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To All UCP of Greater Cleveland Clients, Vendors, Supporters, and Partners,

On behalf of the Board of Directors of UCP of Greater Cleveland, I announce a future transition of executive leadership of the organization. Effective 12/31/21 with 20 years' service, Trish Otter will retire from her position as President and CEO.

During Trish's tenure, her passion for the mission of empowering children and adults with developmental disabilities to advance their productivity, independence and inclusion in the community has been evident throughout. She served on various local, state, and national boards/committees including the Board of Directors of the National UCP organization, the Ohio Provider Resource Association, and the Developmental Disabilities Provider Consortium while also serving on the steering committee of the Developmental Disabilities Practice Based Research Network. She successfully facilitated the growth of the UCP Board of Directors that led to its current state of high engagement and support.

Trish worked hard to build a culture of transparency, accountability to high standards, and mission-driven performance. The Agency's re-branded programs have shifted to suit the needs of the community. The organization's reputation with referral sources, individuals served, and funders has continued to thrive under her leadership, and she leaves it as a trusted provider of services and valued community partner with a stable and tenured leadership team.

Effective 1/1/22, Beth Lucas, UCP's current Chief Operations Officer, will be promoted into the role of President and CEO. The Board's decision to offer the position to Beth grew from a detailed CEO succession exercise as well as board members' own experiences with Beth and input from UCP staff and the community. This thoughtful and deliberate process confirmed our faith in Beth to succeed Trish in this important role.

Beth started with the organization in 2008 as its Director of Development and, as its COO of seven years, has worked closely with Trish and the leadership team. Beth holds a Bachelor of Arts in Sociology from Baldwin Wallace University and a Master of Nonprofit Administration from John Carroll University. Her extreme levels of dedication and passion for our mission along with her institutional knowledge – both programmatic and administrative – qualified her as the ideal candidate. The Agency finds itself at a unique point in its evolution as it recovers from the strains of the pandemic, and the organization is fortunate that Beth is willing to guide its direction beginning in 2022. The Agency will be in very capable hands.

Trish and Beth will continue to work closely for the remainder of the year, as they always have, with special focus on the transitioning of CEO duties.

Please join us in congratulating Trish on her end-of-year retirement when she looks forward to spending time with her husband, four children and five grandchildren. We also ask for your support of Beth on her upcoming role of UCP of Greater Cleveland's President & CEO!

Sincerely,

Mike Maraldo, Chair, Board of Directors  
UCP of Greater Cleveland

**LeafBridge:** A Center of Excellence for Children

**OakLeaf:** A Center of Excellence for Adults