Imagine. The theme for this year’s annual conference is a reminder and a challenge for all in the disability field. We find ourselves at a point where more than thirty years of the disability movement’s progress forward has begun to stall, with growing lists of families in need of supports and services all across New York State. At both the Federal and State level, our leaders have for the most part failed to make disability issues a priority.

More than seven decades ago, the founders of CP of NYS imagined a community where people with disabilities were truly members as they went to school, accessed health services, and lived in all corners of the State. As New Yorkers, we have collectively done a good job of fulfilling that imagined world. At CP of NYS, we have broadened the number of employment, day, and residential opportunities, and in the last year expanded our services to now include what had been the former Catholic Charities Services of Brooklyn and Queens in New York City. As we have grown, we have been successful in ensuring people throughout the New York City area are integrated in all aspects of the community and lead full lives of their choosing. A primary reason we have been successful has been the critical component of any social service agency’s success: our staff. CP of NYS’ dedicated staff continue to “make it possible,” with the ‘it’ changing every day.

Examples of some of this past year’s success in our Metro Services programs include the expansion of our herb farming, our downsizing of outdated ICF’s, and the expansion of our day programs to a broader, more inclusive, community integrated program in all boroughs. Our staff have undergone extensive training in person-centered planning and have also been making significant strides in ensuring our programs support all life options of people with disabilities.

While we have been successful because of our staff, CP of NYS is not unlike our Affiliates across the State, as the entire field has struggled to recruit and retain workers. Vacancy rates run over 20% in some agencies, with statewide vacancies about 11% and growing. As part of our statewide activities, CP of NYS joined with other disability groups to promote our six-year proposal to bring the field’s direct support professionals to a living wage. After a successful advocacy campaign, known as #bFair2DirectCare, we were able to persuade Governor Cuomo to sign on to fund the first two years of our proposal. We have much work to do as we look to secure the last four years of the proposal’s funding, but in the 2017 budget we enjoyed our first significant increase in support of people with disabilities and our programs. Our work on behalf of our Affiliates also included success in advocating for changes to the State’s reimbursement methods, increases for our pre-school and school-age programs, and numerous advocacy efforts to resolve specific Affiliate issues.

Cover Photo by Patrick Emproto, Progressive Visions Photo Club, CP of NYS Metro Services
Advocacy efforts at the State level have not been enough, because there are also threats of significant Medicaid cuts coming from Washington. As a result, our Affiliate Services office has stepped up our presence and efforts on the Federal level to ensure that the NY delegation continues to support critical federal funding for our supports and services. We have continued our efforts to work with New York State as we collectively transform our system, and a major area of our efforts have been to ensure that system transformation does not discount or remove the many positive aspects of our supports and services. As New York looks to move to a managed care model for people with disabilities, CP of NYS has worked diligently to ensure that the health home/care coordination model meets the needs of people with disabilities, and that our CP Affiliates are well positioned for the new normal as we move toward managed care.

We have worked for many years to anticipate and react to change, both of which build on our imagination of what might be, as well as what is likely to be, if we weren’t advocating for our Affiliates and the people we collectively support across New York State. Imagine what would have happened if we hadn’t prevented any one of a number of bills not beneficial to the people we support to pass, or we hadn’t gotten the State to recognize disability health service providers as uniquely positioned to fill a needed system gap. Imagine what it would mean for families to be certain the supports and services their family member needs will be there, even after they are no longer around to advocate for them. Imagine that our elected officials in Washington and Albany fully supported our programs, and made the needs of those with disabilities a priority. Imagine as providers we were reimbursed sufficiently to provide our workforce with a living wage. Imagine that people with disabilities had full access to all places in our community that everyone does. Imagine that we collectively alter our thinking to see the unique personality and abilities of each of our community members, that we celebrate those characteristics that make each of us different, and we truly embrace and include all our community members.

CP of NYS has a long history of making the imagined real. We are at a cross roads in the disability movement and there’s many ways things can play out. The realist in us makes us imagine what might not be, the optimist and our history causes us to continue to see a future in which our dreams for inclusion and community support are realized. We must always imagine.

Photo by Kimberly Bland. Fellow photo club members Helen L. (left), Manhattan DCC Anitra Smith, and photo club member Leslie G. (right) in Central Park.
COMMUNITY LIVING SERVICES
- 447 people live in 101 certified Individual Residential Alternatives (IRAs)
- 135 people live in 12 certified Intermediate Care Facilities (ICFs)
- 32 people are in uncertified sites of their own (ISS)

DAY SERVICES
- Day Programs provide supports to over 712 people in inclusionary programs where they are integrally involved in their immediate communities.
- Metro Options for Independence provides work related services to 176 people. There are 10 people receiving OPWDD Pathways to Employment service, 32 people receiving OPWDD sponsored supported employment, 54 people receiving ACCES-VR sponsored vocational services, and 80 people receiving community based volunteer experience services (OPWDD Day Habilitation Without Walls). Our BIP grant provided a year long staff training to professionals drawn from each of the agency’s day service programs on the delivery of Pathways Services and Community Habilitation Services. Earlier this year we received approval from OPWDD to begin providing Community Prevocational Services.

COMMUNITY SUPPORT SERVICES & SERVICE COORDINATION
- Metro Services provides Medicaid Service Coordination (MSC) to 510 people including 235 people living in IRAs operated by CP of NYS, 15 residing in CPNS residences, and 9 living in ISS residences.
- The Fundamentals of Reading program was developed and implemented to teach basic reading skills to interested students. Assessments were conducted to have a baseline for all participants. The reading program started March 6 and ended September 1 with a ceremony to celebrate their accomplishments. Two classes were developed, one at Central Office and one at the Cora Hoffman Center. A total of 13 students completed the program.
- Over the past year the Transition to Public Transportation initiative was completed with funds made available through the BIP transformation grant. There were 275 direct support staff and 75 management/supervisory staff trained on all aspects of supporting individuals in using public transportation.

COMMUNITY AFFAIRS AND VOLUNTEER SERVICES
- Nine students are enrolled in an After School program on Staten Island. The After School program runs Monday through Thursday, 3:00-5:00pm, from October through June. Each day the students engage in recreational activities and arts and crafts designed to promote socialization, motor development, cognitive development, and sensory input.

STAFF DEVELOPMENT AND TRAINING
- In the summer of 2016, the Training Department partnered once again with the 1199 SEIU Labor Management Project to explore funding for training of our direct support staff and management team members in person centered prac-
tices, specifically in working with individuals diagnosed with dementia. The goal was to develop a one-day workshop to educate frontline staff on the disease process and management, and also on the importance of engagement and relationship building with individuals with dementia. In January the agency received word that this training endeavor would be funded by the NYS Health Care Reform Act (HCRA). With permission from the Brookdale Center on Healthy Aging, Hunter College, we were able to customize their dementia training curriculum to better meet our needs. We were able to offer three one-day workshops training 100 staff.

- In April 2016, we completed a seven month leadership program for frontline supervisors focusing on workforce transformation and the DSP Core Competencies. A total of 97 supervisors from residential, day and vocational services completed the program.
- The training department is pleased to announce that online learning through the Litmos LMS is ready to be launched. Every employee in the agency now has an email account. Over the past year, courses have been developed; many funded through the BIP grant while others were developed in-house, collaborating with CP Affiliates. There are approximately 70 courses on the LMS including most of the annual mandatory training required by OPWDD. The training department will run a pilot group to ensure smooth implementation. Chrome Books have been purchased to support access to online learning.

DEVELOPMENT

- A new IRA home in Queens and one in Staten Island opened in late 2016. Two additional homes in Queens, three in Brooklyn and one in the Bronx are scheduled to open later this year. Metro Services has received approval from OPWDD to develop additional homes for individuals “aging out” of residential schools.
- The conversion of our Medina ICF in Staten Island is underway.
- Two former CCNS ICFS were converted to IRAs.
- The Good Neighbor/Green Thumb Green House has been established in Staten Island. This Micro business provides employment opportunities and skill building to 24 individuals with severe medical and I/DD challenges.

HEALTH CARE

- There are now over 1,000 people receiving long-term physical, occupational and speech therapy, and counseling services in our Article 16 clinic. We are now positioned to provide up to 40,000 service units per year.
- Metro Services’ health care centers were transferred to Metro Community Health Centers, Inc. in 2015 to be operated as Federally Qualified Health Centers (FQHC) in partnership with NYU Lutheran Family Health Centers. The Brooklyn site was awarded a New Access Point grant from HRSA in August 2016, and MCHC successfully acquired an additional Health Center in Downtown Brooklyn that had been operated by HeartShare Wellness, LLC. as part of this New Access Point grant.
- Metro Services and four Affiliates (Aspire of WNY, Hudson Valley CP Association, Cerebral Palsy of Long Island (CP Nassau), and Upstate Cerebral Palsy) are participants in the Alliance for Integrated Care of New York, LLC (AICNY) – a Medicare Shared Savings Program Accountable Care Organization (ACO). AICNY is one of the first ACOs to focus on the medical needs of adults with I/DD. A new partnership was formed with Centene Corporation as a sponsor in 2017.
• A Medical Care Management Portal has been launched with funding from an OPWDD BIP grant to integrate medical care management between health centers and their patients’ Long Term Services and Supports (LTSS) and other programs providing care management. CP of NYS and MCHC will pilot the project which will then be expanded to other LTSS providers serving patients.

• CP of NYS and MCHC continue full engagement in the NYS DOH Delivery System Reform Incentive Payment (DSRIP) Program Performing Provider Systems (PPS) which were created to transform health services in NYS. Membership is active with OneCity Health (NYCHHC), Brooklyn Bridges (NYU/Lutheran and Staten Island (SIUH/RUMC) PPS. Significant effort is focused on ensuring that the needs of people with disabilities are being included in the planning and implementation.

**DSP Spotlight**

Meet Myra Fearon
CP of NYS Metro Services

Myra Fearon lives in Brooklyn and has been a direct support professional for CP of NYS Metro Services for 10 years.

“I started in this job because a friend thought I might enjoy it,” says Myra. “I decided to try it and liked it.” She says it is a good job, and she enjoys going to work each day, even though the work day for her begins at 6:00 am. When asked what she likes best about the job, she chuckled and said, “I have no complaints. I enjoy what I do. I don’t mind doing any of the things that are needed.” She did admit that she enjoys getting the seven women in the residence out into the community during the day, and likes meeting the needs of the individuals she supports.

Myra and the others who work in her residence, and hundreds of others like it, have to be trained in how to maintain, store and distribute medications to multiple individuals, who sometimes take multiple medications daily. They must properly prepare food for people with strict dietary requirements. Some individuals may have difficulty swallowing, so their food must be taken in a different form. Some need assistance in eating because of their disability. Myra says she does all of that and enjoys it.

Training doesn’t stop once you start your job. Direct Support Professionals are required to complete training or recertification in many areas each year, including fire safety and evacuation training. They also must be trained in proper lifting techniques and seating and positioning.

Despite all the required training and the tremendous responsibility for the well-being of several people with various disabilities, Myra says she enjoys going to work each day. “I like helping the individuals meet their goals,” she says. “We make sure they get out into the community and I know what each person likes to do.”

This job takes a lot of patience, according to Myra. And she is quick to add that you must want to help people. “You need to be dedicated, because they (residents) depend on you,” she says. “For me, this is very good. I love it and would recommend it to other people.”

“Myra has a keen eye for details and has great decorating skills,” said, Sandra Edward-Thorney, Residential Coordinator for Cerebral Palsy Associations of New York State. “She assumes responsibility for 90% of the purchases in the apartment and for decorating. She is very willing and always eager to give a helping hand, whether it’s just to assist an individual or do an extra shift. She interacts well with her peers, service providers and family members.”
ANNUAL CONFERENCE
The 2016 Cerebral Palsy Associations of New York State (CP of NYS) Annual Conference attracted more than 700 people from all 24 CP of NYS Affiliates to the Albany Hilton Hotel. Attendees heard nationally renowned speakers discuss issues critical to people with disabilities, their families and those who provide supports and services.

The event began on Monday, October 17 with a Keynote Luncheon presentation by Kerry Delaney, Acting Commissioner of the NYS Office for People With Developmental Disabilities. The CP of NYS Annual ELKS Award was presented to Kathleen Fletcher at the luncheon. Mark Kearney, from AccessCNY in Syracuse, was also honored as winner of the CP of NYS Visions of New York art contest.

The Monday afternoon conference schedule included educational breakout sessions on numerous topics. The Annual Awards Dinner that evening featured a celebration of the organization’s 70th Anniversary. A video produced by CP of NYS tracing the history of the organization and its Affiliates was shown during the Monday evening event.

The highlight of the evening was the presentation of the prestigious Al Felmet Achievement Award to Jacqueline Rodriguez of Queens Centers for Progress, Kevin Christman (CP of Nassau County) and Richard Whaley (Center for Disability Services).

Tuesday offered more than two dozen educational sessions and the evening Staff Recognition Dinner where more than 70 outstanding Affiliate staff members from across the state were honored.

The conference concluded on Wednesday morning with a presentation on health, fitness and the critical importance of diet by representatives from The Center for Discovery, Cerebral Palsy of the North Country and CP of Nassau County.

CORPORATE COMPLIANCE CONFERENCE
Quality & Compliance Challenges 2017, the 10th Annual Conference for Providers Serving People with Disabilities, was conducted in May for nearly 180 attendees from across the state.

The corporate compliance conference, presented each year by CP of NYS and NYSARC, Inc., included speakers from NYS Office of the Attorney General, Medicaid Fraud Control Unit, the U.S. Department of Health and Human Services, Office for Civil Rights, Division of Quality Improvement, NYS OPWDD, and the law firm of Barclay Damon, LLP.

HUMAN RESOURCES CONFERENCE
CP of NYS and COPA sponsored the First Annual Human Resources Professional Conference for the Disability Provider Community in June 2017. The Conference was attended by over 125 Human Resources and other executives from organizations statewide that provide supports and services for people with disabilities. Leading experts on human resources issues in the disability field presented on critical topics affecting this significant sector of the labor market.

Rich Landau, from Jackson Lewis, was the Keynote speaker and discussed the influence of the new Trump Administration on labor and employment law. Amy Hewitt, a national expert on the Direct Support Professional workforce provided information on how to recruit and retain our vital workforce. Erika Medina, counsel for USI Insurance, gave the luncheon address on Health Care reform. The closing session was a panel discussion by HR staff from several DD agencies on best practices on recruitment and retention challenges.

The conference received glowing evaluations and suggestions from attendees on extending it to 2 days next year.
ADVOCACY INITIATIVES
For the second year, CP of NYS received a grant from the New York State Legislature to continue work on a statewide family advocacy organization. The grant helped create new materials for the family advocacy website created with the previous grant. The website has written information on the rights of people with developmental disabilities, links to government agencies and other organizations with information about supports, services and opportunities available for people with disabilities and their families. The website also houses informational videos, a family forum, a link to each individual’s elected officials and a current news section.

CP of NYS and Affiliates also participated in the ongoing #bFair2DirectCare initiative which ultimately convinced the Governor and the Legislature to fund pay raises for direct care staff and other low-wage workers at non-profit provider agencies across the state.

GUARDIANSHIP PROJECT
The Cerebral Palsy Association Guardianship Corporation, which has been operated as a pilot project with the Center for Disability Services over the past five years, is now open and available to any CP of NYS Affiliate wishing to participate. The program provides options for decision making for people with disabilities unable to make life decisions for themselves and who have no active family or legal guardian.

POOLED SUPPLEMENTAL NEEDS TRUSTS BECOMING POPULAR
The CP of NYS “Community Trusts” (pooled supplemental needs trusts) are increasingly being used by people served by CP of NYS Affiliates. These trusts allow them to benefit from assets or income that would otherwise render them ineligible for government benefits. Trusts offer both individuals and their families significant opportunities for fiscal peace of mind as government policies on payment for disability services shift.

NYS ELKS ASSOCIATION
The New York State ELKS Major Projects Corporation continues its financial support for the CP of NYS Home Service Program at nearly $500,000 per year. Additionally, the ELKS annually provide three $10,000 grants to help Affiliates purchase Home Service vehicles. Once again smaller cash grants were awarded by the NYS ELKS Association to help fund local programs and special projects at four CP of NYS Affiliates.

BIP GRANTS
CP of NYS has received an extension until September 2017 on the $2.4 million BIP Grant awarded from OPWDD to benefit Affiliates. The following has been completed:

- The assessment of Affiliates’ IT readiness against managed care organizations’ expectations for data management and reporting was completed.
- Funds were used to increase the understanding and ability to apply the principles of the Personal Outcome Measures (POM) in CP of NYS Affiliates. Training has exceeded the goals established in the grant.
- Courses have been developed to provide training and information to support consumers, families, and service providers.

Centers of Excellence Grant: OPWDD, in collaboration with SED and DOH, has provided grant funding to establish three Centers of Excellence (COE) in the care and treatment of children with ASD and other complex disabilities. A key goal of this new network of Children’s Residential Project (CRP) facilities is to improve the quality and efficiency of care as well as the network of support services. New standards, metrics, protocols, and research continues to be developed and shared not only among the Centers but with the other CRPs across NYS. CP of NYS will coordinate the grant activities of the COE: The Center for Discovery, Developmental Disabilities Institute and Upstate Cerebral Palsy.
CP of NYS provided technical assistance, information, and direct assistance to Affiliates regarding program development, reimbursement and other critical issues including:

GOVERNMENT NETWORKING

Staff members from CP of NYS and its Affiliates represent the organization and its constituents on statewide advisory councils, task forces, committees, advisory groups, as well as at public hearings, including the following:

OFFICE FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES (OPWDD)
- Commissioner’s Transformation Panel
- Provider Associations
- Employment Training Internship Program
- Advisory Council
- Workforce Recruitment & Retention Work Group
- Heightened Scrutiny Work Group
- Quality Indicators Subcommittee
- Housing Subcommittee
- Provider Efficiency Work Group
- Regulatory Reform Work Group
- Medicaid Managed Care Advisory Council

DEPARTMENT OF HEALTH (DOH)
- Early Intervention Coordinating Council (EICC)
- EICC Executive Committee
- DOH/OPWDD Clinical Services Provider Council
- Integrated Primary Care & Behavioral Health Workgroup
- Future of Integrated Care in New York State Stakeholder Group
- Service Authorization & Appeals Stakeholder Workgroup

STATE EDUCATION DEPARTMENT (SED)
- SED Work Group on Special Class in an Integrated Setting (SCIS)
- Preschool Special Education Advisory Group
- New York State Board of Regents Early Childhood Blue Ribbon Committee

Legislative officials lend their support to #bFair2DirectCare
The 2017-2018 New York State Budget included the following highlights:

#bFair2DirectCare
Of greatest significance, the final budget included funding for the first two years of the #bFair2DirectCare six year living wage request. For the past three years, CP of NYS has been advocating for funding to support increases for lower paid workers who are critical to Affiliates’ ability to fulfill their mission. At the beginning of 2016, CP of NYS joined with all of the developmental disability provider associations to form a coalition to fight for state funding of the new minimum wage and then for state funding of a living wage. The advocacy campaign, called #bFair2DirectCare, is the voice of New Yorkers with developmental disabilities, staff and families. CP of NYS staff plays a pivotal role in the #bFair2DirectCare coalition’s policy, advocacy development and implementation. Using social media, a series of news conferences, television and radio interviews, newspaper editorial board meetings and letter-writing campaigns, #bFair2DirectCare garnered the support of every New York State legislator, the Legislative leaders and ultimately Governor Cuomo. It was so successful that adding the #bFair2DirectCare living wage funding was one of the few things that was agreed to by all of the leaders in the final weeks of budget negotiations. #bFair2DirectCare is an example of what an advocacy campaign should be.

The #bFair2DirectCare coalition will continue to work together on funding for the next four years of a living wage and on other issues of concern to people with developmental disabilities, families and staff.

OPWDD
- The final budget includes funding for the first two years of the #bFair2DirectCare six year living wage request. There is $11.25 million for a 3.25% increase for all low wage (100 & 200 CFR codes) workers beginning 1-1-18 and another 3.25% increase for all low wage (100 & 200 CFR codes) and for clinicians (300 codes on the CFR) beginning 4-1-18 which will be approximately $45 million State share and $45 million Federal share for approximately $90 million per year and $180 million over the next two years.
  - Defers the annual COLA (0.8% increase this year) for all mental hygiene agencies (OPWDD, OMH & OASAS) for the next two years to fund the wage increases above.
  - $14.9 million is included to support the new minimum wage increases for OPWDD not-for-profits including the 2017 annualized minimum wage increase as well as the 2018 increase.
  - $120 million (State and Federal funding when fully annualized) in additional funding “available” for supports and services for individuals living at home with their families or in residential schools and “other programmatic reforms” which provides flexibility to OPWDD.
  - $15 million in capital funds to develop independent living housing.
  - An additional $12 million for START crisis prevention program in the downstate area.
  - Transition to managed care with regional Care Coordination Organizations (CCOs) roll-out at the end of 2017. Voluntary enrollment in managed care is expected to begin in 2019.

SED
- Even though the final budget included “the largest school aid increase” – $1.1 billion – or more than 6 percent, there was no additional funding for 4410 or 853 special education schools.
- Authorizes “schools” to access the State and Municipal Facilities Program, a $385 million pool for capital funding needs of more than $125,000, for “schools”, libraries, fire departments and other municipalities which is administered by The Dormitory Authority of New York (DASNY) through local lawmakers.
- $6.2 million to bring everyone up to the new minimum wage.
GOVERNMENT RELATIONS

DOH
• If the federal government cuts New York State Medicaid by more than $850 million, the Governor’s Budget Director will submit a detailed proposal to cut Medicaid programs by an identified amount and the Legislature will have 90 days to submit its own plan or to simply allow the Governor’s plan to go forward.
• Proposals which would have adversely impacted Early Intervention Programs and a proposed change in the current Prescriber Prevails law were rejected.
• Movement of Traumatic Brain Injury and NHTD waiver programs to managed care were delayed until 1/1/19 via a “side letter” rather than through legislation.
• State will cap the cost of prescription drugs.

OMH & OASAS
• Agreement on the $2.5 billion in housing funds for 6,000 units of Supportive Housing and 100,000 units of affordable housing.
• Includes Raise the Age legislation which will divert more 16 and 17 year-olds accused of non-violent crimes from adult criminal courts.
• Funding to include the innovative Mental Health First Aid training designed to educate the community about a mental health crisis and mental health literacy.
• $10 million for existing community-based mental health housing.
• $11 million for Community Reinvestment for Mental Health, annualizing at over $92 million.
• $10 million in additional funding for Children’s Mental Health Services.
• More than $200 million for prevention and treatment to combat the opioid/heroin epidemic.

OTHER AREAS OF INTEREST
New York State Transportation Network Company Accessibility Task Force – As part of the agreement authorizing ride-sharing (UBER & LYFT) outside the City of New York, the final budget creates an 11-member Transportation Network Company (TNC) Accessibility Task Force, with at least two representing groups who serve people with disabilities, to analyze how to maximize effective and integrated transportation services for persons with disabilities using ride-sharing services.

Workers Compensation Reforms - The final budget agreement included Workers’ Compensation reforms intended to drive down costs for employers, including non-profit providers.

4410 & 853 Growth
CP of NYS was very disappointed that the Cuomo Administration neglected to provide additional teacher turnover funding. Although not directly part of the budget process, we were also disappointed that the Administration did not support the State Education Department’s requested increase but will provide a 4% growth factor for 853’s and 2% growth factor for 4410’s for the 2017-2018 school year.

SIGNIFICANT LEGISLATION
The 2017 New York State Legislative Session was scheduled to end on June 21st but the Senate and Assembly came back the following week to deal with other issues.

Much of our end of session advocacy was around preventing troublesome bills from passing both Houses. Fortunately, none of these bills passed both Houses. The following are the bills that CP of NYS supported which passed both Houses:

OPWDD
• Eliminates Trusts established for people with disabilities from consideration for eligibility for Medicaid – S.4779 (Hannon)/A.6743 (Barrett). This aligns State law with Federal law and is considered a technical amendment.

DOH
• Article 28 Clinic TBI Reimbursement – S.6511 (Hannon)/A.8241 (Morelle) is a CP of NYS bill that restores the full Medicaid payment amount for TBI patients, as for I/DD patients, after the Medicare payment is deducted.
GOVERNMENT RELATIONS

The Coalition of Provider Associations (COPA) continued to grow in stature and influence in its second year. Begun in 2015, the organization consists of CP of NYS, the Alliance of Long Island Agencies, the Developmental Disabilities Alliance of Western New York, the InterAgency Council and the New York Associations of Emerging and Multicultural Providers. COPA has become visible and recognizable by State legislators and Agency personnel, as well as the Governor’s staff as a respected and united voice for people with disabilities and the organizations that provide them with critical supports and services.

COPA representatives meet frequently with policy makers at all levels of state government and have also provided testimony at legislative hearings. COPA represents more than 250 not-for-profit agencies providing supports and services to hundreds of thousands of people with developmental disabilities and employing more than 120,000 people.

COPA members were very visible and key to several important campaigns including:

- Participating in the statewide #bFair2DirectCare campaign to convince the NYS Legislature and Governor Cuomo to provide the first two years of funding to support a 6 year plan to raise the salaries of Direct Care workers.
- Participating in a social media campaign to thank legislators and Governor Cuomo for funding the first two years of the #bFair2DirectCare initiative.
- Participated in several advocacy campaigns to protect Medicaid funding.
- Issued regular updates to members regarding critical NYS budget proposals and legislation important to people with disabilities and the COPA members.
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<td><strong>EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES</strong></td>
<td>$2,180</td>
<td>$125</td>
</tr>
</tbody>
</table>

*Copies of complete audited financial statements are available upon request from CP of NYS, 330 West 34th Street, New York, NY 10001*
The mission of Cerebral Palsy Associations of New York State is to advocate and provide direct services with and for individuals with cerebral palsy and other significant disabilities, and their families, throughout New York State in order to promote lifelong opportunities and choices for independence, inclusion and enhanced quality of life.