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GIVE TO UCP OF GREATER CLEVELAND

Please consider a year-end gift to UCP of Greater Cleveland between now and December 31. As a reminder, under the extended CARES Act, individual tax filers, including married individuals filing separate returns, can claim a deduction of up to \$300 for cash contributions made to qualifying charities such as UCP during 2021. The maximum deduction is increased to \$600 for married individuals filing joint returns.

We invite you to make an online donation to UCP at ucpcleveland.org that will go toward helping empower children and adults with disabilities and advancing their independence and inclusion in the community. You are also welcome to donate in honor of Trish Otter, UCP's CEO, and her 20 years of service and retirement!

Scan this QR code to donate today!



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UCP 2021 WINTER NEWSLETTER



Chief Operations Officer, Beth Lucas and retiring Chief Executive Officer, Trish Otter

UCP CEO RETIREMENT & LEADERSHIP TRANSITION

The coming months bring a bittersweet transition for UCP of Greater Cleveland as we say goodbye to Trish Otter, our President & CEO of the past 14 years, and congratulate our current Chief Operations Officer, Beth Lucas, who will lead us into the future as our new CEO effective January 1, 2022.

After more than 20 years of service, Trish plans to retire at the end of 2021. Trish has undoubtedly made a positive impact in the lives of the children and adults we serve by first bringing her human resources expertise to UCP in 2001 and then assuming the role of President & CEO in 2007. She has worked hard to build a culture of transparency, accountability to high standards, and mission-driven performance.

During Trish's tenure, her commitment and passion for the mission of UCP has been evident. She served on various local, state, and national boards and 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.

Beth started with UCP in 2008 as Director of Development and then transitioned to Chief Operations Officer in 2014. Beth holds a Bachelor of Arts in Sociology from Baldwin Wallace University and a Master of Nonprofit Administration from John Carroll University. Her dedication and deep connection to UCP's mission along with her institutional knowledge – both programmatic and administrative – qualified her as the ideal candidate. The UCP Board of Directors are confident that Beth's strong blend of fundraising, marketing, program operations and administrative capabilities will guide her as she embarks on this next phase of leadership for the Agency.

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 six grandchildren. We also ask for your support of Beth on her upcoming role of UCP of Greater Cleveland's President & CEO!

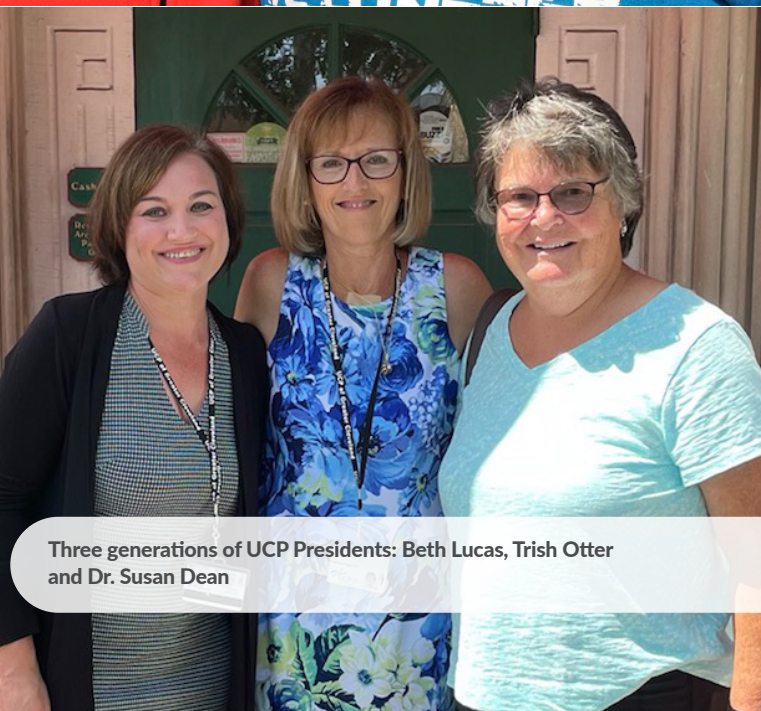




Trish with Lee Fisher at the 2012 Annual Meeting, preparing to hand out the Boots Fisher Memorial Awards



Trish and her husband Michael at the 2014 Race to Empower



Three generations of UCP Presidents: Beth Lucas, Trish Otter and Dr. Susan Dean

A FINAL FAREWELL LETTER FROM OUR PRESIDENT & CEO

Dear Friends,

One of my responsibilities as UCP's CEO of the past 14 years has been to be the best ambassador I can be in raising awareness and raising dollars. One of my standard lines has been, "One never knows when you or a loved one may need UCP's services." I now know. My precious 1 1/2 year old granddaughter is receiving therapy services here at UCP and my family could not be happier with her progress.

My 20 years at UCP have been bookended by 911 and the pandemic. In between these major events, I lost both of my parents and watched my children and stepchildren graduate college, become professionals, marry, and begin families of their own. These last two years at UCP have proven to be the most trying of them all. However, I have been nothing less than amazed by the resiliency, commitment, and perseverance of our staff and their determination to continue to serve. The Agency has broadened its footprint, added programs to address critical needs, and established incredibly talented program and leadership teams.

It has truly been a privilege to lead and represent this organization. I offer my gratitude to our donors who trust in the value of our work, the staff who make a difference in the lives of many, our clients who inspire me every day, and our board members who volunteer their time, talent, and treasure to our cause.

It is time to make this change. Beth Lucas, UCP's COO, and I have worked side by side for 14 years and she is ready for the challenge and fully prepared to take over. Just as I succeeded Dr. Susan Dean when she retired after 20 years of service, Beth will now replace me and will, hopefully, continue the tradition of the Agency's president and CEO's service of 20 years! She and her team will face the most difficult times in this agency's evolution, and I am confident that, together, they will not only recover from the effects of the pandemic but will come out of this stronger and better, continuing to serve the community as only we can.

Sincerely,

Patricia S. Otter



DONOR SPOTLIGHT: KEYBANC CAPITAL MARKETS

Through their commitment as presenting sponsor, KeyBanc Capital Markets played a crucial role in making our 2021 "The Magic of UCP" event a smashing success. This second-ever virtual gala, held on Saturday, October 2, was livestreamed into the homes of more than 100 supporters and raised \$221,000 in gross proceeds, exceeding expectations thanks to the generosity of corporate sponsors and individual donors.

Randy Paine, President of Key Institutional Bank and KeyBanc Capital Markets, said "The mission of UCP aligns closely with Key's commitment to the growth, revitalization, and sustainability of the communities we proudly serve. We are also aligned with UCP on the core values of diversity, equity and inclusion; supporting an environment where every person can thrive."

Mike McMahon, Managing Director and Group Head of Industrial Group at KeyBanc Capital Markets, is an Emeritus Board Member for UCP and has 18-year-old twins, both of whom have been served by our organization through therapy and/or educational programming since 2004. "This Agency has been a lifesaver for my family," said Mike. "The different capabilities and programs that have been put in place are wonderful, but the one common ground is the mission for creating as much independence as possible for children and for adults, and my kids are products of that."

INCLUSIVE EMPLOYMENT: LEON & THE CLEVELAND BROWNS

UCP of Greater Cleveland has long known and promoted the benefits of an inclusive work environment, and we specialize in matching employer needs with the skills of job applicants. We are always proud when we make a perfect match!

UCP has served Leon for almost 30 years, where he has spent most of his time in our job training program performing light assembly work at our Wolstein facility. He was hesitant to compete for employment in the community; however, in 2018 after seeing many of his friends become employed, Leon decided to venture out. Our OakLeaf Partners employment team immediately began the search for the perfect employment match with the knowledge of Leon's love of sports and enjoyment of being with people.

In April 2021, Leon interviewed with the Cleveland Browns. His confidence and preparation shined throughout the interview process, and he was ultimately hired into Guest Services. "There is nothing greater than having a guest services team reflect our community and fan base," said Karlie Sustersic, Coordinator of Guest Services at the Cleveland Browns. Leon's duties include greeting fans and escorting guests to their suites, all while chatting about his favorite football team. He also ensures suites are stocked correctly pre-game and makes sure nothing is damaged or missing post-game.

"Leon welcomes everyone to the stadium with a warm smile and truly makes a contribution to our operations," said Brad Mohr, Director of Stadium Operations.

Leon is saving his earnings to purchase a wheelchair accessible vehicle that will allow him to get to and from work and other destinations. "The job is wonderful," said Leon. "It makes me feel independent and helps with my self-esteem."



Please visit www.ucpcleveland.org to learn more about OakLeaf Partners and inquire about hiring people with disabilities.