

Hi Everyone,

As we plan for a new leadership team effective January 2022 following my retirement, as well as the impacts of the pandemic on the Agency's structure and operations, we are reviewing our organizational structure. When Beth moves into the role of CEO, her current role of Chief Operations Officer will not be filled.

I am very pleased to announce that effective today, August 9<sup>th</sup>, Andrew "Andy" Kruse will advance from Associate Director, OakLeaf to the Agency's Director of Business Operations and Residential Services. His areas of oversight include our two group homes, nursing, and day-to-day facilities and information technology operations. He will be an integral part in many different areas of the organization.

After Andy started with UCP seven years ago as a Job Placement Specialist, he advanced to Transition Specialist and then Associate Director. He brings 14 years of experience in this field to his new role as well as a bachelor's degree from Canisius College in various capacities and maintains certification in employment supports. His combination of expertise in residential/community integration services, employment services and informational technology makes him uniquely qualified for this comprehensive role. We came to depend upon Andy significantly during the pandemic and are confident that his knowledge base, his problem resolution skills, and his passion for serving individuals with disabilities will add tremendous value to the team and to the Agency. Please join us in congratulating him!

Wishing you a good evening,  
Trish & Beth