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Happy 65th Anniversary, UCP of Greater Cleveland!

Trish Talk

“Teams move at the speed of trust.”

(Trust: to rely upon or place confidence in someone or something)

The above statement was made by our strategic planning facilitator, Jack Ricchiuto. Jack is assisting us in charting the agency’s future. He has travelled the world and has worked with global companies. He also worked in our field as a young college graduate and invited a young man with developmental disabilities to live with him for a short time in order to assist him in transitioning into the community. Jack knows our business as well as the universal qualities of highly functional and thriving organizations. I have entrusted Jack with guiding us through the planning of our future.

As employees of UCP of Greater Cleveland, we must be able to trust each other... trust each other to carry out our values of integrity and compassion in all we do. We must trust that we all act (toward clients and toward each other) with good intentions. It is only then that we can benefit from working as a team toward the same goal.

Most people in any position of authority are questioned and I need to understand and accept that fact. I would be naïve to think that all of you trust my intentions and decisions. Please know that I consider it a privilege to serve in my role at UCP and would never take advantage of or disrespect the authority that I hold. I respect and appreciate the work of each and every one of you. As I trust in you, I ask that you trust in my judgment as I may have access to information that you may not have. Just as I trust that you will do your job to the best of your ability based on the information and tools you have available to you. You should also know that I rarely make significant decisions without first consulting with others for their expertise, thoughts and ideas. That input comes from board members, experts in the community, and most importantly you, the staff.

We are beginning to roll out all of our strategic projects next week and we will be communicating more of those details as we move forward. As we consider new and different ways of doing things, I ask for a spirit of teamwork and inclusion. It will be up to me to encourage it but up to you to come together as a team through collaboration and trust. With open, respectful, and honest dialogue UCP of Greater Cleveland can become an even stronger force in our community and a premier provider of services to the children, families and adults we serve. Our clients are depending on us. Our success leads to their success which is why we are all here.

Thank you for your support and know that you have mine.

Agency Highlights

Adult Day Support (ADS) - We have been quite busy at all of our ADS facilities. Westlake is approaching capacity of 40 clients and Highland Hills continues to grow with 24 clients, including 6 in their new Easy Street room. In May, all of our locations celebrated Mother's Day, with a "Cleveland Moms Rock" luncheon. Some future dates to look out for: 1) The week of June 29th we will have cookouts at all three locations; 2) On July 22 UCP will be participating in a day of festivities as Cleveland celebrates the 25th Anniversary of the Americans with Disabilities Act (ADA) at Wade Oval park; and 3) Be watching for dates for our Luau's going to each location in August. In addition to all of the activities, we continue to make the Employment First Initiative our focus by enhancing the Hybrid program curriculum to include "Job Readiness" materials and discussions. We would also like to thank Michelle Sprinzl, LPN, for enhancing staff training with monthly In-Services on a wide variety of program and client centered topics. We welcome back ADS Assistant, Natanya Thompson, after the birth of her daughter.



Organizational Employment (OE) - In the spirit of the Employment First Initiative, an OE client, Marian, is participating in a community-based assessment at the Cleveland Metroparks Zoo this summer with Aramark. Two additional OE clients have tested the waters of community employment, doing assessments with other agencies. Harvest for Hunger had another successful campaign under the guidance of the OE Giving Back Group. They hosted a canned food drive and also raised \$607.64 through a Malley's Chocolates sale and a hot dog sale.

Community Employment/Transition Services - It is finally here - summer in CLE! The sun is shining bright along with our awesome clients in CE. Just as we are finally seeing the seeds we had sown in early spring burst out of the ground, the hard work and dedication of our PS staff, job placement specialists, and interns are beginning to materialize. As each site begins its graduation ceremonies, there are a few interns who are already employed. Currently 8 interns have competitive jobs that will allow them to continue to grow as independent young adults. Although all of the clients in CE are amazing individuals, we are proud to announce that this year's Adult Services Boots Fisher Award was given to our very own, Viviana Hernandez. This award has been given to a Zoo employee two years in a row. Our site supervisor at the Zoo, Claire Mahon, deserves a round of applause for being such an incredible support to her clients and going above and beyond her responsibilities. Way to go, Claire! We are all excited for a little fun in the sun this summer, but we won't be taking much vacation because, after all, employment is our business!



Children's Services - So far this year, Children's Services has served 147 children and 22 adults in our Traditional Therapy Program, as well as 20 children in our Steps to Independence Program. The summer Steps Program officially started on June 15, and we expect to serve over 50 children in those two summer sessions. The Children's Services Day Program continued to serve two students who have had steady gains and are planning to continue Extended School Year (ESY) services in the summer as well as join us for the 2015 and 2016 school year. The 2014/2015 school year ended the week of June 1 with great success - over 400 students were served! We continue to expand OT and PT services in the schools and served over 7 school districts this year. This spring/summer, Children's Services hosted two great events for our clients: Go Baby Go! and Power Trip: The Revolution Tour 2015. On May 16, UCP hosted the first ever Go Baby Go! Cleveland event in partnership with Cleveland Clinic Children's Hospital for Rehabilitation and Cleveland State University. Over 150 volunteers, families and therapists were available to witness 24 special needs children drive adaptive ride-on cars on their own for the first time in their lives. A big "thank you" goes out to Katie McGregor who worked long hours to plan, organize and facilitate the event. On June 4, Permobil hosted the one day "Power Trip: The Revolution Tour 2015" event on UCP's property to introduce their new line of wheelchairs to community therapists, families and UCP clients. Our children and adult clients had a chance to "test drive" several power wheelchairs and enjoyed a day of sun and food.



Group Homes - New staff faces abound in our group homes and we are very excited! The summer holds many bright opportunities for our clients to get out and enjoy the nice weather and things Cleveland has to offer. Recently, some of our clients from Memphis attended the Razzle Dazzle concert at the Beck Center in Lakewood as well as Dave & Busters in Westlake. They are looking forward to a trip to the drive-in movie theater this summer as well as a Crusher's Baseball Game in Avon and an Antique Engine Show in North Olmsted. They will also be hosting a summer Luau soon, with an afternoon and evening filled with Hawaiian-themed music and fun on our patio. In June, Brandon, Charles, and Kristin participated in Parade on the Circle, dressed in full costume! Edendale Home hosted a Physical Crisis Intervention training in May to help staff manage challenging behaviors of clients. The client are also enjoying the warmer weather - having dinner on the patio as well as nice walks through the neighborhood. Recent outings have included seeing Monique at the Improv Comedy Club, music concerts at the Coventry Library and trips to the lake to fish and enjoy the sunset. We've also had a few celebrations here, including Ron's 78th birthday and Eugene's 56th birthday. Upcoming events for Edendale include trips to see live bands at the Euclid Beach Reservation, feeding ducks at the duck pond and also a July 4th cookout celebration filled with music and games.



Development - Thank you to all of the employees and their family members who made it out to the 3rd annual Race to Empower 5k and One Mile Fun Run on May 3rd. We had a beautiful day for the event, and 37 employees came out to participate in the race and BE WELL—not counting all those who volunteered and came to watch! Congratulations to Westlake ADS, who were the big employee team winners with the highest percentage of employees participating! They all celebrated their win with a pizza party at Westlake. The Race to Empower as



a whole had over 630 racers and raised \$35,000 in support of UCP of Greater Cleveland programs. This summer will be a busy one for the agency's Development staff. The 65th Annual Meeting was held on June 16 and celebrated the 2014 accomplishments and milestones of employees, clients and partners. At the Annual Meeting, we also announced the new names and logos of our two major programs. We will be rolling out a series of events throughout the summer complete with new banners and materials to market our programs to the community. Be on the lookout for an employee celebration coming soon for the new names!

Focus on Wellness

In this edition, the focus is not on health tips, but a behavioral change that doesn't require any equipment, special diet, or a time commitment. This simple change would keep you and others healthy and safe....stop driving while distracted. Distracted driving is any activity that diverts a person's attention away from the primary task of driving. All distractions endanger driver, passenger, and bystander safety. These types of distractions include:

- Texting
- Using a cell phone or smartphone
- Eating and drinking
- Talking to passengers
- Grooming
- Reading, including maps
- Using a navigation system
- Watching a video
- Adjusting a radio, CD player, or MP3 player

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Focus on Wellness (cont.)

But, because text messaging requires visual, manual, and cognitive attention from the driver, it is by far the most dangerous distraction. The best way to end distracted driving is to educate your friends and family members about the danger it poses. In this section, you will find facts and statistics that are powerfully persuasive. If you don't already think distracted driving is a health and safety problem, please continue to read to learn more.

Key Facts and Statistics

In 2013, 3,154 people were killed in motor vehicle crashes involving distracted drivers. This represents a 6.7 percent decrease in the number of fatalities recorded in 2012. Unfortunately, approximately 424,000 people were injured, which is an increase from the 421,000 people who were injured in 2012.

As of December 2013, 153.3 billion text messages were sent in the US (includes PR, the Territories, and Guam) every month.

10 percent of drivers of all ages under the age of 20 involved in fatal crashes were reported as distracted at the time of the crash. This age group has the largest proportion of drivers who were distracted.

Drivers in their 20s make up 27 percent of the distracted drivers in fatal crashes.

At any given daylight moment across America, approximately 660,000 drivers are using cell phones or manipulating electronic devices while driving, a number that has held steady since 2010.

Engaging in visual-manual subtasks (such as reaching for a phone, dialing and texting) associated with the use of hand-held phones and other portable devices increased the risk of getting into a crash by three times.

Five seconds is the average time your eyes are off the road while texting. When traveling at 55mph, that's enough time to cover the length of a football field blindfolded.

Headset cell phone use is not substantially safer than hand-held use.

A quarter of teens respond to a text message once or more every time they drive. 20 percent of teens and 10 percent of parents admit that they have extended multi-message text conversations while driving.

Employee Profile: Ken Ross



Ken Ross joined the agency in April 2015 as Director of Finance and Administration. This is his first exposure in the nonprofit sector, but he has 30 years' experience in accounting and finance in public accounting, distribution, home care and insurance. He recently served as Chief Financial Officer for a large local insurance broker. In addition, Ken co-owns with his wife, Diana, Faithful Companions, a non-medical home care business caring for the elderly in northeast Ohio. He has a Master's of Business Administration from the Weatherhead School of Management at Case Western Reserve University and continually looks for ways to use technology to improve systems and processes. He enjoys traveling, theater, new restaurants and spending time with his 3 young grandchildren.

HR News and Notes

Employee of the Month

Congratulations to our Employee of the Month (EOTM) recipients: **Austin Graham** in April and **Katie McGregor** in May. We received many Positive Incident Reports informing us of the outstanding contributions made by our employees who went above and beyond the norm for our clients and/or for their peers. The other employees that were nominated, but were not awarded the EOTM were also recognized. They received a special thanks from the management of UCP in the form of a Candy-gram. Please continue to direct these Positive Incident Reports to the Director of HR so we can continue to acknowledge and reward the excellent services that you provide to UCP.

New VOYA Investment Platform

Next month we will begin the process of converting UCP's 401(k) Plan to a new system platform. We have selected an enhanced service model from our current provider which will offer more investment selections with lower fund expenses.

The conversion process will start on **Monday, July 6th and end on Wednesday, July 15th** when the first contributions will be made to the new plan. This period of time is referred to as a "blackout period" when (1) you will not be permitted to request a distribution; (2) change allocations or transfer assets from one fund to another; (3) rollover or transfer assets to or from another plan; or (4) access your account for inquiry purposes.

Please note: ALL your investment options will be affected. All your current investment selections will be allocated to the Vanguard Target Retirement Portfolio of Funds according to your year of birth which will be used to anticipate your expected year of retirement.

After July 15th, you may want to log into your investment account to reallocate your funds from these Target Retirement Funds. At that time you will have the option to move your funds into the VOYA investment funds you had previously elected or into some or all of the new investment funds that will be available to you under this new system platform.

More information will be available as we get closer to the end of the blackout period.

More Retirement Planning Information

Did you know that last year the Social Security Administration (SSA) created a new service to help you plan for retirement? You can go onto their website (www.socialsecurity.gov/myaccount) to set up a personal online Social Security account.

You will want a "my Social Security" account to:

- Keep track of your earnings and verify them every year;
- Get an estimate of your future benefits if you are still working;
- Get a letter with proof of your benefits if you currently receive them; and
- Manage your benefits:
 - Change your address;
 - Start or change your direct deposit;
 - Get a replacement Medicare card; and
 - Get a replacement SSA-1099 or SSA-1042S for tax season.

Setting up an account is quick, secure, and easy. You probably have noted that you are no longer receiving your *Social Security Statement* periodically in the mail. But now you will have access to all your Social Security information 24/7/365 once you set up your personal account.

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Ken Ross,
Director of Finance &
Administration

Paul Soprano,
Director of Adult
Services

Intesar Taye,
Director of Children's
Services

Tammy Willet,
Director of
Development

Birthdays - Happy Birthday to All of You!

June

Trish Otter - 6/1
Jamekia Cutwright - 6/1
Jasmine Mason - 6/2
Miranda Dean - 6/6
Latonya Fluker - 6/6
Rebecca Young - 6/7
Allyson Coleman - 6/8
Kelly Spears - 6/9
Becky Ravas - 6/10
Nicole Tufts - 6/20
Stefanie Koller - 6/20
Tramaine Gaines - 6/25
Erika Dicken - 6/26
Samuel Taylor - 6/28

July

Kashina Minor - 7/3
Rikeda Lattimore - 7/4
Greg Zaryk - 7/11
Esther Winn-Billingslea - 7/16
Carmen Martinez - 7/18
Tiara Elkas - 7/20
Nancy Rodriguez - 7/20
Cynthia Ball - 7/25
Beth Bullock - 7/26
Kristie Stradtman - 7/31

August

Christy Wise - 8/1
Shontel Smith - 8/2

Celia Chesnick - 8/6
DeAnna Daniels - 8/6
Mietta Roberts - 8/8
Donna Woods - 8/8
Tom Donovan - 8/9
Carrienne Raymond - 8/11
Jill Wozniak - 8/17
Aretha Johnson - 8/18
Eula Ott - 8/21
Michelle Sprinzi - 8/22
Jocelynn Ford - 8/22
MaryRose Pieffer - 8/24
Katie Schultz - 8/24
Mary Ellen Rhein - 8/25
Kate Adkins - 8/27
Rasheena McIntyre - 8/28

Anniversaries - Congratulations and Thank You to All!

June

Haley Berman - 6/17/2013 - 2 years
Tom Donovan - 6/20/1988 - 27 years
Tami Hanna - 6/17/2013 - 2 years
Michele Kristoff - 6/16/2008 - 7 years
Cindy Marks - 6/1/2006 - 9 years
Dominique Poindexter - 6/16/2014 - 1 year
Intesar Taye - 6/18/1993 - 22 years

July

Doreen Hanna - 7/22/2013 - 2 years
Eric Hibinger - 7/7/2014 - 1 year
Natalie LaPorta - 7/8/2013 - 2 years
Philipa Myers - 7/22/2013 - 2 years
Lakesha Porch - 7/13/2009 - 6 years
Maria Sterns - 7/23/2012 - 3 years
Katricea Wheeler - 7/9/2007 - 8 years

August

Ed Brito - 8/19/2013 - 2 years
Ericka Coleman - 8/20/2007 - 8 years
Dina Coleman-Deal - 8/18/2014 - 1 year
Erika Dicken - 8/23/2010 - 5 years
Richard Falconer - 8/23/2010 - 5 years
Heather Hoffman - 8/23/2010 - 5 years
Natalie Kutina - 8/26/2002 - 13 years
Tracy Lee - 8/22/2005 - 10 years
Eula Ott - 8/20/2012 - 3 years
Trish Otter - 8/27/2001 - 14 years
MaryRose Pieffer - 8/13/2012 - 3 years
Paul Soprano - 8/12/2002 - 13 years
Jennifer Soros - 8/15/2011 - 4 years
Jill Summers - 8/18/2014 - 1 year
Samuel Taylor - 8/5/2013 - 2 years
Josh Whitely - 8/26/2013 - 2 years
Tammy Willet - 8/27/2008 - 7 years
Emily Woods - 8/4/2014 - 1 year

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

Upcoming Events

Sunday, July 26 – Team UCP at the Cleveland Triathlon (8th Annual)
North Coast Harbor/ Voinovich Park (East 9th Street Pier, Cleveland)
6:00am – 12:00pm

Saturday, October 10 – “Puttin’ On The Ritz” Roaring ‘20s Gala
WRHS Crawford Auto & Aviation Museum (10825 East Boulevard, Cleveland)
6:00pm – 11:00pm

