

2023 ANNUAL REPORT

Living our Values

HI EVERYONE,

I think I speak for everyone at UCP of Greater Cleveland when I say we are proud of all we accomplished in 2023. At the start of the year, together we resolved to have an enhanced focus on our core values. That we would not only know them, but that we would honor them every day. We displayed them wherever we could; we wrote of them each chance we had; we noticed and nominated people to be rewarded for showcasing them through their work, their actions, their words; we kept them in mind as we truly implemented our strategic plan. We lived them. Purposely and purposefully.

You will see ways we accomplished this on the following pages. You will have a small window into the work the team members at UCP of Greater Cleveland do, the great feats those we serve accomplish, and the amazing support and partnerships that make our success possible. You can always find our values in play when you walk through the doors of a UCP facility or witness our team members engaging in the community. And we are resolved to continue this for decades to come.

Our five-year strategic plan is aimed directly at making this a reality. With four guiding principles of reach, reputation, results, and revenue at the center, a group of Board members, community representatives, and team members from across the Agency developed four key strategies:

- 1. Diversify Programs and Revenue to Promote Financial Independence
- 2. Cultivate Diverse Talent that Champions Mission, Vision, and Values
- 3. Forge and Fortify Relationships to Reach a Greater Audience
- 4. Modernize the Agency for Capacity and Efficiency

These strategies were born from the simple fact that UCP of Greater Cleveland can only thrive with stability, with connectivity, and most importantly, with people. People who are dedicated. People who are committed. And yes, people who live our values.

We uphold our mission with the generosity of our donors, the support of our Board of Directors, the collaboration of community members, businesses and partners, the devotion of our team members – and without a doubt, the resolve of the children, adults, and families we are dedicated to serve. We measure success in the achievements, big and small, of our program participants and community. 2023 was one of the best of our 74 years.

I appreciate all you do. Thank you for making it possible for us to be a *person-centered* Agency, with *compassionate* team members who have *integrity*, are *collaborative*, and who never stop striving for *excellence* and a more *inclusive* world for those we serve.

All the best,



Beth A. Lucas
President & CEO



LeafBridge
Center of Excellence for Children

LeafBridge Programs are based on a philosophy of early intervention and holistic, family-focused care. Licensed physical therapists, occupational therapists, speech-language pathologists, educators, and social service professionals work with family members to design programs that enhance physical, mental, and emotional development. LeafBridge offers Skilled Therapy Services, Educational Services, Camp Programs, and Case Management for children up to 22 years of age with a variety of developmental delays and disabilities.



OakLeaf
Center of Excellence for Adults

OakLeaf Services is dedicated to ensuring that adults with disabilities are able to live the highest quality, most productive life possible while achieving maximum independence in the community. The Agency's approach of person-centered planning recognizes that every person served is unique and has individual skills, needs, and preferences, and we work directly with each individual and their family or support team to engage them in appropriate programming. OakLeaf Services offers two facets of programming for adults: Community Employment and Community Inclusion.

OUR MISSION:

To empower children and adults with disabilities to advance their independence, productivity, and inclusion in the community.

Our Core Values:

- INCLUSION
- COLLABORATION
- COMPASSION
- INTEGRITY
- EXCELLENCE
- PERSON-CENTERED

Core Value: COMPASSION



It takes a special person to work at UCP of Greater Cleveland. Our team members empower those we serve in all they do with patience and understanding. They make a difference in the lives of people each day to ensure anyone who walks through our doors is surrounded by a community of support. This *compassion* sets UCP apart.

Valerie Kessler, LeafBridge Speech-Language Pathologist, embodies this core value and goes above and beyond - always putting the children and families we work with first. She advocates for them at all levels and invests her time in finding new ways to enhance their well-being.

In addition to offering cutting-edge therapy services, Val spreads her knowledge and experience through social media and oversees two programs that offer opportunities for children and families to learn both from experts and from each other. The 'More to Say' program brings together families to discuss relevant topics, hear from speakers, and form relationships. Club chAT, a program created by Val and a fellow team member, offers a fun and educational experience for children with assistive technology needs to interact with each other. For Val, compassion towards the children and families we serve goes beyond the workplace, and she often includes her family in Agency fundraising and awareness events.

Core Value: PERSON-CENTERED



Liviana was born a typical child, meeting her developmental milestones, running and jumping with her siblings and friends – until she was injured by a tree branch a week before her fourth birthday. The accident resulted in a traumatic brain injury; she spent four months in the hospital and has significant physical disabilities, requiring support to accomplish even seemingly simple tasks.

Now seven years old, Livie has participated in the Steps to Independence program, Camp LeafBridge, Club chAT, and is currently enrolled in traditional physical, occupational, and speech-language therapies. She is making incredible strides forward in her therapy and her

exuberant personality shines. Livie is a bright little girl who loves to sing, dance, read, and spend time with her brothers and friends.

Livie's parents, James and Lindsay, told their story to gala attendees this past October. James spoke about the differences UCP has made in the lives of their entire family. UCP has a holistic approach and is willing to try methods that other centers or hospitals refused. Because of this openness, Livie is doing more than her family ever thought possible. By taking a *person-centered* approach, listening to each family, and considering the unique needs of each child, we are honored to assist children like Livie to access the world around them.

Core Value:

COLLABORATION



Dreco Inc., a family-owned injection-molding company in North Ridgeville, has supported OakLeaf Partners Community Employment efforts since 2021. Within three years, they have hired five individuals into production and packaging jobs. Their understanding, flexibility, and **collaboration** are why they are our Employer of the Year.

Dreco leadership excels at understanding the individuals they hire, aligning their skills with appropriate responsibilities, and helping them set achievable goals with focused one-on-one training. When OakLeaf Partners program participant Amy started at Dreco, she was not comfortable working on the machines in the factory. Dreco management gradually trained Amy in small steps to become used to this type of work, and she now spends more than half of her shift on the machines.

Dreco understands team members with different abilities may have unique needs and works with them to create a schedule and work environment that sets them up for success. This flexibility is important for the individuals we serve, whether it means starting with fewer hours and building up to full-time, or the ability to access transportation. In all areas of operation, Dreco management and team members work together to form a strong natural support system for the individuals with disabilities who work alongside them.

Iman, 27, has attended OakLeaf’s Adult Day Services program since 2018 when she immigrated from Syria with her family. Iman was excluded from school, therapy, and even having a wheelchair in her native country. When she first came to UCP, Iman did not speak English. Our Jesuit Volunteer and multiple team members worked with her daily, finding Kurdish translations and ESL programs online, so that she could learn the alphabet in English, numbers, and the concept of time. She began using a power wheelchair, but with the help of a special therapy regimen that improved her muscle tone, she now uses a walker.

Iman steadily increased her independence and ability to access and engage in the community. She recently began using Paratransit, she has learned to communicate with others, and is a strong advocate for herself. She assists with coordinating her transportation and her physical therapy appointments. Iman is also in the process of becoming her own guardian at her request.

Some of Iman’s hobbies are learning English, singing, cooking, helping with household chores, and going out in the community. She is proud to volunteer at Med Wish, a local non-profit partner. Iman has flourished over the past six years, always with resolve and focus on independence and **inclusion**.



Core Value:

INCLUSION

Core Value:
INTEGRITY



As a non-profit organization, we rely on the generous philanthropic support of many charitable individuals, foundations, corporations, and community groups. It is an honor when these donors continue to support us year after year, proof of our *integrity* as good stewards of their dollars.

Among these valued contributors is the Ohio Elks Association, UCP of Greater Cleveland’s longest consecutive donor. Dollars granted from the Ohio Elks Association and their member lodges, mostly within the Northeast Ohio District, total more than \$1M over four decades.

The Elks are cornerstones of their communities; providing support, resources, and a helping hand wherever it is needed. Ohio Elks are dedicated to helping people and families struggling with the challenges of living with cerebral palsy.

This ongoing, generous giving from the Elks has funded our LeafBridge children’s therapy services, state-of-the-art equipment, camp, recreational activities, and therapeutic supplies. Money is raised in a variety of ways, including events such as an Annual Elks Charity Ball, spaghetti dinner, Barnyard Party, and member collections throughout the year. They have also welcomed us to utilize space at the local Elks lodges for family bowling events and parties.

The Ohio Elks Association has played a major role in improving the lives of thousands of children with cerebral palsy and other developmental disabilities. We are honored to partner with them, and we pledge to continue to demonstrate integrity as we carry out our work.

Core Value:
EXCELLENCE



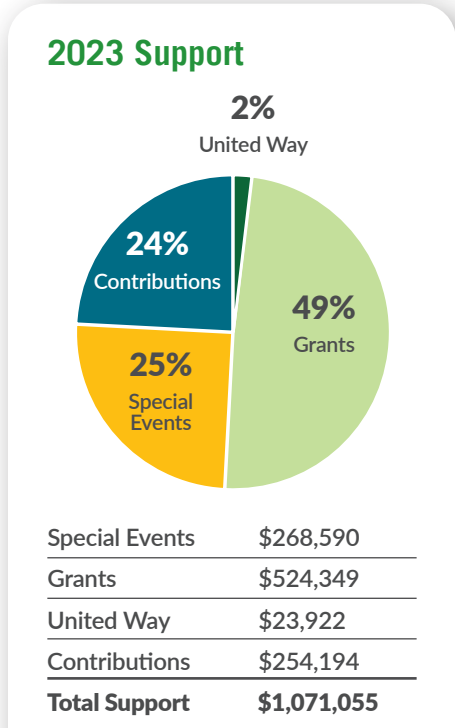
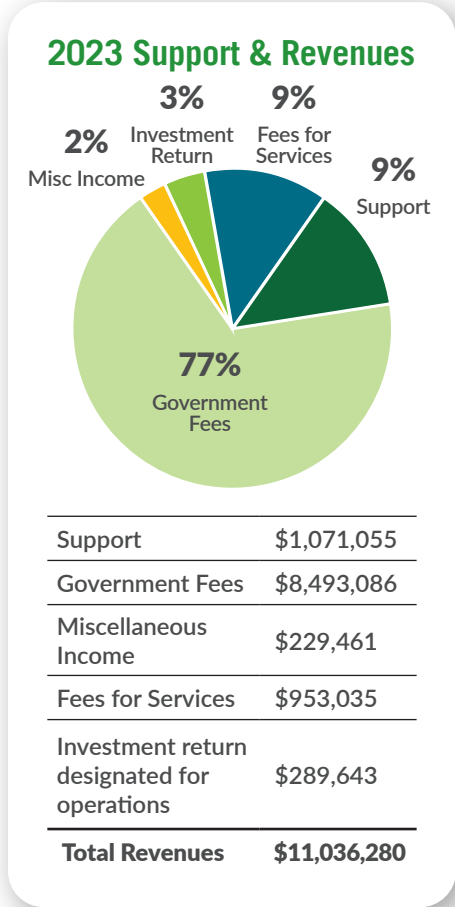
For over 70 years, UCP of Greater Cleveland has pursued *excellence* in all we do, because the children and adults we support deserve nothing less. This past year, UCP’s efforts were recognized and awarded with a unique opportunity to further grow our capacity to serve individuals with disabilities in the years to come.

OakLeaf was selected for the competitive Ohio Department of Developmental Disabilities Adult Day Services Quality Pilot Initiative. This program rewards high-performing Agencies and supports them to further build capacity and enhance services with person-centered outcomes, notably involving goal achievement and community integration. This includes technical assistance and financial support for training of direct-care team members, new technology, skill-building curriculum, and quality assurance management.

In 2023, UCP of Greater Cleveland earned another three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), an internationally recognized, independent accreditor. The Agency has been CARF-accredited for more than 45 years, demonstrating our commitment to continuous quality improvement. We are proud of the amazing work of our team members who support children and adults with disabilities!

2023 STATEMENT OF ACTIVITIES

United Cerebral Palsy Association of Greater Cleveland, Inc.



SUPPORT AND REVENUES	2023 TOTALS
Support	
Event Revenue, Net	\$268,590
Grants	\$524,349
United Way Services	\$23,922
Contributions	\$254,194
Total Support	\$1,071,055
Revenues	
Government Fees	\$8,493,086
Fees for Services	\$953,035
Miscellaneous Income	\$229,461
Total Revenues	\$9,675,582
Investment return designated for operations	\$289,643
Total Support and Revenues	\$11,036,280

EXPENSES	
Children's Services	\$5,146,857
Adult Services	\$3,908,613
Group Homes	\$2,648,000
Fundraising	\$332,246
Management and General	\$998,658
Total Expenses	\$13,034,374
Investment income	\$140,962
Realized and unrealized gains on investments	\$594,082
Investment return designated for operations	\$(289,643)
Change in net assets from non-operating activity	\$445,401

The financial information presented is taken from the 12/31/2023 financial statements and was unaudited at the time of printing.

2023 HIGHLIGHTS

LEAFBRIDGE SERVICES

- Reached 918 children and young adults with disabilities and their families through therapy and educational services.
- Expanded the Alternative Education Program to four classrooms, serving 24 students between the ages of 3 and 22, meeting their unique needs through specialized curriculum, intervention, therapy, vocational, and community inclusion activities.
- Served 78 students through Camp LeafBridge and Extended School Year Services both within our own Educational Services location and in the community.
- Created the Speech Generating Device Lending Library to allow individuals throughout Northeast Ohio to trial new devices to help access and engage in their community, thanks to a grant from the Mt. Sinai Health Foundation.

OAKLEAF SERVICES

- Reached 328 adults with disabilities throughout Northeast Ohio.
- Placed 61 individuals in new employment opportunities throughout the community, earning total wages of \$811,194.
- Remodeled Edendale House's kitchen, including new cabinetry, floors, appliances, and furniture, enhancing accessibility and style for the first time in over 30 years due to the generosity of the Installed Building Products Grant Program.

FUNDRAISING

- Hosted by Channel 3's Lynna Lai, the Puttin' on the Ritz annual gala attracted over 225 attendees and raised over \$140,000 through sponsorships, silent and live auctions, raffles, and a thrilling 'Raise the Paddle' bidding competition.
- In its 37th year, Tee Up for UCP, presented by Cleveland Construction, raised close to \$100,000.
- Several community sponsored campaigns and events were held to raise critical dollars, including the Nedly Golf Outing, Ver-A-Fast By the Hand Fast Scratch for Charity, Team Tyler Golf Outing, Discount Drug Mart Fundraiser, and events from local Elks' lodges, including a spaghetti dinner and 'Barnyard Party.'



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