



Inside this issue:

Trish Talk	1
Agency Highlights	2 & 3
Focus on Wellness	3 & 4
Employee Profile	4
HR News and Notes	5 & 6
Birthdays	6
Anniversaries	6

Happy 65th Anniversary, UCP of Greater Cleveland!

Trish Talk

This is my "after" picture of the Christmas cactus living in my office. Unfortunately, I don't have a "before" picture. Why do I think you would have ANY interest in this cactus? Allow me to explain.



This cactus has been with UCP longer than any employee ever has. It has lived in the executive director's office for at least 35 years. It first belonged to Mr. Eugene Woods, the first executive director and first employee of United Cerebral Palsy of Cuyahoga County. Over the years, our name and location have changed. Mr. Woods started the agency in a downtown office before opening the nursery and therapy at a mansion on Overlook Drive in Cleveland Heights. (Today, that mansion houses a non profit organization serving individuals with eating disorders.) From there, we moved into the Wolstein Center June, 1999.

Just as we outgrew our space at the old mansion in Cleveland Heights and the workshop's home on Carnegie and E. 30th Street, the cactus outgrew its pot earlier this year. My husband helped me to repot it. Life in its larger pot has lead to a much healthier plant...branches stand tall and no longer droop, new bright green leaves have sprouted and we look forward to its pink blooms sometime this winter. Likewise, our agency has thrived over the last 16 years. Our larger space has allowed us to "branch out" to serve more children and adults in various ways.

I think it's time that this living, growing, and beautiful long-time resident of UCP is introduced to all of you. Its presence in my office is a constant reminder that, along with my administrative duties, I must pause to appreciate and nurture everything and everyone. It also reminds me to make adjustments at the agency when we see that growth or progression is stunted. Just as I look forward to seeing the cactus' annual blooms, we can all look forward to all of your accomplishments seen in the improved quality of the lives you all serve.

Agency Highlights

Adult Day Support (ADS): There were many great outdoor activities going on this summer for our clients, including cookouts at all ADS locations in July to celebrate Independence Day. Walnut Wednesdays downtown, picnics at various parks around the city, trips for ice cream at local beaches such as Huntington, Edgewater and Euclid Beach were truly enjoyed by our clients. On July 22nd, clients from all three locations participated in the 25th Anniversary Celebration of the ADA at Wade Oval Circle for an all day/evening event. There was a great client turnout from all programs, including the group homes in the evening. An August luau added more fun to the summer. ADS and OE clients participated in a production at the Cleveland Music Settlement. The clients in the choir performed and Wolstein, Westlake and Highland Hills attended the performance. ADS Wolstein clients (Marty and Vera) went on a Lolly the Trolley tour. Westlake clients recently went to Home Depot and they donated wooden helicopter kits, paint, sanders, sand paper and allen wrenches which made this a great outing for them! The clients also really enjoyed going to the Crusher's game and the Cuyahoga County Fair this summer. Highland Hills continues to grow!! They currently have 25 clients and will be adding one more in the near future.

Community Employment/Transition Services: Community Employment and Transition Services had a dynamic summer! Community Based Assessments/Work adjustments were in process throughout the summer and were hosted at the following CE training sites: Cleveland Clinic, Cleveland Metroparks Zoo, Fifth Third Bank, Oatey Factories, PNC Operations, and Reese Pharmaceutical. The Summer Youth Work Experience hosted 24 participants and they were able to build vocational skills at Great Lakes Science Center, Cleveland Metroparks Zoo, Cleveland Museum of Natural History, Ronald McDonald House, and Pleasantview Nursing Facility. At the Cleveland Metroparks Zoo, seasonal Aramark and Event Network clients began working on Memorial Day weekend. Their responsibilities concluded on Labor Day weekend for the following workers: David, Marion, Sari and Sam. While working with Sam this summer, he indicated he loved the job and didn't want to leave. He is currently working with Eric for job placement. A number of job placement success stories occurred over the summer as well. Sears in North Olmsted hired two of Eric's clients. Eric indicated the supervisors keep in constant contact with him regarding his clients and the supervisor expressed to Eric the clients are "guys they can lean on." Two of Andy's clients, Project SEARCH Cleveland Clinic graduates, were hired in the department of their internships. Michael was hired by Novitex (the mailroom). Andy stated that Michael's supervisor has gone above and beyond to make him successful in his new job. Ashley was hired as a clerk in the Digestive Disease Institute. Jaclyn, a client of Greg's was a 2014 Project SEARCH intern from Mercy Regional Medical Center. She took classes at LCCC to become an STNA. After the extensive training involved, Jaclyn passed her State Boards and received her STNA license. Jaclyn was hired at Towne Center Community Campus Skilled Nursing Facility in Avon Lake. Greg stated, "What is exciting about this placement is that Jaclyn decided she wanted to become an STNA after interning at Mercy Regional Medical Center through the Project SEARCH program." Jaclyn has reached almost 90 days of employment.

Group Homes: The Edendale clients have enjoyed warm summer days filled with beautiful music. The clients attended concerts at Wade Oval on Wednesdays, Euclid Beach LIVE on Fridays, and live bands at the Hard Rock Rocksino. Edendale celebrated Carl Poole's birthday and here is a picture of the Edendale staff preparing to make Richard's birthday a day he will remember for a very long time. Overall the clients are doing very well and continuing to adjust to their new home and their direct care staff. Memphis has a new Home Manager and the staff have been working very well as a team to make the transition go smoothly. A majority of the Memphis staff attended the Staff Appreciation Bowling night which is a great step in moving forward as a team. Memphis took their first boat ride on the Goodtime III which was an experience for both staff and clients. The event was so much fun that Memphis is considering making this an annual event. The clients have been able to do everything that they have wanted to do this summer and more. This is because staff have brought so many new ideas for suggested outings that we are really becoming more caring providers. We were also able to welcome our client, Paul, home. He was truly missed.



Children's Services: There have been a lot of new faces added to our therapy teams. Please welcome our new Therapy Aides, Katelyn Kish and Maggie Johnston. Carrie Brown is our new COTA, Valerie Scharf is our new Speech Language Pathologist, and Elana Tenenbaum is our new Occupational Therapist. They will be working in both the schools and in our clinic. Also, please welcome back Rebecca Guenther from her maternity leave. This summer was an exciting time for our Steps to Independence intensive therapy summer program. We served 49 children from the month of June through August of this year. Children gained some wonderful skills, such as using power chairs and taking longer steps for the first time, sitting upright, and talking with a communication device or on their own. The team uses play as a mode of therapy. Children thrive when you hide hard work with play. Sometimes you don't know who is having more fun in our therapy area--the therapist or the child. Our school therapists started the 2015/2016 school year and currently service over 390 students in the school settings in over 7 school districts. Our school-based therapists are well trained in school-based therapeutic intervention as well as having a good understanding of the multi-complex child. Early August of this year UCP and Replay for Kids partnered together and provided two workshops for UCP families and community families to adapt a regular toy into a switch adapted toy. Our families actually adapted a toy and were provided with tools to complete the project. Every family was able to take home a toy, a switch and full tool set to adapt other toys for their children at no cost to them. Thank you Replay for Kids for such a wonderful gift.



Organizational Employment (OE): Two OE clients participated in the Summer Work Experience at the Cleveland Metroparks Zoo and the Cleveland Museum of Natural History. OE continues to work with individuals to help them move toward more integrated settings in the community. The OE Giving Back Group held several drives. In July they collected pet food for a program called "My Best Friend's Bowl". In August they held an On-Going Baby Shower by collecting items for Frontline Services, an organization offering crisis and trauma services to families.

Development: The Development Department has begun fall at a full sprint! Our upcoming gala, **Puttin' On the Ritz** on October 10th promises to be a success with over 350 guests! There are also plenty of upcoming events for UCP of Greater Cleveland supporters to attend. If you are a football fan, come watch the Browns beat the Steelers at the Friends Committee Browns Tailgate Watch Party on Sunday, November 15th. The event will be held at Around the Corner Bar in Lakewood. More information on tickets will be provided soon. Also, Save the Dates for next year's **Race to Empower 5K—Sunday, May 1, 2016** and **Team UCP at the Cleveland Triathlon—Sunday, July 31,**

Focus on Wellness

5 Great Reasons to Walk

By Cleveland Clinic Wellness Editors

The psychological power of walking can't be beat, including stress reduction and increased self-esteem!

Walking offers some surprising psychological benefits. If you've ever gone out for a walk in a huff and come back feeling calmer and collected, you know firsthand that walking can help reduce stress. Studies confirm that walking benefits your mood — and may even ward off depression as well as an antidepressant does! Walking may give you a mood boost by releasing your body's natural happy drugs — endorphins. And if you always tell someone about your walk after you're done (do it!), you'll be full of pride at your accomplishment, which helps increase your self-esteem.



(Continued on Page 4)

Focus on Wellness (cont.)

You can lose weight by walking just 30 minutes a day. All you have to do is skip one TV show!

Walking is one of the best exercises for losing weight — it's relatively easy to do (and easy on the joints), it's free and you have to do it every day anyway! To start walking for fitness, try to begin with a 20-minute walk every day. If that's too much, start smaller. But do set a goal of building to 30 minutes a day, every day. In a 12-week study of significantly overweight women, those who walked for 30 minutes, five days a week, lost weight at a rate similar to women who walked twice as long — 60 minutes, five days a week. Once you've built up strength and stamina, you can increase your pace and lengthen your walks for greater cardiovascular benefits.

Why should you become a regular walker? Lower blood pressure, better sleep and more energy, to name just a few reasons.

Regular walkers have fewer heart attacks and strokes, lower blood pressure and higher levels of HDL (healthy cholesterol) than non-exercisers. And the reason is simple: Daily physical activity — including walking — can lower blood pressure and LDL (lousy cholesterol), decrease the risk of many cancers and improve immune system function. Plus, it improves quality of sleep and keeps you energized. Yet another amazing perk: For every hour a person walks, she adds an hour to her life!

Get motivated and have an easier, more fun walk. All you need is a pedometer and a pal.

Tracking your steps with a pedometer is key to walking success, says Michael F. Roizen, M.D., the Cleveland Clinic's chief wellness officer and co-author of the audiobook *YOU: On a Walk*. People who love their pedometers logged a reported 2,000 more steps per day! There's a way to make your workout feel easier too. Simply ask someone to join you. With a walking buddy, you're bound to enjoy your workout more — and feel it less. A study of university crew team members showed that when they did indoor rowing workouts in synchrony, they experienced less pain.

Can't resist that snack craving? Chocoholics experience a major dip in cravings during and after a 15-minute walk.

Why would you want to avoid chocolate? While dark chocolate (with at least 70 percent cocoa) is good for your heart, too much chocolate overcomes the good. And cravings in general are usually bad news for people trying to lose weight. Ninety-seven percent of women and 68 percent of men experience food cravings, and craved-for foods tend to be calorie-dense, fatty or sugary foods, with chocolate being the most commonly reported. Walking reduces cravings for nicotine and other drugs. More recent findings show that it can also curtail a hankering for chocolate, both during the walk and for about 10 minutes afterward. Says Professor Adrian Taylor of the University of Exeter, the scientist behind the study, the findings suggest that walking helps people lose weight by curbing cravings for sugary snacks.

Employee Profile: Aretha Johnson



Aretha Johnson has been a part of UCP for 4-1/2 years. She began her employment as a DSP at the Memphis House. In August she was promoted to the position of Home Manager of the Memphis House and she reports it has been a great experience albeit with new challenges. She feels so much compassion for both the clients and her staff who have welcomed and accepted her in her new management role. She feels that she is one person out of many who can actually say that they love their job. She feels her work ethic and positive attitude have contributed to her career progression. She never just clocked in and clocked out of work. She always took the time to think of the next step in making a difference in her clients' lives. She likes to come up with new ideas to get the staff more involved and to love their jobs too. She feels that this way the clients are receiving the quality care they need and deserve.

Aretha is a born and bred Clevelander and proud of it. She is currently pursuing an Associate's degree. She has two beautiful children, Trinity (6) and Sellers (11), who she adores and she has been married almost 12 years. Her favorite pastimes are spending time with her family and travelling.

She said that it has been a great pleasure to be a part of the UCP team. She feels that she has made at least one dream come true which was to be able to facilitate in a way that can change lives.

HR News and Notes

Employee of the Month. Congratulations to all our Employee of the Month (EOTM) recipients: July - **Michelle Sprinzi**, ADS/OE LPN; August - **Miranda Dean**, DSP at Memphis; September - **Maria Stearns**, Project Search Job Coach at LCCC. We continue to receive wonderful Positive Incident Reports on so many of our outstanding staff that it continues to make the decision to just choose one employee very difficult. All the nominees each month are recognized with Candygrams, but the EOTM receives a \$25 gift certificate and will be entered into the Employee of The Year (EOTY) drawing. The EOTY will receive a \$100 gift certificate. Please keep directing your Positive Incident Reports to the Director of Human Resources.

2015 Direct Support Professional Recognition Week. This month, we and other agencies all across the country celebrated the DSP Recognition Week which ran from September 13 – 19. Governor, John Kasich and both of Ohio's U.S Senators - Republican Rob Portman and Democrat Sherrod Brown - have voiced support for recognizing the dedication and accomplishments of outstanding Direct Support Professionals everywhere. We thank all of our employees for their hard work and commitment to our clients, but during this special week we focused on our amazing Direct Support Professionals in all of our programs.

UCP's 2015 United Way campaign. This year's campaign will run from October 6 through October 30th. Lunch will be served by our directors on Tuesday, October 6th. In return for your \$3 United Way donation, you will be served pizza, a side, and a beverage. Your lunch purchase qualifies you for a ticket for an end-of-campaign prize drawing. For those staff in our other locations, managers, please try to arrange to send an employee to pick up the lunches for your staff.



Your supervisor will provide you with a United Way pledge form. If you sign up for payroll deduction of your United Way contribution, you can receive an additional two tickets for the prize drawing. If you are unable to pledge a payroll deduction (there is no minimum amount), please consider a one-time donation. A one-time donation in the form of cash or check will qualify you for one ticket. Our goal this year is 100% participation. A donation from all of us can make a big difference in the lives of many in our community.

On Friday, October 30 at 2:00, we will meet in the Wolstein lobby for the prize drawing and to announce our grand total. **Winners do not have to be present to win.** Prizes include:

- First Prize: A paid day off
- Second Prize: A paid half day off
- Third Prize: 2 VIP Passes to the Cleveland Improv
- Fourth Prize: 2 tickets to Rock & Roll to the Rescue featuring Eddie Money
- Fifth Prize: \$50 Gas Gift Card
- Sixth Prize: \$25 Gift Card to Sweet Melissa
- Seventh Prize: Lunch with Trish or \$25 in Cash
- Eighth Prize: Two \$10 Mavis Winkle's gift cards
- Ninth Prize: Universal IDAPT Charger
- Tenth Prize: UCP duffel bag filled with miscellaneous goodies

Save the Date. Plans are already under way for next year's Employee Appreciation Day. This year's bowling event had the largest attendance since we began this fun family event to show our appreciation for all that you do. Please save the date of **Friday, May 13, 2016** from 6:00 p.m. to 9:00 p.m. Don't let the fact that it is going to be Friday the 13th scare you away. The event will still be held at Freeway Lanes, but we are moving it next year to their Wickliffe location. More details will follow as we get closer to the date.

Change in UCP's 401(k) Plan. A few months ago we announced that UCP was moving your 401(k) plan to a new VOYA platform. This move was made in order to offer you more investment options at a lower fee structure. There are now many new on-line features which will offer you more flexibility in changing investment options, changing your investment amount, and receiving guidance on your investments for your retirement planning. If you are not a participant of UCP's 401k plan and want to learn more, see the Director of Human Resources or email to cbennett@ucpcleveland.org.

You can access your retirement account on the Web 24 hours a day, 7 days a week. To access your account online, go to www.voyareirementplans.com. If you are new user, to register you will need to enter your Social Security number and PIN the first time you login.

(Continued on Page 6)

UCP OF GREATER CLEVELAND

10011 Euclid Avenue
Cleveland, OH 44106

Phone: 216-791-8363

Fax: 216-721-3372

Email:
info@ucpcleveland.org

Trish Otter,
President & CEO

Colleen Bennett,
Director of Human
Resources

Tim Kilbane,
Maintenance & Facilities
Manager

Beth Lucas,
Chief Operations
Officer

Ken Ross,
Director of Finance &
Administration

Paul Soprano,
Director of Adult
Services

Intesar Taye,
Director of Children's
Services

Tammy Willet,
Director of
Development



HR News and Notes (cont.)

Your default PIN is initially set as the four digit month and year of your birth (mmyy). You will then be asked to create a personalized User Name and Password for future use. If you forget your User Name in the future, contact a Customer Service Associate at 800-262-3862. If you forget your password, you can select a new one by choosing the "Forgot Your Password" option.

Birthdays - Happy Birthday to All of You!

September

Jacalyn Florman-9/1
Alexandra Los-9/1
Dana Stratz-9/3
Christie Shelton-9/3
Yatanya Humphrey-9/9
Andrea Isaac-9/13
Rachel Harrison-9/16
Diane Karban-9/19
Intesar Taye-9/19
Tonya Bonner-9/22
Charles Freed-9/24
Janet Bibbins-9/30

October

Lori Onafuwa-10/1
Antionette Henry-10/5
Rachel Verde-10/5
Christopher Stafford-10/7
Sharon Meixner-10/9
Aziza Gray-10/18
Haley Berman-10/19
Brian Corrigan-10/19
Eder Brito-10/20
Natanya Thompson-10/24
Meghan Mingee-10/27
Colleen Bennett-10/30
Beth Lucas-10/30

November

Raven Chaplin-11/1
Katricia Wheeler-11/2
Sharon Schwartz-11/4
Raheem Amed Merritt-11/5
Katherine Armbruster-11/8
Elizabeth Wilson-11/16
Joshua Whitely-11/18
Rebecca Guenther-11/19
William Basenback-11/20
Tranita Mckenzie-11/22
Carol Gray-11/29

Anniversaries - Congratulations and Thank You to All!

September

Maxine Fentress-9/1/2000-15 years
Nancy Rodriguez-9/2/2008- 7 years
Laurene Sweet-9/4/2007-8 years
Timothy Wallace-9/8/2014-1 year
Sherita Hooven-9/8/2014-1 year
Rikeda Lattimore-9/8/2014-1 year
Clara Mahon-9/10/2007-8 years
Nicole Grice-9/14/2009-6 years
William Basenback-9/24/2012-3 years
Kristie Stradtman-9/24/2012-3 years

October

William Jones-10/3/1988-27 years
Carol Gray-10/6/2014-1 year
Danielle Richardson-10/6/2014-1 year
Shonel Smith-10/6/2014-1 year
Felicia Shepherd-10/6/2014-1 year
Alexandra Los-10/7/2013-2 years
Janet Bibbins-10/8/2012-3 years
Allyson Coleman-10/8/2012-3 years

Tiffany Straub-10/20/2014-1 year
Christopher Goodman-10/20/2014-1 year
Candy Davis-10/21/2014-2 years
Jacalyn Florman-10/22/2012-3 years
Stefanie Koller-10/22/2012-3 years
Rachel Verde-10/22/2012-3 years
Jamekia Cutwright-10/26/2010-5 years
Katherine Armbruster-10/29/2012-3 years

November

Katherine McGregor-11/1/2011-4 years
Nicole Tufts-11/3/2014-1 year
Rose Dilonna-11/5/2012-3 years
Esther Winn-11/5/2007-8 years
Amanda Stohrer-11/8/2010-5 years
Tiara Elkas-11/12/2012-3 years
Diane Karban-11/13/2006-9 years
Megan Shumaker-11/13/2006-9 years
Kathleen Watts-11/17/2014-1 year
Regina Jackson-11/19/2007-8 years
Kristina Rawls-O'neal-11/26/2012-3 years

Please advise me at cbennett@ucpcleveland or at extension 1327 if you prefer to not have your birthday or anniversary listed in the newsletter.