

# ANNUAL REPORT 2024-25

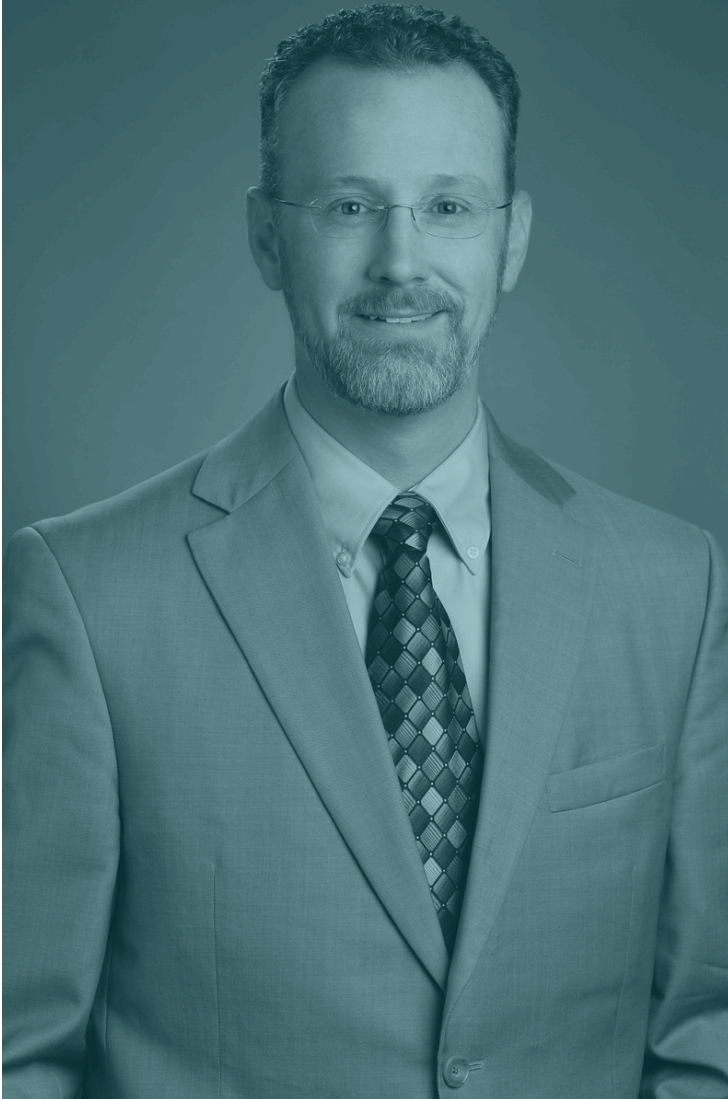


**CONNECT.**

**INSPIRE.**

**IGNITE CHANGE.**

**NY ALLIANCE FOR INCLUSION & INNOVATION**



## MESSAGE FROM THE PRESIDENT & CEO

I am filled with immense pride in the work that we've accomplished over the past year. Our members and the NY Alliance Team remain committed to carrying out our mission to be the leading resource for not-for-profit providers and our partners and serve as a catalyst for positive system change and innovation. That's why innovation is in our name.

We're so pleased to say that we've seen growth and innovation at the association over this past year. In fact, we've made strides in the work we're doing to ensure that organizations are prepared for a future that's driven by our determination to meet the needs of providers, the people being served, their family members and the disabilities community as a whole.

Some of our key achievements focus on new advancements in technology and ways in which Artificial Intelligence is a creative partner. Another is the continued focus to develop more strategies to attract and retain the workforce. And we're continuing the good work to address cross-sector issues to better serve people with complex needs such as dual mental health and DD diagnosis and those who are aging.

On the advocacy front, we've all been quite busy. Work is ongoing with our partners in the NYS Legislature to ensure that the State Budget and all legislation is to the benefit of the nearly 130,000 New Yorkers with I/DD. On the federal level, we've increased our presence in Washington, D.C. and with New York's Congressional Delegation given the sweeping changes and multitude of legislative activity taking place. These efforts are ongoing.

While we celebrate these achievements, it's not at all lost on us that there are challenges which lie ahead. Despite this, the work we've done this year proves to us that there's power in collaboration. Success is bred when we act as a community.

A handwritten signature in blue ink that reads "Michael Seereiter". The signature is stylized and cursive.

**MICHAEL SEEREITER**



NEW YORK  
**ALLIANCE FOR  
INCLUSION & INNOVATION**

## OUR MISSION

To be the leading resource for organizations, the individuals and families they support and serve as a catalyst for positive system change and innovation.

## OUR VISION

To advance a society where individuals with intellectual, developmental and other disabilities are contributing citizens with equal rights and opportunities.

## OUR CORE VALUES

Community	Respect
Leadership	Integrity
Person-Centered	Equity



## WORK TO ACHIEVE A PLAN OF ACTION

The NY Alliance's Board of Directors set a framework in key areas for systemic changes in the intellectual and developmental disabilities sector.

The [2023-25 Strategic Plan](#) is that framework and allows the association to focus efforts on common goals to achieve sustainable change for the future of the sector and build capacity for the NY Alliance.

Workforce, heightened advocacy, technological advancements, data-driven decision-making, new directions with self-direction, enhanced membership services and deepening DEI are focal points of the multi-year guidebook that continually evolves.

Designing the Future We Want

Ensure Significant  
Investments to Attract &  
Retain a Quality Workforce

Deepen the Diversity, Equity,  
Inclusion & Belonging  
Conversation

Advance Membership  
Solutions

# INFORM, IGNITE & INSPIRE: THE PATHWAY TO ACHIEVING REDESIGN OF THE SYSTEM

## Why Redesign?

NY Alliance believes the state's current system of supports and services to people with intellectual and developmental disabilities is at a crossroads.

Reforms is important so we can build a structure that focuses on value, addresses real inequities, is data-driven, drives measurable change and treats the workforce differently. Specifically, a re-alignment in the areas of housing, employment, serving people with complex needs, and technology require a clear set of new directions for the system to be sustainable.

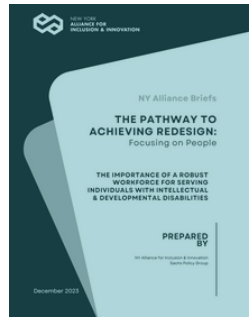
It's evident through the various calls to action from key stakeholders throughout New York that change is not only necessary, but it's vital.

## What's the Pathway?

The NY Alliance presented a body of work that demonstrates this need for change in the I/DD sector. Working with our valued consultants at Sachs Policy Group, we offer the modernized recommendations to replace outdated public policies that impede progress and are out of sync with the needs and desires of people and their families.

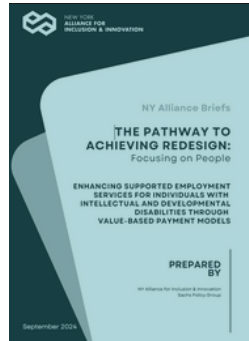
Our series of Policy Briefs present analysis, findings and recommendations in the form of on various subjects designed to inform all stakeholders, ignite conversation and inspire change.

## BRIEFS INCLUDE:



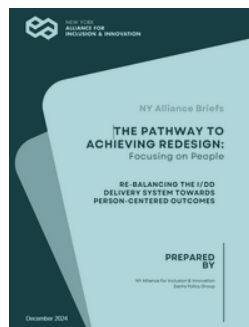
### [The Importance of a Robust Workforce for Serving Individuals with I/DD](#)

Investing in the DSP workforce is essential for sustaining quality support for individuals with I/DD. The proposed strategies aim to enhance recruitment, training, compensation, and workplace culture, ultimately fostering a more stable and effective workforce.



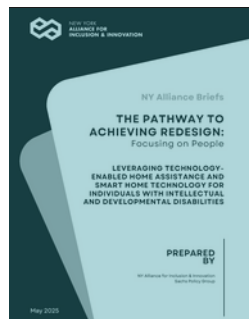
### [Enhancing Supported Employment Services for Individuals with Intellectual and Developmental Disabilities through Value-Based Payment Models](#)

Implementing a VBP model is vital for advancing an employment-first philosophy in NYS, improving employment rates, and enhancing the quality of life for individuals with I/DD while benefiting the state's economy.



### [Rebalancing the I/DD Delivery System Toward Person Centered Outcomes](#)

Despite progress since Willowbrook, the system faces critical challenges that demand a philosophical and structural “refresh” that prioritizes person-centered outcomes over compliance, enabling individuals with disabilities to live full and meaningful lives.



### [Leveraging Technology-Enabled Home Assistance and Smart Home Technology for Individuals with Intellectual and Developmental Disabilities](#)

Integrating technology-enabled home assistance, remote support and smart home technology has the potential to significantly improve the quality of life for individuals with intellectual and developmental disabilities. By addressing current challenges and implementing the proposed strategy, stakeholders can create a supportive environment that promotes independence, safety, and well-being for individuals with IDD.



# TURNING VISION INTO REALITY

## Major Highlights of Our Work

Working alongside our member agencies, their teams, self-advocates, families, partners, and consultants, we brought bold new tools and forward-thinking resources to life this year.

### **NY Alliance Projects Hub:**

Explore our latest initiatives at [projects.nyalliance.org](https://projects.nyalliance.org) a central location for accessing the innovative tools and resources we've developed!

**NY Housing Resource Center**

**Artificial Intelligence (AI)  
Community of Practice/  
Learning Community**

**Workforce Engagement &  
Attraction Resources Hub**

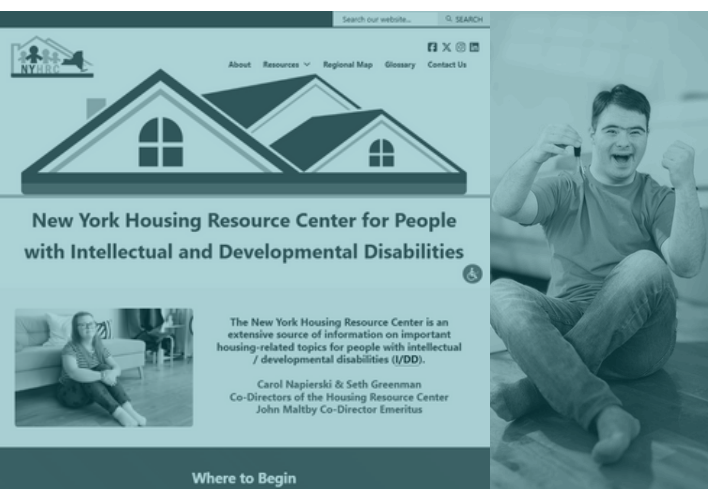
**Federal Advocacy Center**

**Closing the Gaps in  
Employment**

# NEW YORK HOUSING RESOURCE CENTER

Redesigned and strengthened, the New York Housing Resource Center is a comprehensive library of valuable resources and tools on important housing-related topics for people with intellectual / developmental disabilities (I/DD) planning their housing journey.

Earlier this year, we launched a new, interactive website that offers users a helpful collection of over **400+ housing resources** at their fingertips. Visit [nyhrc.org](http://nyhrc.org) for more!



## Your Guide to Housing

An innovative set of tools to assist people with I/DD in their housing journey.

Offered in both audio and text-based formats, *Your Guide to Housing* provides a pathway for individuals with I/DD through many housing related topics to help plan their future.

### Resources include:

**A Housing Journey Podcast:** In its 3<sup>rd</sup> season, the podcast discusses housing options and important housing related topics.

**Housing Resource Guide:** Offering a detailed look at the different types of housing, how to pay for housing, and the types of support available for people with I/DD who want to live on their own.

**Companion Piece to the Housing Resource Guide:** This piece brings together the content of the Housing Resource Guide by allowing the user to record their thoughts and revisit resources to learn more as you navigate your housing journey.

## FEDERAL ADVOCACY CENTER

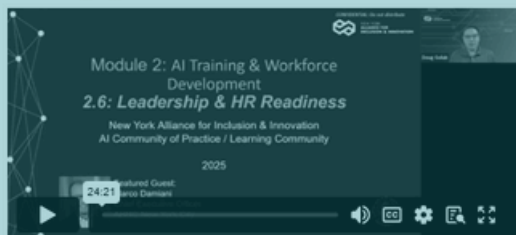
Educating and forging relationship with our members in New York's U.S. Congressional Delegation has been at the forefront of our advocacy efforts. When Congress passes laws, it's important that lawmakers know the impact those new measures have on their constituents. Therefore, we launched an online home for our [federal advocacy](#) to help advance our issues on the national level.

**Why? Because your voice matters.**



## 2.6 Leadership & HR Readiness

This webinar explores how leadership and HR teams can proactively prepare for AI's impact on job roles, supervision, and workforce development. It examines the ways AI may shift responsibilities, create new opportunities, and reshape traditional workflows, while also addressing potential challenges for staff adaptation. Participants will gain strategies for supporting employees through these changes, fostering ongoing skill development, and ensuring that organizational structures evolve in a thoughtful, people-centered way as AI becomes more integrated into daily operations.



Powerpoint



## ARTIFICIAL INTELLIGENCE (AI) COMMUNITY OF PRACTICE & LEARNING COMMUNITY

The [NY Alliance AI Learning Community](#) is designed specifically for providers of Home and Community-Based Services, including those that support people with intellectual and developmental disabilities (I/DD).

While AI presents exciting opportunities to streamline operations and personalize care, it also brings risks that must be managed—such as data privacy, algorithmic bias, and accountability.

# WORKFORCE ENGAGEMENT & ATTRACTION RESOURCES HUB

Recruitment and retention or engagement and attraction remains top of mind for our members that's why we've created the [Workforce Engagement & Attraction Resources Hub](#).

Along with our partners at the NYS Office for People With Developmental Disabilities (OPWDD), the McSilver Institute for Poverty Policy and Research at New York University and University of Minnesota's Institute on Community Integration we spent time with providers across the state to identify and create resources and tools for all provider organizations including, but not limited to a **Realistic Job Preview** and User's Guide, our **DSP Handbook** and our **DSP Talk Podcast**.



Episodes highlight the journey towards community inclusion, the significance of a competent workforce, and the vital role direct support professionals play in the lives of those living with intellectual and developmental disabilities.



**Regional Centers for Workforce Transformation**

# INSPIRING & IGNITING CHANGE

## Mid-Level Leadership Development Series

This dynamic learning series is designed to specifically support your organization's mid-level leaders – those who play a pivotal role in translating strategy into action, guiding teams, and driving operational success.

The series develops middle managers understanding of values-based leadership and enhances their skills in a variety of areas including:

**Values Based Leadership**  
**DEI Progressive Work**  
**Social Emotional Intelligence**  
**Person-Centered Principles**  
**Team Building**  
**Conflict Management**  
**Effective Communication**  
**Mentoring to Empower Employees**

The inaugural [Mid-Level Leadership Development Series](#) received over 45 applications and kicked off in July. The series will conclude with nearly 30 graduates in March 2026. The next series will run from May-August 2026.



# NY ALLIANCE BY THE NUMBERS

## MEMBERSHIP

Representing a diverse cross-section of the sector itself, and across the entire State of New York, the NY Alliance believes its strength is in its membership and therefore relies on collaboration with, and collective efforts of members, partners and stakeholders who are dedicated to improving the lives of people with disabilities and the people who support them.

129

Not-for-Profit  
Provider Members

6

Allied Members  
(CCOs)

18

Associate Members

7

Affiliate Members

19

Individual Members

## CONFERENCES, WEBINARS & REGULAR PROGRAMMING

1899

Conference  
Participants

38

Webinars  
Offered

2092

Webinar  
Participants

189

Hours of Learning  
Opportunities Offered

607

Executive  
Briefing  
Participants

584

Membership  
Meeting  
Participants



# RECOGNIZING EXCELLENCE

## DSP Celebration & Awards

NY Alliance celebrates DSPs all year long and we are pleased to honor their commitment to the work they do during National DSP Recognition Week each September.

**Keriann Tenney**

Family Residences and Essential Enterprises (FREE)  
Long Island Region

**Antoinette Williamson-Tanzi**

New Horizons Resources  
Mid-Hudson Region

**Lindsay Stoddard**

Beyond Support Network  
Western Region

**Michele Borg**

Job Path  
New York City Region

**Amy Dziejic**

Wildwood Programs  
Capital Region

**Ricio Tyrell**

Mountain Lake Services  
Northern Region

## Annual Excellence Awards

The following individuals were celebrated in April 2025 for their extraordinary contributions to the I/DD field.

**Commissioner Willow Baer**

Distinguished Public Service Award

**John Maltby**

Public Policy and Social Justice Advocacy Award

**Kevin Crosley**

Leadership Award

**Stephanie Speaker**

Community Advocacy Award



# 2024-25 BOARD OF DIRECTORS

## Officers

**CHAIR:** Evelyn Alvarez-Richards  
*Heartshare Human Services of New York*

**FIRST VICE CHAIR:** Joy O'Shaughnessy  
*East End Disability Associates*

**SECOND VICE CHAIR:** Robert Budd  
*Family Residences and Essential Enterprises (FREE)*

**SECRETARY:** Candace Opalka  
*Liberty ARC*

**TREASURER:** Ron Colavito,  
*ACCESS: Supports for Living*

## Board Members

Mindy Cervoni, *Community Services for Every1*  
Nadine Daley, *The Center for Family Support*  
Amy Dugliss, *Advocates Incorporated*  
Thomas Ess, *People, Inc.*  
Jeffery Fox, *Abilities First NY*  
Paul Joslyn, *Access CNY*

## Regional Directors

**New York City:** Steve Towler, *AHRC New York City*  
**Western:** Doug Digesare, *The Arc Erie County*  
**Mid-Hudson:** Patrick Paul, *Anderson Center for Autism*  
**Northern:** Sarah Louer, *Mountain Lake Services*  
**Capital Region:** Elizabeth Martin, *Living Resources*  
**Long Island:** Linda Gangi, *IGHL*

# NY ALLIANCE STAFF

**Michael Seereiter**  
President & CEO

**Kate Connally**  
Senior Director of Branding & Marketing

**Ann M. Hardiman**  
Chief Innovation Officer

**Charlotte Horwath**  
Administrative Project Assistant

**Michael Lawler**  
Chief Program Officer

**Kirk Lewis**  
General Counsel

**Kathleen P. Mayo**  
Chief Administrative Officer &  
Vice President of Government Affairs

**Lisa A. Mount**  
Senior Director of Events, Business  
Relations & Administration

**Carol Napierski**  
Vice President of Program Development  
and Grant Management

**Katie Page**  
Assistant Vice President for Finance  
and Strategic Analytics

**Monica Robinson**  
Associate Vice President of Workforce Advancement

**Kirsten Sanchirico**  
Vice President of Workforce Advancement



## PARTNERSHIPS & COLLABORATION

Preferred Products



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Making a world of difference  
in people's lives



# FINANCIALS

	<u>2024-25</u>		<u>2023-24</u>
Assets	2,868,001		2,891,664
Liabilities	1,021,402		1,203,313
Net Assets	<u>1,846,599</u>		<u>1,688,351</u>
Membership Revenue	1,360,896		1,278,344
Grants	1,265,883		1,534,261
Educational Programming	789,356		663,543
Other Income	227,086		230,516
Total Revenue	<u>3,643,221</u>		<u>3,706,664</u>
Expenses	3,510,077		3,606,802
Operating Income / (Loss)	<u>133,144</u>		<u>99,862</u>
Non-Operating Income / (Loss)	25,104		42,670
Change in Net Assets	<u><u>158,248</u></u>		<u><u>142,532</u></u>
Expense Allocation			
Management and General	636,193	18.1%	636,193 17.6%
Program Services	2,970,610	84.6%	2,970,610 82.4%



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[nyalliance.org](http://nyalliance.org)

**2024-2025**