



CP State

POWERING PROGRESS

2024

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

2024 marked a significant year for the disability field in New York as we transitioned from recovery to transformation. Persistent challenges - such as a deepening workforce crisis, outdated regulatory frameworks, and a funding structure slow to adapt - remained at the forefront. Nevertheless, CP State and its Affiliates achieved notable progress toward sustainable solutions.

Through dedicated advocacy, collaboration, and innovation, CP State secured several key victories:

- A 2.84% Cost-of-Living Adjustment for eligible human services programs, including those funded by OPWDD, OMH, OASAS, and OCFS. This increase, up from the initially proposed 1.5%, amounts to a \$185 million investment. Followed by an addition of \$850 million to the system to recognize cost increases, the advocacy of CP and our partners has effected real change in our system.
- Tuition rate increases for 853 and 4410 schools, aligned with state aid growth factors, were secured most directly in response to CP State's efforts to help these specialized schools better meet the educational needs of students with disabilities. The New York State Education Department approved increases of 6.25% for the 2023–2024 school year and 4.3% for 2024–2025.
- Authorization for special education schools to retain annual surpluses, allowing 4410, 853, and Special Act schools to retain up to 11% of their annual surpluses through the 2024-25 fiscal year. This provision offers greater financial stability and flexibility for these institutions were again the result of CP State's leadership and advocacy.
- A 30% increase over the base rate for Article 28 clinics, totaling \$22 million when fully annualized.
- A 5% in-person rate increase for Early Intervention services, amounting to \$13.9 million fully annualized.
- A 4% rate modifier for Early Intervention services delivered in “rural and underserved” areas, totaling \$1.2 million fully annualized.

In 2024, CP State strengthened its role as the statewide advocacy and resource hub for Affiliates. The CP Advocacy Toolkit has become an essential resource for Affiliate leaders, families, and self-advocates, streamlining messaging and facilitating coordinated campaigns throughout the budget process. Our partnership with New York Disability Advocates (NYDA) continued to amplify the collective voice of the I/DD community across the state.



Innovation remained central to our approach. CP State's system changing Telehealth Grant Program expanded its reach, providing critical infrastructure support to providers statewide. We believe that innovation should be shared across the sector - not just within the CP network - and these programs reflect our commitment to advancing the entire field.

Simultaneously, CP State offered Affiliates rich educational and peer networking opportunities through our conferences, committee work, and specialized trainings. Our Learning Management System expanded again in 2024, making high-quality, disability-specific training more accessible to staff across the state. Our HR, Clinical, and Compliance conferences remained vital platforms for sharing strategies and solutions in a dynamic environment. And our Annual Conference continues to be not only a learning resource, but a celebration of the innovation taking place at our Affiliates and in the field.

Looking ahead, we are entering a time when vision, unity, and readiness are more crucial than ever. CP State is not just keeping pace with change - we are helping to drive it. As always, we will do so with the same steadfast focus that has guided us for nearly 80 years: working side-by-side with our Affiliates to ensure that people with disabilities receive the services and supports they need, when and where they need them.

Together, CP State and its Affiliates are moving forward - stronger, smarter, and more united than ever.

Sincerely,



MIKE ALVARO
President/CEO



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

Who We Are

Cerebral Palsy Associations of New York State (DBA as 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

Office Manager

Cheryl Bradway

Executive Secretary

Angela Anderson

Administrative Assistant

Kelsey Massyk

Vice President, Reimbursement & Regulatory Compliance

Deb Williams

Director, Community Health Outreach Project

Cindy Morris

Director of Special Projects & Online Learning

Tim Ferguson

Director of Communications & Advocacy

Bill DeVoe

2023-24 Board of Directors and Officers

Chairman

Thomas J. Caserta, Jr., Esq.

Vice-Chair

Debra Colley, Ph.D.

Treasurer

Stephen C. Lipinski

Secretary

James E. Peace

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Leisa A. Alger
Mary W. Boatfield
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Karen Geller-Hittleman
Rick Guidotti
Thomas Hamel

Matthew Kaufman, MD
Brian P. McLane
Dahlian Porter

Active Past Chairs

Louis B. Tehan

Emeritus Directors

Ann B. LeMark
Cora Baliff

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 cerebral palsy and other developmental disabilities, as well as people with significant other 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 through our statewide committees, which meet throughout the year.

- Corporate Compliance/ Quality Assurance
- DD Advocacy Team
- Development/Public Relations
- Education/Early Intervention
- Emerging Leaders
- Employment/Vocational/ Day 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 Program – 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 and BIP 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 on 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 – \$380 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.

CP State's budget reaction

Mike Alvaro, President and CEO of CP State, expressed disappointment with the FY 2025 New York State Budget, saying it fails to meet the needs of New Yorkers with disabilities. He noted that the modest funding increase does not keep pace with inflation or address the severe workforce crisis. “Once again, we’re doing more with less,” he said. Despite the setback, Alvaro praised CP State’s Affiliates for their relentless advocacy—attending rallies, meeting with legislators, and mobilizing their communities. He affirmed CP State’s commitment to evaluating this year’s efforts and continuing to fight for the funding and support people with disabilities deserve.

Advocacy & Government Relations

CP State and its partners in New York Disability Advocates have 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 will receive a Guardians of Medicaid recruitment packet designed to illustrate the critical role Medicaid plays in their districts. Each packet includes:

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



The letter emphasizes 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 warns 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 pushes back against misleading claims that Medicaid cuts are necessary to combat waste and fraud. As the letter states, 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 challenges New York's congressional delegation to take a stand. Lawmakers are being 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 states. "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 are encouraging 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 the 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's mission is to enhance health outcomes, promote community inclusion, and improve quality of life by removing barriers to access. Since its inception, CHOP has awarded approximately \$3.4 million, benefiting over 7,200 individuals across New York State. Funded items have included everything from hearing aids, dental care, and walkers to therapeutic equipment and life-changing communication tools - like the one that gave Lily her voice.

A voice for Lily

For any 8-year-old, expressing emotions and needs can be challenging. For Lily Alcinay, it was nearly impossible. Lily, who is on the autism spectrum and has multiple developmental delays, struggled to communicate - even with her mom, Shelley.

“She would drag herself on the floor, crying and screaming,” Shelley recalled. “I knew she needed something, but she couldn't tell me what.”

Shelley and Lily's care manager sought Applied Behavioral Analysis (ABA) therapy, a proven communication tool. However, the Department of Social Services (DSS) refused to fund the therapy and suggested billing Medicaid. But when the care manager reached out to multiple ABA therapy providers, none of them accepted Medicaid. With nowhere else to turn, Shelley applied for a CHOP grant.

CHOP funded Lily's ABA therapy and introduced her to the Picture Exchange Communication System (PECS), which allows her to communicate using images.

“ABA taught me to wait, to let her decide,” Shelley said. The transformation has been remarkable. Lily can now express herself, make choices, and participate more fully in life.

“It's been a life-changer,” Shelley said. Without CHOP and the Mother Cabrini Health Foundation, she added, Lily “would have been trapped.”

Instead, she has a voice.



Emerging Leaders Committee

In 2024, CP State launched the Emerging Leaders Committee, a bold new 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.

Each member of the committee was nominated by their Affiliate's Executive Director based on their demonstrated commitment to the disability field and their potential for future leadership. These dedicated professionals bring diverse perspectives and a shared passion for service innovation, advocacy, and organizational growth.

The Emerging Leaders made their debut on a statewide stage in October 2024 at the CP State Annual Conference, presenting a well-received session on identifying and preventing employee burnout - a topic especially relevant during this time of workforce challenges.



Since then, the group has remained deeply engaged, contributing to Regional Council meetings, CP State Board discussions, and regular committee meetings. In early 2025, they identified three key projects to tackle through specialized subcommittees:

- Launching a CP State Podcast to spotlight stories, strategies, and successes from across the Affiliate network;
- Authoring a white paper on the systemic issues facing Early Intervention services in New York State;
- Developing a shared supervisor training program to build leadership capacity across Affiliates and support retention.

In July 2025, the committee will host its first summer retreat, which will include participation in the CP State Board Meeting, collaborative strategic planning, and vital networking time. Looking ahead, the Emerging Leaders will return to the spotlight at the 2025 CP State Annual Conference, where they will present a live podcast recording - bringing their energy, insight, and voices directly to the CP State community.

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.

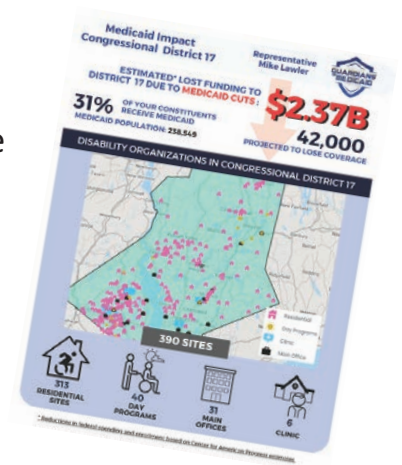
Communications

CP State continues to grow its public presence as well as deliver quality communications to Affiliates and other stakeholders.

Key responsibilities include developing and disseminating advocacy materials, coordinating media relations, and producing publications that highlight the organization's initiatives and successes. The department also oversees digital communications, including website content and social media platforms, to engage stakeholders and the broader community.

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. This collaborative approach ensures a unified voice in advocating for policies and programs that benefit the I/DD community.

Through these efforts, the Communications Department enhances CP State's visibility, fosters community engagement, and reinforces the organization's commitment to improving the lives of individuals with I/DD 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.

Affiliates 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 Affiliates build stronger teams and ensure the delivery of person-centered, high-quality services.

In 2024, CP State continued to enhance the platform's content and usability, reinforcing its commitment to supporting a highly skilled, mission-driven workforce.

Conferences

2024 CP State Annual Conference spotlights innovation and momentum

The 2024 CP State Annual Conference, held October 21–22 in Saratoga Springs, brought together Affiliate leaders, staff, and partners for two days of learning, networking, and forward momentum under the high-energy theme *Lights, Camera, Action!*



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 Susan Robinson’s compelling presentation, *Dis-Labeled and Empowered*, to breakout sessions on workforce resilience, regulatory updates, advocacy, and operational best practices, attendees walked away with actionable insights and renewed inspiration. The conference also featured interactive panels, Affiliate spotlights, and lively networking events that fostered collaboration across the statewide network.

The 2024 conference reminded everyone that the disability field is ready for action - 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 7th Annual Human Resources Professionals Conference for the Disability Provider Community on June 4-5. This was an in-person event attended by more than 100 HR professionals from across the state. Topics included “Navigating Complaints and Investigations for Human Resources Staff”, a discussion on “Transformative DEI Practices”, and “Shaping the Future: A Transformative Workshop for Innovative I/DD Leaders.”

Clinical Conference

CP State held the 6th Annual Conference on Multi-Disciplinary Clinical Care for Patients with Intellectual and Developmental Disabilities on June 20. This virtual, 1-day program served as a transition year until we return to our 2-day, in-person conference in Spring 2025! The only conference of its kind in New York, it brings together experts of different backgrounds to discuss how to provide the highest quality of care.

Compliance Conference

Held with our partners at The Arc NY, the annual Compliance and Quality Connections Conference brings 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.

NYS Elks & Home Service Program

March 15, 2024, marked the 60th anniversary of the Home Service Program, funded by our amazing partners at the New York State Elks Association.

As services for people with disabilities evolved over the decades following the Cerebral Palsy Association of NYS' inception in 1946, it became apparent that many people with disabilities were homebound, with the heaviest burden of day-to-day care borne by families.

On March 15, 1964, representatives of the New York State Elks Association and CP State met to discuss a joint venture that would benefit children and adults with disabilities and their families. As a result, the NYS Elks Home Service Program was adopted as an Elks Major Project.

The Home Service Program, concentrating on individuals with Cerebral Palsy, is a collection of 27 Home Service Directors and the vans that the directors use to provide individualized services to adults and children with disabilities and their families in their home communities. 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.

In the past 60 years, the New York State Elks Association has contributed more than \$30 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.

"On behalf of CP State and its Affiliates, I want to thank Jamie and David, and all of our friends in the NYS Elks, for the invaluable work they do," said CP State President and CEO Mike Alvaro. "The support they've given the Home Service Program has made a remarkable impact on the quality of life for people with disabilities."



Financial Statement

CEREBRAL PALSY ASSOCIATIONS OF NEW YORK STATE, INC.

STATEMENTS OF ACTIVITIES FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

NET ASSETS WITHOUT RESTRICTIONS	2024	2023
REVENUE AND SUPPORT:		
Membership dues	1,268,402	1,189,903
NYS Elks	446,700	456,700
Conferences	592,384	558,171
Grants	843,269	838,833
Other	6,067	10,609
Total revenue and support	<u>3,156,822</u>	<u>3,054,216</u>
EXPENSES:		
Advocacy	128,797	98,222
Education	877,720	525,064
Member support	1,878,088	2,137,790
Management and general	<u>321,601</u>	<u>348,600</u>
Total expenses	3,206,206	3,109,676
CHANGE IN NET ASSETS	(49,384)	(55,460)
NET ASSETS - beginning of year	<u>709,533</u>	<u>764,993</u>
NET ASSETS - end of year	<u><u>660,149</u></u>	<u><u>709,533</u></u>

Questions?

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

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