

2018-19

ANNUAL REPORT



NEW YORK
**ALLIANCE FOR
INCLUSION & INNOVATION**

Our Mission is to serve as a catalyst for positive change and leading resource for individuals with disabilities, their families, and the organizations supporting them.

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Our Experience,
Evolution & Vision

LETTER FROM LEADERSHIP

Dear Friends and Colleagues,

As we look back on the past year (July 1, 2018 – June 30, 2019), we realize the tremendous success we've achieved as an organization. On June 5, 2018, the State of New York formally approved the merger creating the New York Alliance for Inclusion & Innovation (New York Alliance) and throughout that process, our association enhanced existing and new resources that are valuable to our members.

With cutting-edge training and professional development, technical assistance and consulting, membership and advocacy, the New York Alliance has become the leading voice and information resource for intellectual and developmental disabilities providers across New York State.

The Board of Directors and staff of the association have accomplished so much in our first year as an organization. We've worked to build on the successes of the former associations (NYSRA and NYSACRA) and continued to strengthen the organization to support our members as they advance their mission to promote and advance the needs of people with disabilities. The hard work and dedication has led to real gains and improvements to association services and our vision for the future and for the soul of the work. We're proud of these achievements.

As always, we offer deep gratitude to the members and partners of the New York Alliance. It's important for you to know that we will continue our mission to serve as a catalyst for positive change and leading resource for individuals with disabilities, their families, and the organizations supporting them. We urge you to get involved - our work is richer when we hear from you. We look forward to our continued work in 2019-2020.

Louis Cavaliere & Mark Donahue

LEADING INNOVATION

The New York Alliance is making strategic investments that will make us stronger. With your continued support and commitment, we will identify and leverage new opportunities, technologies and methodologies to further achieve our vision for innovation and inclusion.

President & CEO
Ann Hardiman



I am pleased with the growth and development of the New York Alliance and eager to continue our mission. Members can expect to see more from the New York Alliance to help them address the challenges they face today and tomorrow.

Executive Vice President/COO
Michael Seereiter

Our History: **Strength Together**

The Merger of NYSACRA, NYSRA and RRTI Produced:

- An influential network acting as a catalyst in the policy and legislative decision making processes.
- Access to a team of subject matter experts.
- A portfolio of innovative technical assistance and information exchange opportunities.
- A robust assembly of collaborative partnerships resulting in new synergies, cost-savings, enhanced programs and member benefits.

We celebrate Strength Together.

On September 16, 2013 the Boards of Directors of the NYS Association of Community & Residential Agencies and the NYS Rehabilitation Association approved a resolution to pursue a joint partnership and more closely and strategically align. They agreed that the respective memberships would benefit by stronger collaborations in areas to include, but not limited to: managed care/care coordination, quality, community inclusion and integrated employment, and workforce. The Boards understood at that time that the two associations would be stronger together.

On June 5, 2018 that partnership was legally approved and the New York Alliance for Inclusion and Innovation (New York Alliance) was operational.

With a wealth of experience, the New York Alliance's Board of Directors and team of 11 staff continues to advance its mission to serve as a catalyst for positive change through Advocacy, Education & Training, Technical Assistance & Practice Improvement, and Advancing Sound Public Policy.

As you'll learn in this annual report, it's the Soul of the Work that is most important and it's at the core of all we seek to do.

STRENGTH TOGETHER.

In 2018 the NY Alliance's Board of Directors held its first Strategic Retreat. Association leadership and key consultants met at the Hotel Thayer in West Point, New York to develop a Strategic Plan to guide the New York Alliance. With the mission of the Association at the forefront, participants spent two days discussing what was formed as the Soul of the Work and charting a course for the Association.

The Soul of the Work is the heart of why families came together in advocacy years ago; it is why provider organizations and associations exist; it is why individuals dedicate themselves to working in the field – it is the belief that all individuals have the right to live full, productive and meaningful lives.



Soul OF THE WORK

The field of disability services is rapidly changing with the advancement of technology and the arrival of new systems for delivery of services. With a commitment to advance the interest of provider agencies and the people they serve as well as their families, three goals emerged to form the NY Alliance's strategic initiative. The strategic goals were the basis for activity in our 2018-19 calendar year and they will shape the work to be implemented in 2019-20 and beyond.



You have heard of the expression it takes a village... life for our son has been enhanced by our DSP staff family as he experiences life at its fullest!

A Parent

I like the way you are to me. I like you a lot. I like it when you take me out. I have so much fun with you. You are the best.

An Individual Who Receives Support Services

We want to take this opportunity to thank each and every one of you for the work you do day-in and day-out in supporting people and families.

A Provider Organization

Strategic Goal #1

Demonstrate Value, Promote Innovation, and Influence Systems Change Through the Use of Data

Strategic Goal #2

Strengthen the Person First Culture and Promote Workforce Innovation

Strategic Goal #3

Building and Enhancing Relationships Through Purposeful Collaboration

Strategic Goal #1

Demonstrate Value, Promote Innovation, and Influence Systems Change Through the Use of Data

We seek to grow our capacities to assist provider organizations to enhance their understanding, access to, and proficiency with data pertaining to service delivery and supporting people with disabilities to pursue valued life outcomes. In exploring the utilization of data in many capacities, we will support providers and prepare them for operating in a future of managed care, and value-driven outcomes and arrangements. We are facilitating new opportunities for shared learning among members and building on our collective expertise and experience to take a leadership role in defining how valued outcomes will be demonstrated and used in I/ DD services.

1

Strategic Goal #2

Strengthen the Person First Culture and Promote Workforce Innovation

We embrace the values associated with person-centered thinking, and we are working collaboratively with provider agencies and all stakeholders to showcase best practices. We believe that one of the best ways to pursue this vision is to build the capacities and expertise of Direct Support Professionals (DSPs).

2

Strategic Goal #3

Building and Enhancing Relationships Through Purposeful Collaboration

We are nurturing existing partnerships, cultivating new relationships, and working collaboratively with all stakeholders. This is increasingly important as the landscape in healthcare and disability service systems transforms.

3

CENTER FOR INNOVATION & LEARNING

New York Alliance's Center for Innovation & Learning is dedicated to promoting knowledge exchange activities in the field of disability supports and services in New York State. As a convener, catalyst and clearinghouse, The Center provides opportunities for professional development and first-hand access to pertinent information, technical assistance and research. Our grant work fosters our ability to offer rich and diverse programs to the field.

Learn even more about each of our grants on the New York Alliance website:

nyalliance.org

NEW YORK ALLIANCE GRANTS:

CUSTOMIZED EMPLOYMENT

The 2-year grant is designed to address the near-absence of people with I/DD in the New York City Workforce. A Customized Employment Learning Institute (CELI) has been launched and provides education and resources on customized employment and has advanced a customized employment pilot program where each agency works with 5 job seekers.

DATA INITIATIVE GRANT

NY Alliance's Data Initiative explores health care patterns among the I/DD population enrolled in Medicaid to help agencies understand their member profiles, explore analytical solutions, and provide a forum for collaboration with other providers/agencies.

DDPC STATEWIDE AND REGIONAL HOUSING COLLABORATIVES

NY Alliance's proposal is designed to address a persistent problem with the lack of awareness and education on availability of non-certified housing options. The proposal is premised on three interrelated principles: Creating a robust library of educational resources on non-certified housing; partnering with stakeholders to create Regional Housing Collaboratives; developing and implementing individualized housing plans.

DDPC WORK INCENTIVE RESEARCH GRANT

NY Alliance will implement a 1-year project focused on systematic information gathering, compilation of existing literature, programs and resources, and the development of a long-term strategic plan on work incentive planning to support competitive, integrated employment of individuals with intellectual and developmental disabilities (I/DD).

DOH PERSON-CENTERED PLANNING COMPREHENSIVE SYSTEM TRANSFORMATION STATEWIDE TRAINING INITIATIVE

NY Alliance, NYS Department of Health, and Public Consulting Group launched a multi-year Statewide Training Initiative, designed to share best practices on person-centered planning and support the comprehensive system transformation required by the federal Home and Community-Based Services (HCBS) Final Rule. This multi-faceted initiative offers an extensive series of full- and half-day regional trainings and multi-day learning institutes on person-centered planning at no cost to participants in all regions of New York State.

HOUSING GRANT

The grant is comprised of two interrelated housing projects; design of housing communities and sustainability. The structure of the first project researches intentional communities for people with I/DD. The second project seeks to provide answers to the family question "What happens when I'm gone?"

MANAGED CARE COMMUNITY OF PRACTICE (MCCOP)

The Managed Care Community of Practice (MCCOP) in I/DD guides and assists providers through training, technical assistance, and collaborative educational opportunities on managed care readiness, quality improvement, administrative and service capabilities as well as financial and health information technology systems. Trainings and technical assistance enables providers to leverage their strengths in the transition to managed care. The MCCOP is available to all New York providers of services to people with intellectual and developmental disabilities that are subject to the move to Medicaid managed care.

REGIONAL CENTERS FOR WORKFORCE TRANSFORMATION (RCWT)

The RCWTs are regional collaborations between service providers, Direct Support Professionals (DSPs), people who receive services and other stakeholders in the I/DD field. Coordinated by the New York Alliance and funded by OPWDD, the RCWT were created in 2013 to strengthen the professionalism of DSPs and develop their capacity through education on nationally validated ethical standards, offering resources that help develop professional skill sets, and improving their overall competencies.

SUPPORTED DECISION MAKING (SDM)

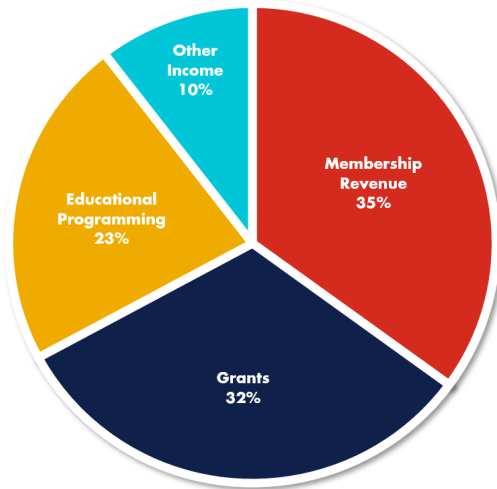
The SDM work focuses on the design and implementation of a model of SDM that may be used instead of guardianship for those at risk of guardianship (diversion) or as a way of reversing guardianship (restoration). Components of the grant include education, restoration/diversion, and policy/culture change through work with people with I/DD, parents and families, educators, lawyers, judges, and other stakeholders. This grant is being implemented in partnership with CUNY/Hunter (project leads), and the Arc of Westchester.

Strength OF THE NY ALLIANCE

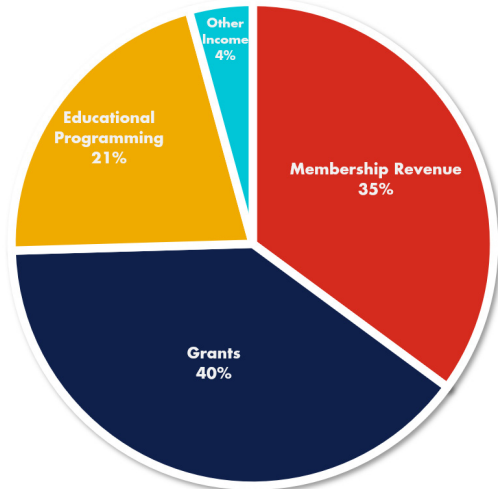
Member provider agencies, representing individuals with disabilities, families, self-advocates and other advocates are the strength of the Association. Their trust and commitment of time, talent and resources empower us to live our mission and pursue our vision.

Financial Snapshot

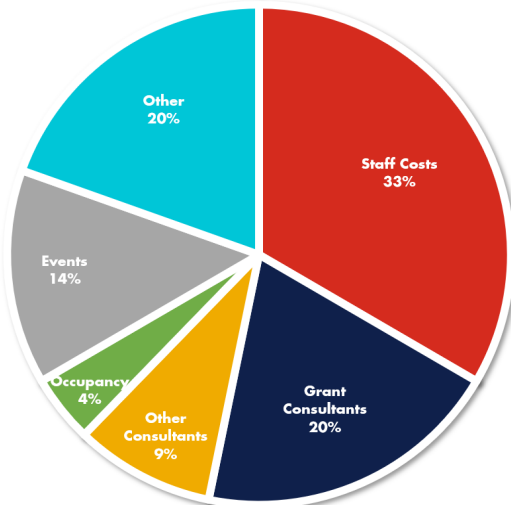
2017-18 REVENUE



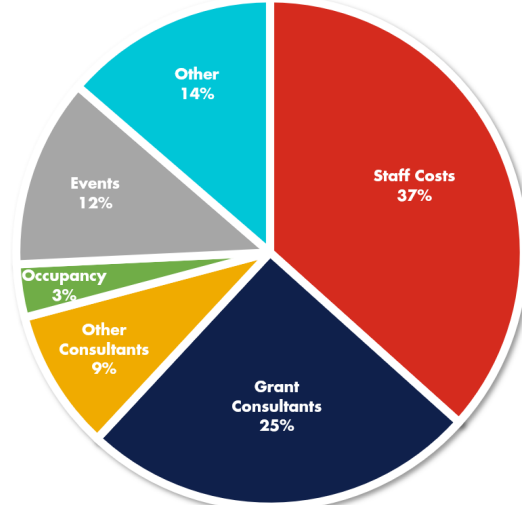
2018-19 REVENUE



2017-18 EXPENSES



2018-19 EXPENSES





Our Vision:

The New York Alliance for Inclusion and Innovation envisions a society where individuals with disabilities are contributing citizens with equal rights and the ability to live full, productive and meaningful lives.

We Are BECAUSE OF YOU NY ALLIANCE MEMBERS

The New York Alliance is **205** members strong.

Across

6
regions
in NYS.

The regions were created in recognition of the economic, geographic and social diversity of New York State.

5 Member Categories

Provider Allied Affiliate Family/Advocate Associate

Under the auspices of a NY Alliance regional board member, the regions, respectively, meet quarterly to exchange information and hear from key presenters on matters relevant in the region and to their ongoing operations.

Member Engagement

Meetings:

Committee Meetings: 35+ Convened
Council Meetings: 10 Convened
Regional Meetings: 24 Convened

Publications:

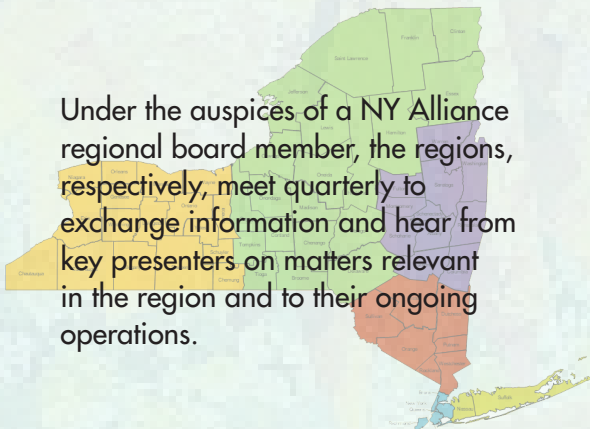
E-Newsletter: 1,850 Contacts Weekly
Lifting the Workforce: 2,341 Contacts Quarterly

Social Media:

Instagram: 165 Followers
Twitter: 264 Followers
Facebook: 1,055 Followers

Webinars:

Executive Briefing Announcements:
260 Contacts Monthly



Throughout the year the NY Alliance hosts signature conferences and events geared toward member interests.

207 Attendees
Legislative & Policy Forum

150 Attendees
Annual Pre-Conference

600 Attendees
Annual Conference



159 Attendees
Diabetes 360 & Diabetes 180 Trainings

55 Attendees
Person Centered Thinking & Planning

72 Attendees
Housing Navigator Training Course

440 Attendees
Leading from the Frontline Conferences

100 Attendees
Managing Risk & Safety Conference

710 Attendees
DSP Conferences Held in 5 Regions

320 Attendees
Leadership Conference

165 Attendees
Partners in Employment Summit

300 Attendees
FI/Self-Direction Summit

LEADERSHIP NY ALLIANCE BOARD OF DIRECTORS

Re-elected in April 2018 to serve on the NY Alliance Board of Directors, each board member brings a wealth of experience, expertise and leadership to the Association.

OFFICERS:

Louis Cavaliere, Chair

Services for the UnderServed

Mark Donahue, First Vice Chair

Community, Work and Independence

Kirk Lewis, Second Vice Chair

Schenectady Arc

Russ Hahn, Secretary

Intandem

Kenneth Stall, Treasurer

COARC

Fredda Rosen, Immediate Past Chair

Job Path

BOARD MEMBERS:

Evelyn Alvarez, *Heartshare*

Dan Brown, *Rackers*

Robert Budd, *FREE*

Mindy Cervoni, *Community Services for Every1*

Ron Colavito, *Access: Supports for Living*

Cheryelle Cruickshank, *Hum.an First*

Ravi Dahiya, *YAI*

Doug DiGesare, *The Arc Erie County*

Janelle Farris, *Brooklyn Community Services*

Chris Fortune, *Crystal Run Village*

Ellen Gutmaker, *Arc of Onondaga*

Sam Laganaro, *New Horizons Resources, Inc.*

Joy O'Shaughnessy, *East End Disability Associates*

Sarah Lover, *Mountain Lake Services*

Christine Oddo, *Millneck Family of Organizations*

Sheri Muth, *Jawonio*

Candace Opalka, *Liberty Arc*

Shawn Shultz, *Arc Herkimer*

William Schultz, *People Inc.*

Steve Towler, *AHRC New York City*

Darby Walsh, *The Arc of Putnam*

Leadership and
learning are
indispensable to
each other.

John F. Kennedy



STRENGTH. TOGETHER.

STAFF 2018-19
WE'VE RISEN TO NEW HEIGHTS!

Ann Hardiman
President & CEO

Michael Seereiter
Executive Vice President & COO

Kathleen P. Mayo
Vice President of Government Affairs

Kirsten Sanchirico
Director of Workforce Advancement

Pat Dowse
Vice President of Business Development

Lisa Mount
Director of Events, Business Relations
& Administration

Susan Kittle
Senior Director of Member Engagement

Kate Connally
Assistant Director of Events, Business
Relations & Administration

Jennifer Ivery
Director of Communications and
Project Management

MaryBeth Schneider
Director of Special Projects and Initiatives

Carol Napierski
Senior Director of Innovation



NEW YORK
**ALLIANCE FOR
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COVER ART: 2019 NY Alliance Art Show Winning Piece: "Sunflower in the Summer" by Michele Michaels, Liberty ARC
Additional art pieces throughout this report were submissions to the 2019 NY Alliance Art Show.