



November, 2013

Trish Talk

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Remember when you were a child and your leg muscles would ache during your growth spurts? I recall my mother telling me that I should be grateful for the pain - it was a sign of me becoming the person I was meant to be. As UCP continues to evolve into the health and human services organization it is meant to be, we too are experiencing some growing pains. They include new computer systems, changes in payroll, shortage of parking spaces, cramped workspace, increased provider agency competition, additional duties, etc. As a result, we **MUST** invest in new computer systems and equipment, work space, added staff, marketing, and most importantly, you.

Our new data systems will allow for more efficient billing for our services as well as client, payroll, human resources, and financial recordkeeping. I appreciate your patience with the change in your pay schedule and the requirement to be paid via e-mail. I also appreciate your patience, especially during the summer months, with our shortage of parking spaces at the Wolstein Center. We hold frequent conversations with the Cleveland Clinic who has graciously allowed many of our staff to park in their lot at no charge. We are currently working with an architect who is assisting us with a review of how we can re-arrange offices to adjust to our increased needs of space. We are also going through a marketing/branding process in order to determine how to best attract clients and families to our services and how to differentiate UCP from our many established and some new competitors in the marketplace.

We **must** continue to invest in **you**, UCP's largest asset. In fact, there are a few "musts:" building our staff infrastructure to support your work and our growth; raising more money and UCP awareness; continual analysis of our business model; improving the quality of our programs in order to retain current clients and enroll new ones. You may see some new positions and faces in the near future. UCP's Board of Directors is made up of 24 dedicated professionals from our community who generously volunteer their time to oversee my work as well as the agency's overall performance. They, as I, recognize that investment in you, the UCP staff, is our most critical and long-term objective.

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Finally, you have proven to play a major role in the process of "awareness building." We asked you recently to support UCP with your votes in a Plain Dealer competition of non-profit agencies vying for free media coverage over the holidays and through 2014. I am happy to report that we WERE selected as one of twenty agencies to be featured. Thank you for your many votes! Look for UCP in the Plain Dealer and at Cleveland.com. Most importantly, **thank you** for your client-centered compassion and excellence in all you do. Through your efforts and all that I mention above, we continue to empower children and adults to advance their independence, productivity and inclusion in the community.

Employee News

...Understanding pre- or after-tax 401(k) allocations along with tax-deferred growth..."

On October 22nd, Dave Barth and Mark Bonhard of ING/Rehmann Financial, our 401(k) financial advisors gave a very informative discussion titled "Budgeting and Financial Literacy". They discussed (1) setting financial goals; (2) constructing a budget; (3) creating an emergency fund; (4) insurance protection for families; (5) basic investment concepts; (6) understanding pre- or after-tax 401(k) allocations along with tax-deferred growth and how these factors assist you in meeting your retirement goals; (7) saving for your children's college education; and (8) the basic rudiments of estate planning. They have sent their PowerPoint presentation to us so if anyone is interested in receiving a copy, please send Colleen an e-mail and it will be forwarded to you.

Focus on Wellness

Take time NOW to safeguard your health with the cold and flu weather coming soon. Do it for yourself. Do it for your family. Do it for our clients and their families. In addition to getting a flu shot which is fully paid for by UCP's medical insurance, listed below are recommended screenings that everyone should be scheduling as indicated. If you have UCP's medical insurance, most of these preventative screenings are 100% covered under our current plan through 3/31/14.

ROUTINE HEALTH GUIDE	
Physical exam	Annually
Blood sugar test	Annually
Dental exam	At least annually; best to do every 6 months
Vision exam	As needed and suggested by your doctor
RECOMMENDED DIAGNOSTIC CHECK-UPS	
Bone Mineral Density Screening	Women starting at age 65
Cholesterol and Lipid Screening	Ages 35+; men and women at increased risk - annually
Colorectal Cancer Screening	Ages 50-75; every 5 years
Mammogram	Annually at ages 40+
Pap Test	Sexually active women or women age 21+; every year for 3 years with normal results; then one every 2-3 years thereafter
IMMUNIZATIONS	
Tetanus, Diptheria, Pertussis (Td/Tdap)	Ages 19+; booster every 10 years
Influenza	All adults annually
Pneumococcal	Ages 65+: 1 dose. By physician recommendation ages 19 - 64: 1 dose
Shingles (Zoster)	Ages 60+: 1 dose; or if shingles outbreak occurs earlier
Hepatitis A, Hepatitis B, Meningococcal	Ages 19+: if other risk factors are present

Agency Highlights & Historical Facts

DID YOU KNOW? In Orientation we all learned that UCP was formed in 1950 by several parents of children with Cerebral Palsy. But, did you know, that shortly after UCP's formation, this group of parents broke into two groups.

One group focused on young children with CP and they formed a nursery school and a summer camp. They purchased a large house on Overlook Drive in Cleveland Hts. in 1953.

The other group signed on with United Cerebral Palsy National to form UCP, Cuyahoga County in 1951. They opened an office on East 9th Street with one Director working with a group of many volunteers.

In 1956 the two groups reunited and the 9th Street group moved into the Overlook House. And, as they say, the rest is history as UCP of Greater Cleveland has evolved and continues to grow with the help of all our smart, dedicated, and hard working staff, managers, and volunteers. The next quarterly newsletter won't be circulated until after the holidays so UCP management wants to take this opportunity to wish everyone a happy, healthy and blessed holiday season.

Employee Profile: Austin Graham

We have all seen Austin's smiling face and have been the recipient of his assistance when our technology just isn't doing what it is supposed to do for us. But did you know that Austin is not a native Clevelander? He was born in Salt Lake City, Utah and moved to Cleveland with his family while still a young boy. Austin remembers the Great Salt Lake and its high salt concentration which makes the lake water unusually dense. He remembers how it is nearly impossible for a person to sink and most people just float on top of the water because of all its salt.

He grew up in Euclid and now lives with his father, sister and niece. He graduated with honors from Euclid High School and started with UCP as a client employee in our Community Employment (CE) program. Within his first year, one of our smart and observant CE Site Supervisors recognized his multitude of talents with technology and he became a member of our Information Technology department in January of 2011. Our gain, CE's loss.

Austin shared that Halloween is one of his favorite holidays. He likes the fact that you can dress up in wigs, make-up and costumes and can become anything you want to be. You are not judged as being different because that's what everyone is doing on that holiday. He likes to visit Haunted Houses in the area and LOVES horror movies. His favorite movie is Evil Dead which some of you may find surprising given Austin's pleasant demeanor!



*Austin Graham, IT
Assistant*

HR News and Notes

I recently learned that for some of the discounts offered by Best Benefits Club (such as hotel discounts), you will need to show a membership card when you redeem the discount. You can find proof of membership on BBC's website, www.bestbenefitsclub.com. After you log on, under the "Welcome, United Cerebral Palsy" on the left side of the screen, there is a link titled "Proof of Membership". After clicking on that link you will be taken to a printable membership card that will verify our membership in BBC.



A BIG THANK YOU to Denise Maher, one of our DSPs in ILP, whose awareness and quick action saved one of our Agency vans from being vandalized and/or stolen. At the end of September around 2:30 am, Denise noticed that the back door of our van was open, the dashboard light was on, and she saw the head of a male inside the van. She immediately called the police who arrived quickly and arrested the thief-to-be. The responding officers were very grateful to Denise. They informed her that there have been numerous vehicle break-ins and thefts in the area and they had been trying to catch the thief. Denise, your actions prevented further thefts and/or damages to other tenant's vehicles as well as to ours. WELL DONE and CONGRATULATIONS TO DENISE!!!!

Another BIG THANK YOU goes to Amy Hook who works in the Vocational Services program at our Wolstein office. Several years ago while working at Fifth Third Bank through our Community Employment program she asked for approval to put a collection box in their lobby. She wanted to coordinate donations of winter scarves, gloves and hats for the organization, "Warm Hands/Warm Hearts". When the representatives from Warm Hands/Warm Hearts came for the donation pickup that first year, they commented that the donation was the largest they had received that year. Several years have now passed and Amy no longer works at the Fifth Third Bank location, but the donation program that she started has continued to the present day. Amy continues to coordinate the donation program outside of her duties at UCP. The building manager at Fifth Third Center contacted us this month to ask us to extend her thanks to Amy for her initiative in starting this program and her ongoing support. WELL DONE AND CONGRATULATIONS TO AMY!!!

Winter will soon be upon us and as we know that means snow, ice, traffic accidents, and possible school and business closings. Trish issued a memo with this payroll outlining UCP's closure procedures. If you haven't received her memo and/or have not read it yet, please take a minute to become knowledgeable on what to do in the event there is an emergency that might require us to close for a day.

Birthdays – Happy Birthday to All**October**

Lora Onafuwa - October 1
Alice Hrezik - October 2
Rachel Verde - October 5
Tara Hollowell - October 5
Antoinette Henry - October 5
Christopher Stafford - October 7
Willonda Nicholson - October 7
Sharon Meixner - October 9
Bianca Carter - October 12
Nyesha Hall - October 13
Shatai Jefferson - October 16
Brenda Richardson - October 15
Amber Callipare - October 18
Aziza Gray - October 18
Haley Berman - October 19
Randall Simmons - October 19
Ed Brito - October 20
Pamela Butler - October 21
Natanya Thompson - October 24
Taj Martin - October 24
Michele Hill - October 26
Chiquita Russell - October 26
Donna Brooks - October 28
Jackson Seo - October 28
Allen Smith - October 28
Beth Lucas - October 30
Colleen Bennett - October 30
Francis Arinze - October 31

November

Katricia Wheeler - November 2
Sharon Schwartz - November 4
Jelena Kirkland - November 5
Tiffany Grant - November 5
Raheem Merritt - November 5
Katherine Armbruster - November 8
Erica Capito - November 11
Karyn Carrick - November 11
Romonica Boyd - November 1
Pamela Carter - November 15
Kareen Thompson - November 16
Josh Whitely - November 18
Rebecca Guenther - November 19
Ronald Fomby - November 20
Matt Basenback - November 20
Michelle Buchanan - November 21
Paresa Cox - November 23
Stephanie Dimmings - November 26
Samantha Caldwell - November 28

December

Katherine McGregor - December 10
Tammy Mitchell - December 12
Sonya Boyd - December 12
Angela Tomlin - December 15
Lori McGowan - December 16
Lindsey O'Neill - December 17
Jeremy Moats - December 17
Regina Dublin - December 18
Vanessa Hicks - December 21
Ladasha Howard - December 21
Iris Craig - December 22
Julia Holder - December 23
David Modic - December 23
Cynthia Marks - December 24
Maxine Fentress - December 27
Lawaza Jackson - December 27
Laveshia Cook - December 29

Anniversaries – Congratulations to All

<u>October</u>	<u>November</u>	<u>December</u>
William Jones- 10/3 - <u>25</u>	Katherine McGregor- 11/1- <u>2</u>	Arleen Sharp-Linton- 12/3- <u>6</u>
Tricia McKellar-Clarke- 10/4- <u>18</u>	Adrienne Blair- 11/3- <u>5</u>	Orleana Smith- 12/3- <u>6</u>
Anthony Lampkin- 10/5- <u>4</u>	Mary Brown- 11/5- <u>12</u>	Michele McDuffie- 12/5- <u>8</u>
Cartelia Shelby- 10/6- <u>5</u>	Kareen Thompson- 11/5- <u>6</u>	Ardys Worship- 12/5- <u>8</u>
Martha Johnson-Banks- 10/7- <u>15</u>	Esther Winn-Billingslea- 11/5- <u>6</u>	Beverly Teague- 12/6- <u>9</u>
Carla Stafford- 10/8- <u>12</u>	Rose DiIonna- 11/5- <u>1</u>	Amber Morgan- 12/10- <u>1</u>
Allyson Coleman- 10/8- <u>1</u>	Joselyn Pelima- 11/7- <u>8</u>	Monique McDonald- 12/10- <u>1</u>
Janet Bibbins- 10/8- <u>1</u>	Tiffany Grant- 11/7- <u>2</u>	Tasha Davis- 12/10- <u>1</u>
Michael Mora- 10/10- <u>8</u>	Amanda Stohrer- 11/8- <u>3</u>	Emily Hastings- 12/10- <u>1</u>
Mietta Roberts- 10/11- <u>9</u>	Lindsey Tharp- 11/9- <u>4</u>	Samantha Caldwell- 12/16- <u>11</u>
Kenyette Johnson- 10/11- <u>3</u>	Tiara DosReis- 11/12- <u>1</u>	Romonica Boyd- 12/16- <u>11</u>
Katie Schultz- 10/11- <u>3</u>	Joseph Wood- 11/13- <u>1</u>	Antionette Henry- 12/17- <u>6</u>
Lauren Siner- 10/12- <u>4</u>	Megan Shumaker- 11/13- <u>7</u>	
Cecily Bryant- 10/16- <u>1</u>	Diane Karban- 11/13- <u>7</u>	
Margie Troup- 10/20- <u>16</u>	Sharon Richardson- 11/13- <u>7</u>	
Tiffany Thornton- 10/20- <u>5</u>	Norquetta Smith- 11/17- <u>5</u>	
Michelle Buchanan- 10/20- <u>5</u>	Julia Holder- 11/19- <u>6</u>	
Angela Tomlin- 10/22- <u>6</u>	Regina Jackson- 11/19- <u>6</u>	
Bianca Carter- 10/22- <u>6</u>	Patrice Bates- 11/26- <u>1</u>	
Stefanie Koller- 10/22- <u>1</u>	Kristina Rawls-O'Neal- 11/26- <u>1</u>	
Jacalyn Florman- 10/22- <u>1</u>	Shanita Dozier- 11/28- <u>2</u>	
Rachel Verde- 10/22- <u>1</u>		
Vanessa Bell- 10/24- <u>8</u>		
Francis Arinze- 10/25- <u>13</u>		
Jamekia Cutwright- 10/26- <u>3</u>		
Katherine Armbruster- 10/29- <u>1</u>		

Please advise me if you prefer to not have your birthday listed in this newsletter.