and CEO Mike Alvaro

Financial Statement

CEREBRAL PALSY ASSOCIATIONS OF NEW YORK STATE, INC.

STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

NET ASSETS WITHOUT RESTRICTIONS	2025	2024
REVENUE AND SUPPORT:		
Membership dues	1,564,193	1,495,732
NYS Elks	436,700	446,700
Conferences	419,902	365,053
Grants	605,098	500,540
Other	106,800	348,797
Total revenue and support	<u>3,132,693</u>	<u>3,156,822</u>
EXPENSES:		
Advocacy	180,829	132,835
Education	777,850	900,743
Member support	1,976,917	1,937,115
Management and general	<u>331,399</u>	<u>329,125</u>
Total expenses	3,266,995	3,299,818
CHANGE IN NET ASSETS	(134,302)	(142,996)
NET ASSETS - beginning of year	<u>543,464</u>	<u>686,460</u>
NET ASSETS - end of year	<u><u>409,162</u></u>	<u><u>543,464</u></u>

Questions?

Contact us at info@cpstate.org or at (518) 436-0178.

Download a copy of this annual report at www.cpstate.org.



Cerebral Palsy Associations of NYS
DBA CP State
3 Cedar Street Extension, Suite 2
Cohoes, NY 12047