

2024

# A YEAR OF INNOVATION AND DEVELOPMENT



ANNUAL REPORT



# LETTER FROM JOSEPH M. PANCARI, PRESIDENT & CEO

## Dear CP Unlimited Family and Friends,

In the spring of 2024, I attended the centennial birthday celebration of Carmela, one of our persons supported in Brooklyn. Hearing her talk about the progression of I/DD support and sustaining commitment of her CPU network illustrated how far we have come and the strength of the people on our team. It was an illuminating opportunity and one that made me proud to serve this Agency of excellence.

This year was one where making a difference was reached through diverse methods and innovative platforms. Harnessing both personal motivation and collective action, CP Unlimited was at the forefront of the field making real inroads and bridging gaps where needed with the singular purpose of helping people with disabilities achieve fulfilling lives.

On the ground, this meant pivoting in alternative directions as CP Unlimited pioneered new categories of residential settings for persons with disabilities and new arrivals to New York, broke ground for a supportive housing complex in Brooklyn, accessed new audiences through more prominent media representation, and helped shape technologies and legislation that make accessibility easier nationwide.

Alongside these successes stands our 2,000+ CP Family, unified in their purpose and reflected in their dedication. We honor their resolve by recognizing the work it takes to do their jobs. As each accumulate additional years with CP Unlimited, their passion only deepens because their love for the people they support continues to grow. This is a unique quality found in the disability field and in abundance at CP Unlimited.

2025 will bring further innovation and advancement and we look forward to updating you about these exciting developments.

Thank you for your support of CP Unlimited now and always.

Sincerely,



**Joseph M. Pancari**  
President & CEO



# LETTER FROM ROSS B. LEVIN, BOARD CHAIR



## To Our Growing CPU Network:

In 2024 we were pleased to partner with Creative Lifestyles. This is the latest in what has been a succession of successful changes of auspices to CP Unlimited over the last decade. We continue to be the partner of choice for nonprofit agencies looking to maintain and grow their services in a financially viable fashion while holding on to what makes their cultures special.

Last year CP Unlimited staked its claim that digital development will drive success in the disability field. This means embracing technology, including VR devices and speech-recognition software, in our care for persons with disabilities, while contributing our expertise to inform how innovations are conceived, created, and implemented.

2024 was also a year in which CPU became broadly appreciated for more than its effective and comprehensive local services. Our input has been sought by a variety of publications, people, and partnerships creating a platform to spread our vision of an inclusive world for the individuals we serve.

There is much to look forward to in 2025 and beyond; I am confident we will maintain the momentum that made this year noteworthy in our proud history.

Thank you all for your efforts.

A handwritten signature in black ink that reads "Ross B. Levin".

Ross B. Levin



2024 was a year when the CPU team also expanded via strategic acquisition. On October 31, the Agency brought the Bronx-based staff and operations of Creative Lifestyles (CL) into our organization. The partnership was initiated and solidified only after extensive due diligence and through the lens of how to best serve New Yorkers with intellectual and developmental disabilities.

Their portfolio of nine residences, Day Hab, Community Habilitation, Cardio Club, and other services fit with the vision and focus of CP Unlimited and we are excited to grow our integrative services within this vibrant community.

*“Creative Lifestyles is proud to become part of CP Unlimited, where their commitment for persons with I/DD shines through. I am thrilled that we have found a dynamic, innovative partner in CPU.”*

-Ann Hill, Executive Director



# RESIDENTIAL SERVICES

Achieving a fulfilling life means having a foundation for success. Nowhere else is more central to that than a supportive and welcoming home. At CP Unlimited, our residential settings are not real-estate but real places where all aspects of an individual's well-being can be addressed and nurtured.

The Agency is proud to operate a network of **120 IRA and ICF residential settings** throughout the five boroughs, Yonkers, and the Hudson Valley distributed under the following categories:

- **Individualized Residential Alternatives (IRAs):** 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:** Homes with 24-hour oversight, building on IRA supports to also offer treatment services, training, and on-site nursing care.

**In calendar year 2024, the organization supported 550 people living in IRAS and 132 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 Program Services



## New Home to Come in Poughkeepsie Integrating Technology and Care

CP Unlimited's Hudson Valley Division was on the move in 2024, relocating and upgrading facilities. We accomplished our goal to provide the best supports and services in the most innovative and accessible settings.

This new home on Beechwood Avenue was custom designed with people with disabilities in mind. From the barrier-free hallways to the integrative speech and accessibility tools, it is a place of love and support where 8 people will achieve fulfilling lives.

*"Welcoming these new residents will be a significant step forward and we are so very proud of the team that built this home. CPU is a proud member of the Dutchess community and recognize their immense support for people with I/DD."*

-Penny Pagliaro, Executive Director, CP Unlimited, Hudson Valley

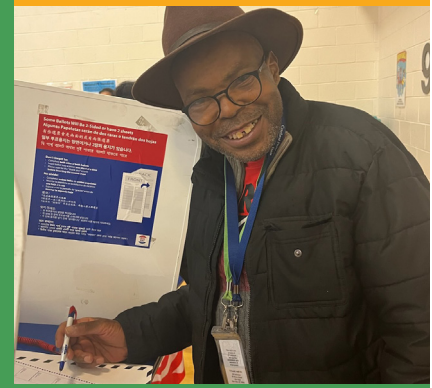


# OPWDD SUBSIDY PROGRAM

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 all five boroughs, in 2024 CP Unlimited supported 86 people in ISS housing.**



## Annual ISS Dinner

Welcoming more than 20 ISS participants and family members, the annual ISS Dinner is a way to demonstrate the steps made each year towards greater independence and mobility.

*"Whenever I go to visit [my brother in a CP setting], I am just so impressed by how loving everyone is and how well they are cared for. It's a very special thing in this world to have people who actually care and want to help...throughout a person's lifetime. Thank you CP Unlimited."*

-Shari Sperling, Family Member

# COMMUNITY HABILITATION

CP Unlimited's Comm Hab program is a Medicaid-funded residential opportunity where people with I/DD reside in local communities while developing skills to achieve independent-living goals.

All participants in Home and Community Base Service (HCBS) are eligible to receive this service and work to attain deeper degrees of self-determination with the assistance of a trusted Community Habilitation Specialist. Staff are matched based on the preference of each person and remain flexible while delivering services in the person's language of choice.

**In 2024, the organization helped 95 people receive comprehensive Community Habilitation services in New York City and Hudson Valley.** This year, the Agency continued its Self-Direction support initiative, 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.



*"I have been living in the Bronx for over three years now and I'm very happy to be on my own and I have CP Unlimited to back me up. I'm glad that I'm on my own because it's making me learn how to be more responsible and learn new things."*

- Lillian C, ISS Program Participant

# DAY HABILITATION SERVICES



The CP Day Hab network is a tapestry of care and education, intermixed with community-based experiences, music, art, and more designed to help people with disabilities achieve fulfilling lives.

Unique options developed by CP Unlimited include two renowned photo clubs, a pottery workshop with the only kiln used by persons with disabilities, a growing book club, yoga and movement options, and the inspirational M.O.V.E. program, among additional alternatives.

**In 2024, the Agency delivered programs in New York City and Hudson Valley that enriched the lives of 300 individuals.**

*“CP Unlimited is committed to leading innovation in the disability community. We were the first to introduce the M.O.V.E. program in New York City for adults, and we embrace new technologies like virtual reality and AI to enhance support. It is rewarding to be part of an Agency that constantly seek new ways to improve the lives of individuals with disabilities.”*

-Jessica Francese, Director of Day Services, Cora Hoffman Center



In the Bronx at CPU's West Farms Center, persons supported will enjoy the benefits of Floreo VR headsets in the new year. 2024 was spent setting up the partnership to help neurodivergent individuals develop and improve a broad range of meaningful skills through immersive, research-based, virtual reality lessons.

This will be the first equipment-based VR program employed at the Agency and represents our commitment to exploring all options to deliver best-in-class support for persons with disabilities.

*“The VR program is a virtual layer of learning. We are so excited knowing that CPU is exploring new innovations for the people we support.”*

-Coleen Grant, Vice President of Day and Community Services

## Day Hab Without Walls

CP Unlimited participates in the OPWDD Day Habilitation Without Walls program throughout the five boroughs of New York City, **offering 75 people in 2024** the ability to integrate into their local community more deeply by accessing events and skill-building opportunities at area businesses, libraries, parks, museums, cultural centers, and more.

In 2024, Day Hab Without Walls started a volunteer partnership with chain store Five Below to help 6 of our persons supported learn new skills. We also launched a relationship with New York Common Pantry for 9 persons supported to volunteer at their Bronx and Harlem food pantries. Lastly, a new t-shirt production program was created in the Bronx to support the needs of our Agency and that team hand-screened over 1,000 shirts for the CPU team to celebrate our annual summer BBQ events.



## Two Exhibitions in One Year: CP Unlimited Photography Programs

### **"Through the Lens: New Images from the Progressive Visions Photo Club"**

The National Lighthouse Museum, the leading maritime sentinel arts center, featured the Progressive Visions Photo Club in a special exhibition in February 2024 with a dozen creative images of local monuments, exteriors, and permanent displays captured on excursions to the area.

***"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."***

- Linda Dianto, Executive Director of The National Lighthouse Museum

### **"How We See It: New Photos from West Farms Photo Works and the Progressive Visions Photo Club"**

The Positive Exposure Gallery displayed a collection of recent abstract, architectural, portrait, and street photography created by Andrea Tier, Charles Scaturro, Frank Ferebee, Kimberly Bland, Lee Jarvis, Lemar Jackson, Loretta Mason, Maria Jimenez, Rousmaniere Brathwaite, and Scott Hooks in August 2024.

A special workshop was also held in conjunction with the exhibition, offering the opportunity for external contacts to shoot and edit their street photography after a local scouting experience.

***"It was a thrill to host CPU's brilliant photographers at our Positive Exposure gallery in East Harlem. To witness first-hand the talent and passion of these visionary artists was impactful and transformative. Our gallery shook at its very core trying to contain such vibrant and evocative work."***

- Rick Guidotti, Founder and Director





# EDUCATIONAL DEVELOPMENT

## Adult Education Series

CPU's Adult Education Series is a virtual and in-person experience enjoyed and anticipated throughout the year. Participants help direct the subjects studied and are supported by their Direct Care staff to help reflect lessons in their daily lives.

Utilizing online learning platforms, the Agency embraced technology to reach the CPU network most efficiently to open up the range of programs and options. Innovating within these platforms allows us to continue expanding the skills of the people we support.

**For calendar year 2024, CP Unlimited supported 54 people** through a full slate of courses on Everyday Math Skills, Using Technology, Job Skills, Cooking and Baking, Health & Nutrition, Fundamentals of Reading, Social Hour, and the 'Patrick Emproto Book Club.'



*"As we conclude the seventh year of the Adult Education Series I reflect back on the previous years and am so impressed by how determined each student is who attends the classes. As their teacher, I am so proud and look forward to what will come in 2025!"*

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



## New Partnership with Online eLearning Platform Makes New Coaches

KIBU, the online eLearning platform designed for persons with disabilities, featured CP Unlimited persons supported in a variety of ways in 2024!

Integrating the service into various residential and Day Habilitation settings, CPU expanded our educational offerings and community skills building capabilities. In advance of the November 2024 election, CPU worked with KIBU founders to conceptualize and create a course on "How to Vote" for persons with disabilities-

taught by Diego and Lisa Marie, two of our persons supported- and rolled it out nationally to help anyone with I/DD deepen their civic responsibility and develop their voice.

*"CP Unlimited has been an ideal organizational partner, both in utilization and innovation. They have helped us develop content and think of new courses for our national network in addition to accessing our materials in a variety of settings for people with I/DD. We have come to see them as partners where our vision is amplified through their thoughtful contributions."*

-Daniel Caridi, co-founder, KIBU HQ



## Adult Graduation Awards 38 Certificates

CP Unlimited celebrated nearly forty students as they marked their graduation from our 2024 Adult Education Series of classes.

Participants enjoyed a range of courses, tuning in every week to grow their skills and knowledge. Many students took the full gamut of classes (represented by black robes and mortarboards above).

***“Our teacher shows us how hard we can work and what we can do.”***

-Marta Colon, Graduate



# VOCATIONAL DEVELOPMENT



## Supported Employment (SEMP) and ACCES-VR

CP Unlimited helps persons supported 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 CPU's Employment Training Program (ETP).

**CPU placed 13 persons supported in various positions at large companies, local chains, independent cleaning, maintenance, and dining establishments, alongside several Diagnostic Vocational Evaluations (DVE) and Community-Based assessments for the ACCES-VR program.**

*"Having the people we support access the community as professionals as well as residents is a core component to a fulfilling life. Broadening their roles at work translates to enhanced skills at home and other areas,"* -Kadia Hibbert, Associate Director of Vocational Services



## Armando P. Highlighted in *Accessibility for All Magazine*

A piece in Mélangé Publishing's *Accessibility for All* highlights Armando P., one of our persons supported who works at American Express, and the direct support professional who helps him accomplish his goals.

Armando is a person with Intellectual and Developmental Disability (IDD), but his job at American Express Dining Department infuses purpose into his days which he approaches with passion and enthusiasm. You'll find him tidying up food stations, making sure the microwaves are spotless and overall, keeping the office clean. He is contributing and making a difference. Every task he performs is done with care, attention and a pride that comes from knowing he's an essential part of the larger whole.

Rozanne's work with Armando has been instrumental. She's the one making sure his workplace is a welcoming, inclusive environment. She's there to advocate on his behalf when needed—whether that's coordinating time off for a doctor's appointment or ensuring his paychecks are accurate. But her support doesn't stop at logistics. Rozanne helps Armando navigate the social and emotional aspects of work, too. She guides him in handling relationships with coworkers, encourages him to take his time and focus on quality over speed and teaches him the self-advocacy skills that will serve him for a lifetime. "He likes to move fast," she laughs, "but I always remind him that it's about quality, not speed."



# ARTICLE 16 CLINICS

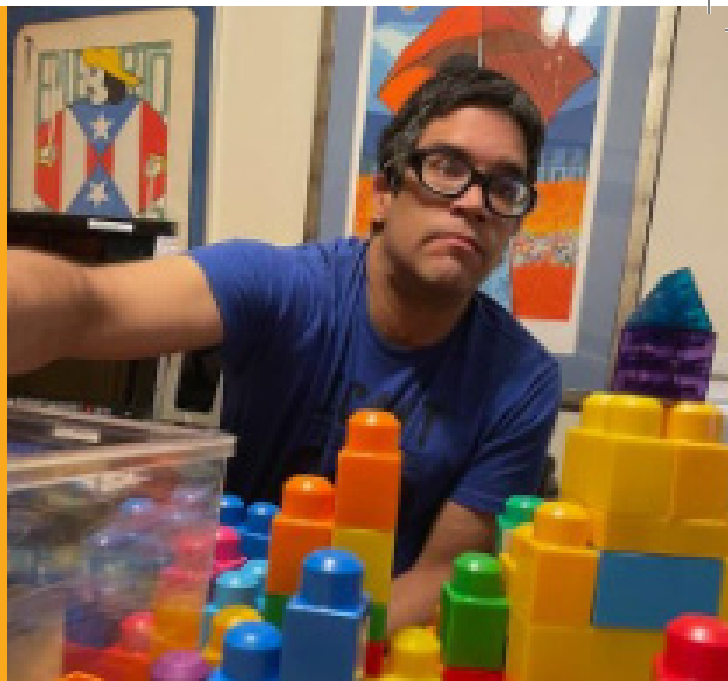
CPU maintains a supportive and innovative network of 6 OPWDD-certified clinics in New York City and the Hudson Valley.

Each setting is a strengthening environment where attendees can become more independent and reach personal goals with the help of our dedicated therapists. We encourage patients to aim for new achievements while providing one-to-one support that makes a true difference in their individual lives.

**In 2024, our clinics counted 779 Admissions and 13,353 Article 16 visits.**

***“Each day, our Article 16 professionals are developing unique, personalized treatment plans for New Yorkers who need specialized, ongoing care. Their work building strength and spirit is second to none and I am proud to be on a team with this level of commitment to everyone who comes into our clinics.”***

- Diankah Eligon, Senior Director of Rehabilitation & Article 16 Services



## **“It was hard, but we got him to talk”: Daniel’s Story**

Now 44 years old, Daniel lives with a range of serious medical conditions that require constant attention. Before his 18th birthday, Daniel lost the ability to use his words. For most of us, being able to communicate is something we take for granted, but for Daniel, it has been a daily hurdle.

In 2018, Daniel began a customized speech therapy program through CP Unlimited’s Article 16 Clinic designed to bridge the gaps in his ability to express himself. Over the past six years, CP Unlimited speech therapists Marilyn Ladewig and Sheila Weinstock have worked patiently and consistently with Daniel.

Filled with emotion, Marilyn recalled the day that Daniel spoke again for the first time, “It was hard, but we got him to talk”. Daniel’s progress was the product of an unbreakable partnership: his mother’s relentless advocacy, his aide’s daily dedication, and his therapists’ commitment to trying everything they could to help.

“He’s starting to be more communicative in general, and I’m really excited about that,” Sheila shared. “He’s very sweet, very playful. He’s genuinely trying to explore the world to the best of his abilities, and it’s all our goal to try and maximize those abilities.”



# QUALITY ASSURANCE AND QUALITY IMPROVEMENT



The Quality Assurance and Quality Improvement Department is essential at CP Unlimited and data analytics is a central focus.

In 2024, the department continued to push forward with enhancements in Power BI solutions for incident management and audit trends. CARF accreditation for Day Programs remains a top priority with our new partnership with Creative Lifestyles. QA/QI maintains focus on program innovation to ensure systems work as efficiently as possible to provide the best supports for persons receiving services.

In addition, the department is working collaboratively with the Agency housing options launched for asylum-seekers to ensure policies and procedures are developed and implemented for efficient and safe operations.

*"CPU's commitment to quality helps unite our work under the banner of advancing a fulfilling life for those under our care. We use inspiration and innovation to enhance the memories of yesterday and make a better tomorrow for the people we support."*

-Debbie Jackman,  
Incident Management Specialist



# INNOVATION LEADS ADVANCEMENT



## Speech Accessibility Project

CP Unlimited was a partner in this innovative project through the University of Illinois to train voice recognition technologies to understand people with diverse speech patterns and disabilities.

The data provided by the Agency by 32 participants from the CPU network led to 37% improvement in word error rate for nonstandard speech and improved recognition for standard speech.

***“Being understood by technology can mean the difference between paying a bill easily or calling 911 with your voice. Having automatic speech recognition work for the developmentally different population would mean more and better communication for my patients.”***

-Marilyn Ladewig, Speech Language Pathology Supervisor

## StationMD

Through our ongoing partnership with telemedicine provider StationMD, CP Unlimited has dramatically reduced ER visits and operational overhead for persons supported throughout the Agency network contributing to more quality time at home and in the community.

CP Unlimited spent 2024 working on legislation to enshrine telemedicine payments in state-level payment structures to further their adoption and usage to benefit all persons with disabilities throughout New York.

***“CP Unlimited continues to be a crucial partner with StationMD, in our innovation of health care delivery through technology and IDD-educated clinicians. CPU’s leadership in this continues to serve as an example to others in the community.”***

- Matt Kaufman, MD, CEO, StationMD

## Wheelchair Innovation Award

CP Unlimited was proud to partner with two engineering students from Cooper Union University and New York State Industries for the Disabled, Inc. (NYSID) to engineer and pilot an emergency wheel locking device to increase safety and reliability for people who use wheelchairs.

***“CP Unlimited settings can serve as real-life testing scenarios where innovations can be piloted in safe and smart ways that contribute to a broader understanding and advancement for the disability field. We are proud to be an Agency where this is welcomed and encouraged.”***

-Sebastian Chittilappilly, Chief of Programs

## M.O.V.E.

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



***“A major part of the success behind M.O.V.E. comes from the innovative, state-of-the-art equipment that has been developed to accommodate the needs of all people who require access to mobility.”***

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



# CP TEAM RECOGNITIONS AND AWARDS



## CP State

Eight of the CP team were given “Staff Recognition Awards” based on their extraordinary level of service and care to people with disabilities and their chosen organizations. This annual recognition is an important honor for colleagues throughout the state-wide affiliate network.

*“I am continually inspired by the exceptional quality of services we provide to individuals with intellectual and developmental disabilities. Our commitment to excellence is evident in every program and initiative we undertake. This past year, we have not only maintained our high*

*standards but have also demonstrated remarkable forward-thinking by expanding our supports, embracing innovative solutions, and fostering collaborations that enhance the lives of those we serve.”*

-Blanca Ramirez, Board Member



## Staten Island Economic Development Corporation

Based on her extraordinary work and advocacy, around decreasing health disparities and facilitation of access to health services for underserved populations, CP’s Loretta Orelien, Charge Nurse, was honored as a “Community Health Hero”.

*“I have a passion for the work because I am doing what I love. I am grateful in knowing that my work makes a difference in people’s lives. Additionally, I am supported by the agency in ways that can advance my career.”*

-Loretta Orelien



## Germain Consulting Awards

Three of CP Unlimited’s own were honored at this regional awards ceremony. They included an Excellence Award of Distinction to Kurt Amundsen, Direct Support Professional, the Leadership Award of Distinction to Sebastian Chittilappilly, Chief Program Officer, and the Educator Award of Distinction to Melissa D’Accordo, Curriculum and Training Specialist.

*“I have dedicated over 42 years to this rewarding field. The individuals I support have truly become my family...Together, we create a supportive environment that nurtures hope and healing for everyone involved.”*

-Kurt Amundsen

## CP Ability Hero Award: Senator Pete Harckham

Created to honor allies in the CP network who have demonstrated a sustaining commitment to our mission and the people we support, the awards committee made a unanimous decision to present the first of its kind to New York State Senator Peter Harckham (District 40).

*“Senator Pete has been a most gracious and generous friend and supporter to CP and remains a stalwart advocate and partner on meaningful actions that we hope will expand disability access statewide. There is no one who deserves this inaugural award more than him,”*

-Penny Pagliaro, Executive Director of CP Unlimited- Hudson Valley



# LEGISLATIVE INITIATIVES



## Traveling with Dignity Act:

Introduced by NYS Senators Peter Harckham (D- District 40) and Rob Rolison (R-District 41) at CP Unlimited's Hudson Valley affiliate, the original bill 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.

While the bill garnered widespread bipartisan and bicameral support, it will necessitate reintroduction for the 2025 legislative session for further consideration and hopeful passage.

***"Everyone should support this bill because it is for everybody who has a handicap, not just for us. It doesn't matter if they have a cane, crutch, walker, or wheelchair."***

-Diego Ortiz, Advocate



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

2024 featured multiple trips to Albany New York where we gathered to advocate for changes and increased support for the disability community. Organized by a variety of umbrella agencies, CP Unlimited was the Agency of note that brought over 100 demonstrators in caravans from New York City and the Hudson Valley at every event because when it comes to showing up for the people we support, CP always goes all out.

***"Through continuous innovation, a commitment to excellence, and a focus on expanding its programs, CP Unlimited strives to create opportunities, foster independence, and build a supportive community where every individual can thrive."***

-Brian Litten, Board Member

## Direct Support Professional SOC Lobbying:

CP team members joined ANCOR in September 2024 for their annual policy event where we met with a range of Federal legislators to raise support for:

- HCBS relief act (S.3118/H.R. 6296) – which would mitigate the impact of termination of temporary American Rescue Plan Act funding and would provide 2 years of increased funding for HCBS services
- Direct Support Professionals Act (H.R.2941) -to help create a standard occupational classification for DSP staff

At the time of writing, each bill had passed the Senate and will be introduced to the House



# NEW NATIONAL EXPOSURE: EXPERTISE AND FUNDRAISING



## Expertise

2024 was a year when the CPU name was featured in more media outlets than ever before, owing to a new push to raise the profile of the Agency and the parallel need for proficiency amongst the press.

Two notable opportunities in *Forbes* and *HR Dive* helped to infuse approaches to working with, and broadening jobs to, employees with disabilities in corporate spaces. From *Forbes*: "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. 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," said Joseph M. Pancari, President & CEO of CP Unlimited.

This was also the first year where editorial writing became a tool to help spread the word about important strategies and initiatives. Two placements in the *Albany Times Union* shed light on the "Traveling with Dignity" Act and tips for the incoming administration on how to help I/DD providers and persons with disabilities nationwide via inventive housing options and programs.



## Fundraising

This was also the first year where the organization launched formal development efforts, aimed at professionalizing our outreach tactics and platforms.

Initial responses have been positive and, with a more robust understanding of best-practices, CP Unlimited can now offer long-term planning choices amongst other giving alternatives that elevate organizational optionality in our competitive and vital sector.

## Patrick Emproto Book Club: Annual Book Drive

The season of giving would not be the same at CP Unlimited without the presence of this annual push to share the joy of reading and literature with children in need throughout New York City.

The annual Book Drive is named for a dearly departed member of the reading club and will count its 500th family impacted.

In 2024, the Annual Book Drive benefitted over 70 families with books, pajamas, and games while instilling a love of literature and discovery.





# BOARD OF DIRECTORS

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Brian Litten  
Veerabhadra R. Nanduri  
Blanca Ramirez  
David Solomon  
John T. Vlachos  
Yvette Watts



***"As a board member, I am so happy to hear how we are changing lives and supporting folks with I/DD using the latest approaches in nursing, social work and psychology while ensuring that as an organization, we thrive and grow. Doing so adeptly is a testament to our executive staff, our incredible workforce and dedicated board members who tirelessly embrace CP's mission and values."***

- Yvette 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,  
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Penny Lynn Pagliaro  
*Executive Director,  
Hudson Valley Division*

Denesh Persaud  
*Chief Technology Officer*

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

Cheryl Weekes  
*Chief Human Resources Officer*

Jeremy Willinger  
*Chief Communications Officer*



# SIGNIFICANT GRANTS AND PARTNERSHIPS



## Legislative Grants on Staten Island

After touring our Cora Hoffman Center and meeting the people we support, the Agency was the recipient of funding from both Staten Island Assemblyman Sam Pirozzolo and Borough President Vito Fossella. The support will help the Agency create a Sensory Room for persons with neurodivergences and other individuals who need a calming space during the day.

Each demonstrate a commitment to persons with disabilities that yields positive impact for local residents with disabilities and their families.

*“One of the reasons I support CP is because of the care they provide their clients. From the Day Hab facility to their homes, it [is] as if they are being taken care of by family members!”* - Sam Pirozzolo

*“We are thankful for the tremendous work CP Unlimited does for those with disabilities and it is a pleasure supporting them in their good mission.”* - Vito Fossella



## A Renewed, Life-Changing Grant from the Mother Cabrini Health Foundation

The \$1M contribution empowers CP Unlimited's to offer wheelchair clinics that help people with intellectual and developmental disabilities, seniors, veterans, and others use their wheelchairs with greater comfort, safety, and reliability.

The Foundation was inspired and encouraged by the ongoing popularity and reach of the wheelchair clinics: Since 2021, CP Unlimited has reached more than 5,000 individuals while growing the area of coverage from the five boroughs northward to the Hudson Valley and expanding the audience through senior homes, events by local politicians, and community health fairs.

*“The wheelchair will help her tremendously when she is going to appointments and for daily tasks. I appreciate [the CP rehab team] taking the time to hear my mother's needs and concerns. [They] went above and beyond by making the proper adjustments to the chair to ensure it met my mother's comfort level. Thank you for your commitment and for making a positive impact in the lives of so many people.”*

-Participant



## Hyde & Watson Foundation Lifts and Fits West Farms

In the Bronx, a new project for persons supported involves putting custom phrases and logos on t-shirts for the organization and outside contacts. Currently, we operate one printing machine for its t-shirt printing work and development training, however, the number of people with intellectual and developmental disabilities we are supporting in the program has increased due to its popularity.

A new grant from the Hyde & Watson Foundation will allow for the purchase of a second printer to expand the capacity of the program to 25 people who can then produce up to 3,000 shirts per week. In addition, the grant will give each person maximum exposure to the craft of printing t-shirts, operationalizing machinery, training, and deployment.



# FINANCIAL STATEMENT



## Statements of Support, Revenue, and Expenses for the Year Ending June 31, 2024 (in thousands)

	6/30/24	6/30/23
<b>PROGRAM REVENUE</b>		
Medicaid fees	\$227,242	\$219,121
Grants and fees	\$12,733	\$7,566
Other program income	\$5,674	\$7,158
<b>TOTAL PROGRAM REVENUE</b>	<b>\$245,649</b>	<b>\$233,845</b>
<b>EXPENSES</b>		
<b>Program services:</b>		
Residential services	\$183,301	\$174,066
Day services	\$35,536	\$33,886
Clinic services	\$4,552	\$4,665
Transportation services	\$3,676	\$3,075
<b>TOTAL PROGRAM SERVICES</b>	<b>\$227,065</b>	<b>\$215,692</b>
<b>Supporting services:</b>		
Management and general	\$19,525	\$18,253
<b>TOTAL SUPPORTING SERVICES</b>	<b>\$19,525</b>	<b>\$18,253</b>
<b>TOTAL EXPENSES</b>	<b>\$246,590</b>	<b>\$233,945</b>
<b>CHANGE IN NET ASSETS</b> before Support and Non-Operating (loss) Revenue	<b>(\$941)</b>	<b>(\$100)</b>
<b>Support and Non-Operating Revenue:</b>		
Investment income (loss)	\$1,188	\$681
Contributions	\$112	\$40
Prior Year Income	-	\$1,437
<b>TOTAL SUPPORT AND NON-OPERATING REVENUE</b>	<b>\$1,300</b>	<b>\$2,158</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$359</b>	<b>\$2,058</b>
<b>Net Assets, beginning of year</b>	<b>\$34,693</b>	<b>\$32,635</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$35,052</b>	<b>\$34,693</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](mailto:Tjohnson@cpofnys.org) at [Tjohnson@cpofnys.org](mailto: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!”*

- Enrique Gonzalez,  
Assistant Residential Coordinator



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

United Cerebral Palsy Associations of New York State, Inc.  
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Designate CP Unlimited (d/b/a United Cerebral Palsy Associations of New York State) as your charity of choice to support our mission.



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