



NEW YORK
ALLIANCE FOR
INCLUSION & INNOVATION



New York Alliance

Annual Report

2023-2024

nyalliance.org

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Michael Seereiter
President & CEO

What a year! The New York Alliance for Inclusion and Innovation (NY Alliance) continued to deliver on our mission to serve as a catalyst for positive change and leading resource for its providers, people and all stakeholders. In fact, we achieved several milestones by successfully advocating for funding in the State Budget, graduating our first class of Emerging Leaders, setting clear directions through a new two-year Strategic Plan, launching a Diversity, Equity & Inclusion toolkit, becoming an ANCOR 100% state and we began our Artificial Intelligence journey.

To acknowledge the rich diversity of our community and to highlight the importance of inclusion within our field, the NY Alliance Board of Directors revised the association's Mission and Vision statements. The changes represent a significant action that's symbolic of the association's commitment to equal opportunities, for all people in every facet of life.

The association's strength is rooted in our membership. We were able to achieve so much in this past year as a result of our tight-knit, mission-driven members and it's because of them we remain dedicated to ensuring the success of our system of supports and services on behalf of people.

As you'll see in the coming pages of this year's Annual Report, we firmly believe the power of our organization comes from the passionate people who live and breathe our mission and vision – each and every day – in communities across New York State.

A handwritten signature in black ink, appearing to read "Mike Seereiter".



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: We foster choice and independence in diverse, inclusive communities and inspire creativity and innovation, where people thrive and succeed.

Leadership: We build strong diverse coalitions and engage key stakeholders in advocacy, shape sound public policies responsive to people's needs and support initiatives that advance positive, high-quality outcomes.

Person-Centered: We ascribe to an individualized approach that assists people in living their best life through self-determination.

Respect: We value our members and stakeholders and express that through gratitude, listening and collaboration.

Integrity: We believe words and actions should be held to the highest standards of honesty, fairness, respect, and professionalism.

Equity: We acknowledge systemic inequities and advocate for people with disabilities, their families, and the staff that support them to have access and opportunities.



Advocating for Change



Through several action & advocacy alerts, events, our one-click tool, face-to-face meetings, social media campaigns, presenting testimony in NY State hearings, and offering comments, the NY Alliance and its members advocated directly with NYS legislators on issues including but not limited to:

- a Cost-of-Living Adjustment (COLA)
- Rate Reform
- Medicaid Waivers
- Direct Support Professional Wage Enhancement

14

Action & Advocacy Alerts

6

One-Click Tool Campaigns

2,371

Emails Sent to Legislators & Gov. Hochul

1,125

Advocates Used the One-Click Tool

4

Rallies & Advocacy Events Held

NY Alliance Members

135

Not-for-Profit
Provider Members

4

Associate
Members

6

Allied Members
(Care Coordination
Organizations)

15


Affiliate
Members

14

Individual
Members

6

Regions Across
New York State



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.



100% Membership

Beginning in January 2024, all NY Alliance provider members gained full access to the national association, the American Network of Community Options and Resources (ANCOR) **membership benefits**. Benefits include:

Policy Engagement: Participate in various committees, including the Government Relations Committee and the Grassroots Committee, to shape sensible federal policies.

Stay Informed: Receive weekly newsletters, member briefings, industry insights, and access to the ANCOR podcast. Stay updated with the latest news, expert analysis, and key insights regarding I/DD, Medicaid policy, federal legislation, and more.

Networking and Learning: Enjoy discounted rates for ANCOR's annual Policy Summit & Hill Day, and the Annual Conference. Connect with peers through the Connected Community, engage in discussions, and access educational opportunities.

Watch the video below to learn much more detail about the benefits all members receive.



ANCOR's mission is to influence policy and provide solutions that empower community-based providers in their support of individuals with intellectual and developmental disabilities. With over 2,000 members nationwide, they strive to promote inclusion for all abilities.

Strategic Planning



In August 2023, the NY Alliance Board of Directors were provided an opportunity to engage in a meaningful dialogue with state and national public experts, state officials, and colleagues in the field on the next steps NY Alliance needs to take to ensure the workforce crisis is addressed and the sector advances.

Priority Areas

- Design the Future We Want
- Ensure Significant Investments to Attract and Retain a Quality Workforce
- Deepen the Diversity, Equity, Inclusion & Belonging Conversation
- Advance Membership Solutions



2023-2025

STRATEGIC PRIORITIES

[Click to Learn More](#)



Visit the NY Alliance Website to Read More About our Strategic Priorities

Opportunity for Learning

Conferences & Webinars

Participants of **4** In-Person Conferences **1824**

Participants of **2** Virtual Conferences **153**

Webinars Offered **23**

Webinar Participants **945**

Total Participants Across All Opportunities **2835**

Total Hours of Learning Across All Opportunities **8674**

In-Person Conferences

- Living & Working in the Community Conference
- Leadership Conference
- Legislative & Advocacy Event
- Pre & Annual Conference

Virtual Conferences

- Data/Finance Summit
- DSP Celebration Event

Webinar Topics

- Diabetes and Telephone Triage
- Housing Navigation
- Diversity, Equity, & Inclusion
- Leadership/Exec Skills Development
- Social Worker CE Topics

Regular Programming

Executive Briefings

8

Briefings

594

Participants

Statewide Regional Mtgs

4

Meetings

704

Participants

Council, Committee & Workgroup Mtgs

32

Meetings

390

Members



Designing Innovation*

**What is it? The process of developing methods to address user needs and create forward thinking solutions.*

The experience we gain in helping to develop the next best ways to support people with disabilities clearly influences the content we are able to bring to members through our conferences, technical assistance offerings, trainings, webinars and meetings.

It also strongly influences the policy and advocacy work that we do – often times putting NY Alliance at the forefront of movements – like Supported Decision Making, non-certified residential supports, assistive technology, and have made NY Alliance a clear leader on the workforce.

With assistance from over **52 subject matter expert consultants**, the NY Alliance offers technical assistance opportunities, develops innovative methods and strategies and curates inclusive dialogues to advance a variety of quality of life options for people with disabilities.

Learn more about the tools, resources and learning opportunities available from the following projects & initiatives on the next few pages:

- Regional Centers for Workforce Transformation
- Workforce Engagement & Attraction Technical Assistance Project
- New York Housing Resource Center
- Supported Decision-Making
- National Expansion of Employment Opportunities (NEON) Project
- NY Alliance Executive Leadership Development Series
- Housing Resources for Independent Living

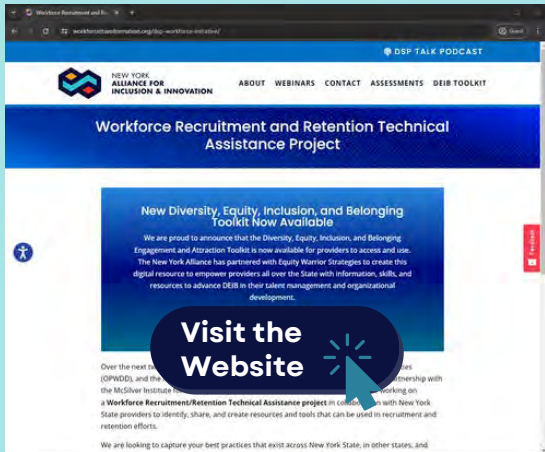


Designing Innovation*

The NY Alliance continues to pursue and secure opportunities to promote the development of innovative best practices and technical assistance opportunities for the I/DD field.

Workforce Engagement & Attraction Technical Assistance Project

A central location for ongoing free trainings and hundreds of tools, resources and supports for New York's Direct Support Professionals.



Resources include:

- **DSP Talk Podcast:** DSPs, self-advocates and family members share stories about the complex and fulfilling role of a DSP in supporting people with disabilities.
- **Diversity, Equity, Inclusion & Belonging Toolkit:** designed specifically for human service providers across New York State to help educate leaders on DEIB topics, energize their efforts with strategies and ideas, empower anyone committed to this work with skills and tools.
- **Coming Soon: Engagement & Attraction Toolkit:** to assist providers in recruiting and retaining Direct Support Professionals.
- **Recorded Webinars:** offerings include strategies for combating burnout, fostering wellbeing, the critical role of supervision, and more.

Housing Resources for Independent Living

Coming Soon! A comprehensive website of resources on non-certified housing options for people with I/DD in NY; providing education to families and caregivers on housing information and the range of non-certified housing options. *Funded by NYS Council on Developmental Disabilities (CDD)*

New York Housing Resource Center

A specialized housing initiative providing technical assistance, training resources and a network of housing experts to foster collaboration between and among housing industry and related professions, service providers and people with disabilities. Visit the website at nyhrc.org.

Building Bridges and Linking Resources

Develop and deliver a curriculum to the Student Success Advisors at SUNY Rockland around expanding and enhancing awareness of disabilities within the student population and identify ways to provide effective career and academic assistance to those students. *Funded by SUNY Rockland*

National Expansion of Employment Opportunities Network (NEON)

Supports the development of an individualized plan for the NY Alliance to advance competitive integrated employment for people with disabilities. Resources available here: nyalliance.org/Employment for People with I DD *Funded by US DOL Office of Disability Employment Policy; made available through ACCSES.*

Designing Innovation* cont'd

Regional Centers for Workforce Transformation (RCWT)

RCWT are regional collaborations with the mission of advancing the practice of the NYS Code of Ethics and the Core Competencies among the state's Direct Support Professionals and to assist agencies in building DSP capacity in the changing service landscape within the field. Visit the website to learn more: workforcetransformation.org

Free tools and resources include:

- vast and frequently updated library of informative and engaging content
- full calendar of free learning opportunities for DSPs on a wide range of topics
- evaluation support for assisting DSPs with adhering to the Code of Ethics and Core Competencies
- regular e-communications about all of the free tools and resources available

Person-Centered Planning Comprehensive System Transformation Statewide Training

Providing distinguished person-centered trainings to promote a person-first culture in all HCBS-funded service delivery systems in NYS. Learn more about the trainings and registration information here:

nyalliance.org/NYAll Person Centered Focus

Provided in partnership with the NYS Department of Health and Public Consulting Group (PCG)

Diversity in Leadership Development

Providing better training and learning opportunities for up and coming existing executive leaders focusing on leaders from diverse backgrounds to prepare them for the jobs they have undertaken and are undertaking in the future. *Funded by the NY Community Trust*

Inaugural NY Alliance Executive Leadership Development Series



In March 2024, the NY Alliance graduated the inaugural class of the Executive Leadership Development Series. The picture above includes several, but not all, students who completed the series.

The second offering of the series began in June 2024 and will conclude in March 2025.

The series was developed to support an organization's critical need for new, emerging and diverse executive leaders to develop an awareness of their style of leadership, and an understanding of how to apply assorted styles and tools to support professional growth within all levels of the organization.

The curricula focuses on:

- establishing a respectful and trauma-informed culture
- developing a person-centered organization
- emotional intelligence
- strategic planning and risk resilience
- ethics and organizational culture
- non-profit governance and financial management
- advocacy

Recognizing Excellence



Annual Excellence Awards

The following individuals were celebrated in April 2024 for their extraordinary contributions to the I/DD field.

Matthew Sturiale, Public Policy and Social Justice Advocacy Award

Kristin Booth Glen, Community Advocacy Award

Commissioner Kerri E. Neifeld, Distinguished Public Service Award

Kirk Lewis, Leadership Award

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.

Northern Region: Bill Cody, Toomey Residential

Mid-Hudson Region: Tammy Mullineaux, Delaware Arc

New York City Region: Alfred Conteh, The Center for Family Support

Capital District Region: RuthAnn Shanahan, Liberty Arc

Long Island Region: Annette Foster, ACLD

Western Region: Deone Dohner, Arc of Monroe

Celebrating Our Own

Michael Seereiter, NY Alliance's President & CEO received awards for his extraordinary contributions to the field.

2023
City & State
Non-Profit
Power 100

ANCOR 2023
Grassroots
Star Award

ARC of
Onondaga's
Mary Carol &
Robert J. Fisher
Founders
Award

Leading the Way



2023-24 NY Alliance Board of Directors

Chair: Evelyn Alvarez-Richards, Heartshare

First Vice Chair: Joy O'Shaughnessy, EEDA

Second Vice Chair: Russ Hahn, Intandem

Secretary: Vacant

Treasurer: Ron Colavito, ACCESS: Supports for Living

Immediate Past Chair: Kirk Lewis, Schenectady ARC

At-Large Directors:

Robert Budd, FREE

Mindy Cervoni, Community Services for Every1

Nadine Daley, The Center for Family Support

Thomas Ess, People, Inc.

Ellen Gutmaker, Arc of Onondaga

Sam Laganaro, New Horizons Resources

Elizabeth Martin, Living Resources

Regional Directors:

New York City Region:

Steve Towler, AHRC New York City

Western Region:

Doug Digesare, The Arc Erie County

Mid-Hudson Region:

Patrick Paul, Anderson Center for Autism

Northern Region:

Sarah Louer, Mountain Lake Services

Capital Region:

Candace Opalka, Liberty ARC

Long Island Region:

Linda Gangi, IGHL



NY Alliance Staff

Kate Connally

Senior Director of Branding,
Product Design & E-Learning

Ann M. Hardiman

Chief Innovation Officer

Robin Horwath

Administrative Project
Assistant

Jennifer Ivery

Senior Director of
Communications
and Project Management

Michael Lawler

Chief Program Officer

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

Michael Seereiter

President & CEO

Connect with Us

Like & Follow Us on Social Media and Join Our E-Lists!

Facebook: @NYAlliance
Join Our **2,376** Followers

X (Formerly Twitter): @NewYorkAlliance
Join Our **1,000** Followers

Instagram: @nyaii1
Join Our **752** Followers

E-Communications:
315 Emails Sent in 2023-24
To join our e-lists, send a request to
nyaii@nyalliance.org

Partnerships & Collaboration



Preferred Products



Proud Members of



Making a world of difference
in people's lives



Financials

	<u>2023-24*</u>	<u>2022-23</u>
Assets	2,904,304	2,950,665
Liabilities	<u>1,212,693</u>	<u>1,405,346</u>
Net Assets	1,691,611	1,545,319
Membership Revenue	1,278,344	1,329,003
Grants	1,533,649	1,397,784
Educational Programming	663,543	659,987
Other Income	<u>230,517</u>	<u>236,608</u>
Total Revenue	3,706,053	3,623,382
Expenses	3,606,803	3,343,889
Operating Income / (Loss)	<u>99,250</u>	<u>279,493</u>
Non-Operating Income / (Loss)	47,041	18,659
Change in Net Assets	<u><u>146,291</u></u>	<u><u>298,152</u></u>
Expense Allocation		
Management and General	636,193 17.6%	561,257 16.8%
Program Services	2,970,610 82.4%	2,782,633 83.2%

* The 2023-24 results are unaudited as of October 1, 2024.



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240 Washington Ave Ext, Ste. 501
Albany, NY 12203

518.795.3590
nyalliance.org

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