

ACTIVITY REPORT

*September 2008
through
April 2010*



DSPANYYS

*Promoting valued lives for the people we serve,
by advancing the profession of direct support.*

ABOUT THE DIRECT SUPPORT PROFESSIONAL ALLIANCE OF NEW YORK STATE

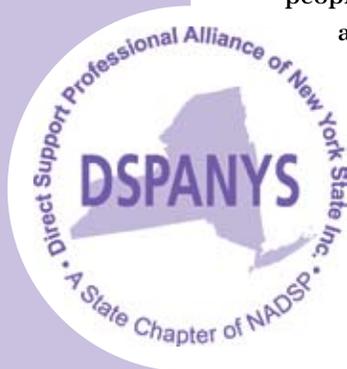


The Direct Support Professional Alliance of New York State (DSPANYS) is the New York State Chapter of the National Alliance for Direct Support Professionals (NADSP). It is part of a growing national movement to elevate the status and recognize the abilities and accomplishments of the men and women who directly support individuals with disabilities every day.

DSPANYS was made possible through an Office of Mental Retardation and Developmental Disabilities (OMRDD) three-year Quality Improvement Demonstration Grant and subsequent funding from the NYS Developmental Disabilities Planning Council awarded to the New York State Association of Community and Residential Agencies (NYSACRA) . The grants enabled NYSACRA to incubate a State Chapter of NADSP.

NADSP and DSPANYS are professional membership associations—of direct support professionals, for direct support professionals and led by direct support professionals—dedicated to promoting excellence in direct support work in partnership with people with disabilities. NADSP and DSPANYS are neither labor unions nor represented by a union. We do not take a position on labor union organizing of direct support professionals and will always remain impartial. Our individual purpose is to improve the quality of human services and supports through an ethical, credentialed and respected direct support professionals workforce, a goal we aim to fulfill through advocacy, systems reform and the provision of workforce development opportunities.

Membership in DSPANYS is open to all individuals, regardless of whether they are direct support professionals, or corporate sponsors who wish to make a world of difference in people's lives by supporting the profession of direct support. Members of DSPANYS are also members of NADSP, are invited to attend meetings and educational opportunities on a local, statewide and national level, and receive newsletters and updates on critical state and national issues.



For more information about membership, visit DSPANYS' website, www.DSPANYS.org, or visit NADSP's website, www.nadsp.org/membership/index.asp . You can also contact Joseph M. Macbeth, Assistant Executive Director, New York State Association of Community and Residential Agencies, at JoeM@nysacra.org or 518-449-7551.

Dear Members,

When the 13 founders of the Direct Support Professional Alliance of New York State first met in late 2008, we were strangers. But we shared a common vision: a society that recognizes and respects the abilities and value of individuals with disabilities and the people who provide direct support and services to them.

Eighteen months later, we are no longer strangers and, with the assistance of advisors, mentors and supporting organizations, we have been able to accomplish much toward making that vision a reality. This report briefly describes some of those accomplishments and our plans for the future.

Most significantly, in that brief period of time, we were joined by over 1,000 individuals—direct support professionals and frontline supervisors, self-advocates, families, and other concerned professionals—who share the same vision.

We realize that our shared vision will not become a reality tomorrow. Being realists, we recognize that it may not even be achieved during our generation. But that realization does not deter us. In fact, it emboldens us to act. People with disabilities and the people who directly support them have been devalued and disenfranchised for far too long to wait for another generation to take up the cause. We must act now and that is why DSPANYS is committed to:



Seizing every opportunity to promote cultures that value the dignity of individuals receiving services;
Advancing the profession of direct support through adherence

to a national code of ethics and supporting a national, voluntary credentialing process;
Providing better access for all direct support professionals to high quality educational experiences and lifelong learning;
Strengthening the partnerships between direct support professionals, self advocates and families;
Advising agency operators, state regulators, and public policy makers on matters relating to the profession of direct support and the quality of services provided to individuals receiving supports; and
Promoting systems reforms which provide career pathways and compensation commensurate with roles and responsibilities for direct support professionals.

As Christopher Reeve said, “If you don’t have a vision, nothing happens.” To our members, advisors and supporting organizations, thank you for helping to make it happen. On behalf of DSPANYS, I also want to give a very special thanks to NYSACRA for all its visionary and practical support.

PRESIDENT’S MESSAGE

MICHAEL TUGGEY
President
Direct Support Professional Alliance of New York State

“If you don’t have a vision, nothing happens.”

Christopher Reeve

DSPANYS ACCOMPLISHMENTS

ORGANIZATIONAL DEVELOPMENT AND OUTREACH

Crafted mission and vision statements

Drafted bylaws

Adopted a union neutrality statement

Developed and disseminated membership materials

Created *The Pulse*, an electronic newsletter to keep members abreast of best practices and current events in the field

Made numerous presentations about DSPANYS to interested agencies and at regional and statewide conferences

Secured a NYS Developmental Disabilities Planning Council (DDPC) grant to further DSPANYS activities

Convened DSPANYS' first annual meeting and elected a Board of Directors in April, 2010

Developed DSPANYS' regional structure to promote opportunities for members to meet locally on an ongoing basis

FORGING PARTNERSHIPS

Established ongoing relationships with the Self-Advocacy Association of New York State (SANYYS) and Parent to Parent of New York State

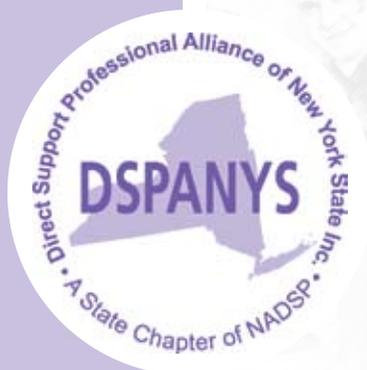
Participated in and presented at SANYYS' annual conference

Marched in fellowship with SANYYS in support of direct support professionals

Established a *Difference Maker Award* with Parent to Parent of New York State to honor direct support professionals who have made a difference in the lives of persons with disabilities or their families

Partnered with NYSACRA in conducting training sessions on the Code of Ethics for direct support professionals and the Community Support Skill Standards

**DSPANYS IS
THE 2009
RECIPIENT
OF ANCOR'S
NATIONAL
ADVOCACY
AWARD**



PUBLIC ADVOCACY

Giving Voice to Direct Support Professionals

Participated in NYSACRA sponsored 2009 and 2010 Legislative Days

Joined OMRDD's Direct Support Advisory Committee

Provided public testimony before Senate and Assembly committees on finance, mental hygiene and labor matters and at public hearings convened by OMRDD on:

- The proposed Executive Budgets for fiscal years 2009-10 and 2010-11
- Trend factors and salaries for direct support professionals
- Health insurance for direct support professionals
- The need for training and credentialing of direct support professionals
- The critical importance of direct support professionals in the lives of New Yorkers
- The need for a statewide, comprehensive plan to address direct support workforce issues in New York State

Met with Governor's Office staff to discuss issues of concern to direct support professionals

With NYSACRA, co-sponsored six regional educational conferences for direct support professionals

Facilitated open forums for direct support workers to discuss their work, code of ethics and the relationships they form with the people they support, summarized in a publication for policy makers and others: *Voices From the Frontlines II: Our Journey*

Received ANCOR's 2009 *National Advocacy Award*

LOOKING AHEAD

In the coming year, with the assistance of the DDPC grant and support from organizational and individual members, among other things DSPANYS plans to:

Continue recruiting new members and keeping all members up to date on issues of importance to direct support professionals and the people we serve

Continue to offer public testimony on behalf of direct support professionals and the people we serve on budgetary and public policy matters that impact on our lives

Begin offering scholarships to enable direct support professionals to pursue courses of study leading to a nationally recognized credential in the profession of direct support

Conduct six regional forums with SANYS and Parent to Parent during which direct support professionals, self advocates and families will examine critical issues of mutual concern and formulate recommendations for agency operators, policy makers and others

With NYSACRA, co-sponsor regional educational conferences for direct support professionals during which they will be invited to participate in forums to share their views in a new edition of *Voices from the Frontlines*

Strengthen ties with OMRDD in helping to promote and recognize the direct support professional workforce

Establish a voice on the national level through representation on the NADSP Board

DSPANYS MISSION STATEMENT

**Promoting
valued lives
for the people
we serve,
by advancing
the profession
of direct support.**

OUR VISION

We envision a society that recognizes and respects the abilities and value of individuals with disabilities and the people who provide direct supports and services to them.

OUR MISSION

DSPANYS is dedicated to improving the quality of human services in New York State and supporting the individuals who provide direct supports and services to persons with disabilities by:

Promoting the profession of direct support through adherence to a national code of ethics, and supporting a national, voluntary, competency-based credentialing process;

Advancing career paths in the profession of direct support by offering increased access to quality educational & training opportunities;

Advocating for compensation that is commensurate with the roles and responsibilities of direct support professionals;

Strengthening relationships between direct support professionals, self-advocates, and families;

Advocating on local and systems levels for reforms which promote consistency in service delivery by a stable, qualified direct support workforce; and

Seizing every opportunity to promote cultures that value the dignity of individuals with disabilities and the critical importance of the people who directly support them in achieving their life goals.

DSPANYS Members receive:

Membership in NADSP and its publications

Periodic DSPANYS publications, including *Voices from the Frontlines*, and our regular electronic newsletter *The Pulse*

Opportunities to partake in local and statewide training and networking activities

A voice to be heard on national and New York State issues

Administrators and agencies that support DSPANYS benefit from a workforce that:

Adheres to a Code of Ethics

Promotes the value of the people they support

Is informed on issues and best practices

DIRECT SUPPORT PROFESSIONAL ALLIANCE OF NEW YORK STATE, INC.

ADVISORS

ANN M. HARDIMAN

Executive Director

JOSEPH M. MACBETH

Assistant Executive Director

TOM HARMON

Consultant

New York State Association of
Community and Residential Agencies

MENTORS

AILEEN FLACH

Director of Human Resources
Rensselaer County ARC

CHRIS FORTUNE

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HeartShare Human Services

HELEN HANES

*Director of Housing & Residential
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Director of Staff Development & Training
New Hope Community

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Executive Director
COARC

LES PARKER

Executive Director
Adirondack Arc

REGIS OBIJISKI

Executive Director
New Horizons Resources

SONIA KNIGHT

Assistant Director
UCP Nassau

SUPPORTING ORGANIZATIONS

Adults and Children with L&DD (ACLD)

Anderson Center for Autism

Catholic Charities Disabilities Services

COARC

The Block Institute

Community Services for the
Developmentally Disabled

Crystal Run Village

Family Residences & Essential
Enterprises

Finger Lakes Community College

Grace Community Services

Greystone Programs

HeartShare Human Services

Irwin Siegel Agency

Jefferson Rehabilitation Center

Mercy Home

Mid Hudson Coalition

New Hope Community

New Horizons Resources

NYS Developmental Disabilities
Planning Council

New York State Association of
Community and Residential Agencies

Orange County AHRC

Rensselaer County ARC

Services for the UnderServed

The Adirondack Arc

The Resource Center

UCP Nassau

Ulster-Greene ARC

AFFILIATE ORGANIZATIONS

Job Path

Life's WORC

Parent to Parent of New York State

People, Inc.

SCO Family Services

Self-Advocacy Association of
New York State

The Arc of Schuyler

The Arc of Steuben

FOUNDERS

AMY SHEAK

Direct Support Professional
COARC

BARBARA DEL VENTURA

Direct Support Professional
New Horizons Resources

CYNTHIA WALLACE

Direct Support Professional
UCP Nassau

DARRELL GRIFFIN

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Orange County AHRC

ELLINGTON CROWE

Direct Support Professional
New Hope Community

JOSEPH McCRAE

Direct Support Professional
HeartShare Human
Services

LYSA HITCHENS

Direct Support Professional
Aspire of Western New York

MICHAEL TUGGEY

Direct Support Professional
Adirondack Arc

PAUL PRINCE

Direct Support Professional
UCP Nassau

PEACHES CONQUEST

Direct Support Professional
Orange County AHRC

SEAN DELANEY

Direct Support Professional
Berkshire Farms

THERESA LAWS

Direct Support Professional
Rensselaer County ARC

WIL PARKER

Direct Support Professional
Otsego County ARC

DSPANYS BOARD OF DIRECTORS

April 2010



c/o New York State
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Visit DSPANYS
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OFFICERS

| | |
|-----------------------------|---------------------|
| <i>President</i> | Mike Tuggey |
| <i>First Vice President</i> | Joseph McCrae |
| <i>Secretary</i> | Theresa Laws |
| <i>Treasurer</i> | Barbara Del Ventura |

REGIONAL VICE PRESIDENTS

| | |
|-----------------------------|-------------------|
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| <i>Long Island Region</i> | Paul Prince |
| <i>Mid-Hudson Region</i> | Peaches Conquest |
| <i>New York City Region</i> | Nicole Wan |
| <i>Northern Region</i> | Rachel Mathy |
| <i>Western Region</i> | Lysa Hitchens |

