



What's Happening in Our World This Month?

CP in Forbes, Celebrating CP Commitment, DSP Week, Rehab Week, STEPtember, & MORE!

Dear CP Unlimited:

What an exciting time for the organization and our community of team members, persons supported, and CP supporters!

The Agency is wrapping up our annual summer BBQs that have collectively welcomed hundreds of people to gatherings across New York City, and many neighbors have been happily present at each to learn more about our work.

Speaking of great groups, we recently honored 149 members of our team at our annual Employee Longevity event (see page 2) who have contributed a collective 2,300 years of service to CP Unlimited. All of us owe them the biggest "Thank You" for their commitment and impact.

Further, we will be spotlighting the work of our Direct Support Professionals and Rehabilitation teams this month and I hope you join with me in recognizing their unique efforts for people with I/DD.

I also want to point out that we are growing recognition for our work beyond the boroughs and Hudson Valley. I recently had a chance to speak in *Forbes* magazine about how for-profit companies can better support persons with disabilities and create better connections for their employment. I hope you will take a moment to read the piece and share it with your network.

With hopes for a successful and inspiring September,

Joseph M. Pancari, President & CEO



Recognizing the Commitment of our CP Team Members

At CP's Employee Longevity 2024 Event

The Agency recently took time to recognize **149** members of the CP Family who have demonstrated extraordinary dedication and are celebrating 10, 15, 20, 25, 30, 35, or 40 years helping people with I/DD achieve fulfilling lives. **They were honored at a special morning program and collectively, they represent more than 2,300 years of service.**

Reflecting the diversity of the Agency, we counted many Direct Care staff amongst Drivers, Mechanics, IT staff, Training, Administrative, Nursing, Habilitation Aides, Finance, and Executives, all of whom contribute to our mission in special ways. Each individual is part of a system of change, building a culture of inspiration.

"You are helping people have a good life...in many instances, no matter what role you play, you are considered family. That is true of every person here today; during a snowstorm, during COVID, you are there. This is not a job for you, this is a vocation. Because of you we are a great Agency," said Joseph M. Pancari, President & CEO. *"This is a celebration of you."*



See More from the Program:





Summer Wheelchair Clinic Wrap Up Cleaning Chairs and Changing Lives



130+ Chairs Cleaned, 130 Lives Transformed

More than just a washing and beyond the thorough inspection, each clinic is an opportunity to enhance the personal freedom of people with mobility limitations, deepen the reliance and self-confidence of everyone we see, and- perhaps most importantly- make safe the daily equipment required by people who take advantage of our services.

This summer, our team held eight wheelchair clinics where we were able to help more than 130 people who use wheelchairs receive the personalized care and service they needed when they needed it most.

From the Brewster Elks Club to CP's Day Hab programs in Brooklyn, Bronx, Queens, and Staten Island, the inspiring CP team always showed up ready to work and we thank, specifically, **Paul DiGiovanni, Abdul Ghafoor, Nestor Ortiz, Ester Giraldo, Michelle Bostic, Rabije Bajrami, and Diankah Eligon** for their commitment and results!



Perhaps the most meaningful testimony came from Danielle's mom Regina who explained that her daughter's stroller chair had not been properly inspected in over a decade!

Thanks to our efforts, they received back a shiny, reliable, repaired chair that will help Danielle navigate the city with increased confidence and safety.

"I am so happy and thankful and we really needed it and got great service! We really appreciate it!"

-Regina

Forbes



In a recent article published in *Forbes*, CP Unlimited President & CEO Joseph M. Pancari had the opportunity to share thoughts on corporate misconceptions around hiring and incorporating persons with disabilities in the professional workforce and how employers can deepen the pool from which they source talent to create a more equitable society.

"There can also be a misconception that accommodations for disabilities are a one-size-fits-all solution when that is very often not the case," adds Joseph M. Pancari, CEO at CP Unlimited. *"These accommodations can vary based on ability. While this may imply that the employer will have to incur a lot of extra expense in hiring people with disabilities, we find this to be a myth. Once someone with a disability has a job, they will keep it for as long as they can. And, when we work alongside someone with different abilities, it actually enhances our view of what is possible."*



[Read the full article online by clicking here or scanning:](#)



September 18: Day Hab & Article 16 Open House



Join us to learn about CP Unlimited's comprehensive therapies, classes, activities, unique gardening program, and caring supports for people 18+ with intellectual and developmental disabilities in Brooklyn.

Wednesday, September 18:

10:30 AM - 1:30 PM

Linda Buch Gherardi Center (921 East New York Ave.)

RSVP to Nandanie Sabajo to confirm: nsabajo@cpofnys.org

Direct Support Professional Week 2024



Honoring the Work of
CP Unlimited's 1,140
Direct Care Staff

September 8-14



You Are the Backbone of CP Unlimited!

The impact of CP Unlimited has always been simultaneously comprehensive and caring, personally oriented and proficiently delivered.

Our agency reputation, built and nurtured since 1946, is sustained by the abiding commitment of our Direct Support Professionals. This coming week, we recognize their cumulative work making a fulfilling life achievable for the people with intellectual and developmental disabilities.

While Direct Support Professional Recognition Week is officially September 8-14, it is because of their daily efforts and years-long dedication that true change is made.

Our 1,140 DSPs are both frontline workers and the backbone of CP Unlimited. This is their time to be honored, and I am proud to spotlight their immense contributions. All of us at CP Unlimited hope you will join the chorus of praise for what they each bring to this vital role and advocate for them at opportunities in Albany to make our voices heard.

To our DSPs we offer this message: You are doing heroic, meaningful work and none of our success, or that of the people we support, would be possible without you.

With Our Collective Thanks,

Joseph M. Pancari
President & CEO, Constructive Partnerships Unlimited



National Rehabilitation Awareness Week
Celebrating Skills, Innovation, and Perseverance

You Stretch What is Possible at CP Unlimited

From September 16-22 this year we recognize National Rehabilitation Awareness Week and turn our attention to those involved in this strengthening and empowering work for persons with disabilities.

At CP Unlimited, this means expressing deep gratitude towards our **40** peers, who—via our Article 16 Clinics that offer Physical, Occupational, and Speech therapies—are a vital part of the CP engine driving change in New York City and Hudson Valley. I also want to highlight the work of our Wheelchair Clinic team, whose restorative contributions for people who use wheelchairs cannot be overstated.

Now is also the time to feature the barrier-breaking effects of their recent efforts; last year CP's Article 16 clinics saw a thirty percent increase in visits and our team never wavered in providing best-in-class support.

Beyond these person-centered services, our Speech Therapy colleagues are providing essential data and recommendations to programs like Google's Project Euphonia and, most recently, the Speech Accessibility Project at the University of Illinois. These undertakings create positive change worldwide and are achievements we can all be proud of.

From everyone at CP Unlimited and on behalf of the people we support: You are appreciated and valued, and your work is essential to the success of our mission.

CP Unlimited: New Hires and Promotions

New Members of the CP Team Joining to Make a Difference

Lenz Alexis, Direct Care Counselor

Myraeve Bendo, Registered Nurse

Doreen Bowes, Direct Care Counselor

Elizabeth Campbell-Fowles, Direct Care Counselor

Alexis Frederick, Residence Counselor (Registered Behavior Technician)

Lauren Green, Quality Assurance Quality Improvement Specialist

Kristina Jeudi, Direct Care Counselor

Fayette Jones, Nurse Case Manager

Vidya Maharaj, Direct Care Counselor

DaNecia Marshall, Community Habilitation Specialist

Ronald McClain, Driver

Shannon Mintz, Recruiter/HR Generalist

Monica Perez, Direct Care Counselor

Emilienne Pierre Kelly Belizaire, Direct Care Counselor

Jackson Posy, Direct Care Counselor

Javon Rattigan, Direct Care Counselor

Octave Saint-Juste, Habilitation Specialist

Deonna Sharpe, Habilitation Aide

Jazmine Sturdivant, Direct Care Counselor

Laura Trotman, Registered Nurse

Andrea Young-Bonds, Direct Care Counselor



CP Unlimited invites you to get moving all September long as we raise funds for cerebral palsy research and our work in New York City and the Hudson Valley.

Register for the CP team!

[Click here](#) or scan:



Save The Date: Employee Town Hall, Sept 4

Learn more about this exciting chapter in CP history!

Employee Town Hall
Wednesday, September 4
12:00 - 1:30 PM

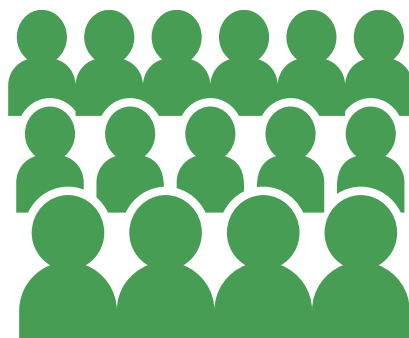
West Farms Center and on TEAMS

**Share Your Thoughts and
Inform the Future of CP Unlimited*

RSVP: Tamara Das (tdas@cpofnys.org)



[Click Here to Sign Up Before It is Too Late! >>](#)



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