

Annual



REPORT

"We Are UCP"



2017



Thank You

FOR A GREAT YEAR!

Dear Friends,

UCP Oregon is about community. We have, in fact, spent the last 60 years creating “A Community for Everyone.”

Everyone at UCP Oregon (the individuals directly impacted by a developmental disability, their family members, our friends and supporters, and our employees) contributes their energy, talents and shared vision. By drawing on our diverse backgrounds and abilities, we capitalize on our collective strengths. UCP Oregon is the realization of the whole representing something greater than the sum of its parts.

Inside this Annual Report, you are invited to share our story and learn more about our customers, families and employees—all of whom are making our community more inclusive for everyone.

You—as a supporter—are part of the UCP Oregon community! Thank you.

Best regards,

Michael Steen
Board President, 2017-2018

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We Are UCP Oregon.

AND WE'VE BEEN AROUND SINCE 1955!

We support people who experience developmental disabilities. We believe in the power of real choice, real jobs, real homes, and real connections.

OUR SERVICES



Supported Employment

UCP's Supported Employment Department ("Employment Solutions") assists job-seekers who experience disabilities to find meaningful jobs in the community. Once the customer has the job, we can provide initial trainings and on-going supports as needed—all with the goal of ensuring the customer is as independent as possible.



Supported Living

Adults who experience developmental disabilities use our Supported Living services ("Foundations") to live independently in their own homes. We provide whatever is needed, including quick check-ins, medical or financial oversight, or round-the-clock staffing.



Community Inclusion

Adults who experience disabilities use our Community Inclusion services ("Choices") to participate in community-based activities, such as exploring Portland, volunteering, taking a class, or trying out a hobby. We also provide skills training in areas such as learning to use mass transit and making new friends.



Brokerage Services

Our Brokerage Department is known as "UCP Connections" for a good reason--these services are all about connecting adults who experience disabilities to the resources they need, including funding and service providers. We also provide person-centered planning and case management.



Children's Services

UCP's Children's Services Department ("Building Blocks") offers one-on-one supports, both at home and in the community, for families raising children who experience developmental disabilities. Services include personal care, skills training and community inclusion. Building Blocks also offers support groups for siblings of children who experience disabilities.



Family Support

And, in honor of our roots, our Family Support Department offers unique services to families who experience cerebral palsy, such as information and referral, support groups, recreational outings, and a sense of connection and hope.

UCP OREGON BY THE NUMBERS: *2017*



**ADULT CUSTOMERS
SUPPORTED**



**CHILDREN &
FAMILIES SUPPORTED**



**EMPLOYEES MAKING
A DIFFERENCE**



UCP'S MISSION:

To advance the independence, productivity, and full citizenship of people with cerebral palsy and other disabilities.

UCP'S VALUES:

Inclusion

Individuals are included in every aspect of life including home, school, workforce, and community.

Empowerment

People with disabilities, and families of children with disabilities, have a right to make decisions about things that affect their lives. We help them identify their options and utilize the same means as anyone else in the community to achieve their choices.

Family Solidarity

Families having a member with disabilities are supported so they may stay together and flourish.

Teamwork

It takes teamwork to produce positive results. The many people who contribute to our mission are appreciated, encouraged, and supported.

Diversity

All persons are valued and respected for their individual differences.





UCP VALUE:

Full Inclusion

*If you know anything about UCP, you know that we believe in
"A Community for Everyone."*

At UCP, the individuals we support are included in every aspect of life including home, school, workforce, and community.

But what does "inclusion" look like for Elijah, an 8-year-old boy who experiences hemiplegia?

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FULL INCLUSION

continued

"He comes home with stories and smiles and the confidence that he's in the mix, hanging out with all the other kids. We are so grateful."

--UCP parent

Hemiplegia causes paralysis of one side of the body. In 2016, Elijah's parents approached UCP's new "Building Blocks" Department, which provides one-on-one supports to children who experience developmental disabilities.

Elijah's parents were looking for support for Elijah to participate in after-school activities. But what they got was so much more!

Elijah works with Molly, a UCP Children's Support Professional. Together, they take gymnastics classes, go swimming, work on art projects, and play in the park.

As Elijah's mom says, "Molly and Elijah are quite a pair. He comes home with stories and smiles and the confidence that he's in the mix, hanging out with all the other kids. We are so grateful to have Molly in our lives!"

Stories, smiles and confidence—that's what "inclusion" is all about.

About UCP's Building Blocks

UCP has supported families who are raising children who experience cerebral palsy since 1985, providing information, support groups, and annual respite overnights. But we weren't able to provide one-on-one assistance with daily activities.

That's why we created our "Building Blocks" Department. Building Blocks employees work one-on-one with kids who experience developmental disabilities, assisting them to develop skills, pursue their interests and explore the community.



UCP VALUE:

Empowerment

More than 30 years ago, residents of Fairview State Hospital came together and started a self-advocacy group, fighting for the closing of institutions in Oregon.

Soon, other Oregonians who experienced disabilities were advocating for their own rights, including access to community-based services and supported employment services, and countless other systems changes.

Their slogan was, and is, "Nothing about us, without us!"

In honor of those fearless self-advocates, UCP Connections (UCP's support services brokerage) created a self-advocacy group of its own, entitling it Speak Up, Speak Out (SUSO).

Members of SUSO have spent the last two years learning about the history of disability rights, the basics of civic engagement and disability theory, and other topics determined by the group. They've also been learning about themselves, and their own desire to speak up and speak out!

In 2017, SUSO joined forces with other local disability-related self-advocacy groups to plan and host "Advocates Unite!"—a day-long conference that brought together customers from all six Portland area brokerages.

Attendees shared stories and experiences, and went through a facilitator-led discussion.

Together, they answered the question: "What change do you want to see in your community?"



Note...

SUSO meets monthly and participates in other advocacy opportunities as they arise. If you are interested in joining their efforts, please email SUSO@ucpconnections.org, or call our main phone line at 503-777-4166.

EMPOWERMENT continued

Attendees were able to narrow down their priorities to:

- Finding affordable and accessible housing.
- Keeping and expanding access to Medicaid.
- Improving access to and the efficiency of disability services.

Attendees then moved into breakout groups to strategize about specific action steps they could take to make these goals happen.

One of the first big action steps occurred in November of 2017, when SUSO helped sponsor an event to connect self-advocates to Portland-area State legislators.

The event gave Portland legislators an opportunity to meet constituents who experience intellectual and developmental disabilities, and to see firsthand the invaluable insight that self-advocates have.

SUSO is currently partnering with existing community organizations, with the goal of ensuring that self-advocates can work alongside other activists in advancing the change they want to see.

Nothing about us, without us, indeed.





UCP VALUE:

Family Solidarity

Imagine being told that your child has cerebral palsy. You'd want the best therapy possible, right? But you'd also want some support—you'd want to talk to other parents who were going through the same thing.

UCP started its Family Support Department in 1985 to address the unmet needs of families raising children who experience cerebral palsy.

Since then, hundreds of families have come to us, searching for resources, information and community.

In particular, families love our monthly parent support group, which has been running for over twenty years.

Imagine a room full of parents talking about seizures, constipation and therapists, laughing and crying together. Imagine a room full of people forming lifelong friendships.

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FAMILY SOLIDARITY

continued

"You have been such a wonderful resource and friend to us on this journey. I don't know what we would do without UCP."

--UCP parent

Parents end up doing emergency respite shifts for each other. Moms get together at the coast. Families get together for Christmas; one of the families even manages to have Santa show up each year.

UCP families have also formed a Facebook group; some 300 families are on it, each of them raising a child who experiences cerebral palsy or other disabilities that mimic CP. It's an extremely active, supportive, and safe place. Parents can ask questions, borrow equipment, vent about frustrations, and—of course!—share joys and successes.

We're also pleased to report that we started a monthly Spanish-language support group in 2017.

UCP's Family Support Department is truly lifesaving. As one parent says, "You have been such a wonderful resource and friend to us on this journey. I don't know what we would do without UCP."

Special thanks to Guillermo Chamarro for the fantastic photos from the UCP Family Picnic!





UCP VALUE:

Teamwork

One of UCP's guiding values is "teamwork." But what happens when you become a team of one, in a new community, where no other UCP employees work?

That's the situation Xochil Springer found herself in back in 2016.

Xochil had worked for UCP since 2011, serving first as an Employment Specialist, then as the Supported Employment Department's very first Assistant Team Leader. But in 2016, Xochil shared that she'd be relocating with her family to Hood River— a place where UCP didn't currently offer services.

As UCP's Executive Director, Ann Coffey, notes, "Where there is challenge, there is always opportunity."

UCP's management team knew that Hood River was lacking in quality employment services for individuals who experienced disabilities who were interested in obtaining competitive, integrated employment.

Our team also knew that Xochil was one of UCP's most skilled employment service employees. So, why not expand UCP's employment services to Hood River and Wasco counties?

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TEAMWORK continued

"It's been a journey but it has totally paid off. I am proud to be in this community and to have the support to be here."

**--Xochil Springer, UCP
Employment Specialist**

Xochil was eager to get started. However, starting services in a new community is always tough.

As Xochil says, "Wasco and Hood River counties are vast—I could spend my morning in Cascade Locks and then drive 45 miles to The Dalles because that is the only time a person can meet."

And, as Xochil points out, "Every day out here is an adventure—all sorts of stuff comes at me that I have never dealt with before (snow, forest fires, etc.)"

Luckily, Xochil still had strong support from her Portland UCP teammates. As Xochil says, "They are my tether. We have had to get creative with how we meet. I call in for team meetings and come in once a month. My supervisor comes out once a month, and other teammates come out to me to shadow and get to know the community I work in."

In one short year, Xochil has accomplished a lot. She's learned all about her new community and its unique barriers (a lack of public transportation options, culture, and communication). She's begun supporting 10 job-seekers, assisting them to find community-based jobs. She joined the transition team at the Hood River Valley High School, assisting teachers to focus on employment. She hosted a large-scale "Working in the Gorge" event.

Perhaps most importantly, Xochil has created a network of supporters. She talks to almost everyone she meets about what she does—people she sees at the grocery store, her son's preschool, at restaurants, and her neighbors. She has learned that she is part of a strong community—a community "that all wants the same thing, for people to be successful. It's been a journey but it has totally paid off. I am proud to be in this community and to have the support to be here."

As for her future goals, Xochil says, "I want to build an empire. Just kidding. Well, sort of. My goal is that UCP continues to build services out here, and more people get jobs and then everyone has jobs and supports and everyone thrives!"

That sounds like a great plan, Xochil! Thanks for your hard work!

**FROM THE DESK OF ANN COFFEY,
EXECUTIVE DIRECTOR**



THINKING BIG THOUGHTS ABOUT...

Diversity

Time flies. Trends come and go, progressiveness is difficult to achieve and maintain, and the challenge of people simply being people remains.

Through it all, UCP Oregon is committed to continuing to be innovative, to be progressive, and to use best practices. Our core values (Teamwork, Diversity, Inclusion, Mutual Respect, and Family Solidarity) are what allow us to do this—they are what keep UCP's compass pointing at true north.

All of our values resonate deeply with me on a daily basis, but the one I want to write about here is diversity.

UCP Oregon is just like the Merriam-Webster dictionary definition of diversity; we have “the quality [and] state of having many different forms, types, ideas, etc.”

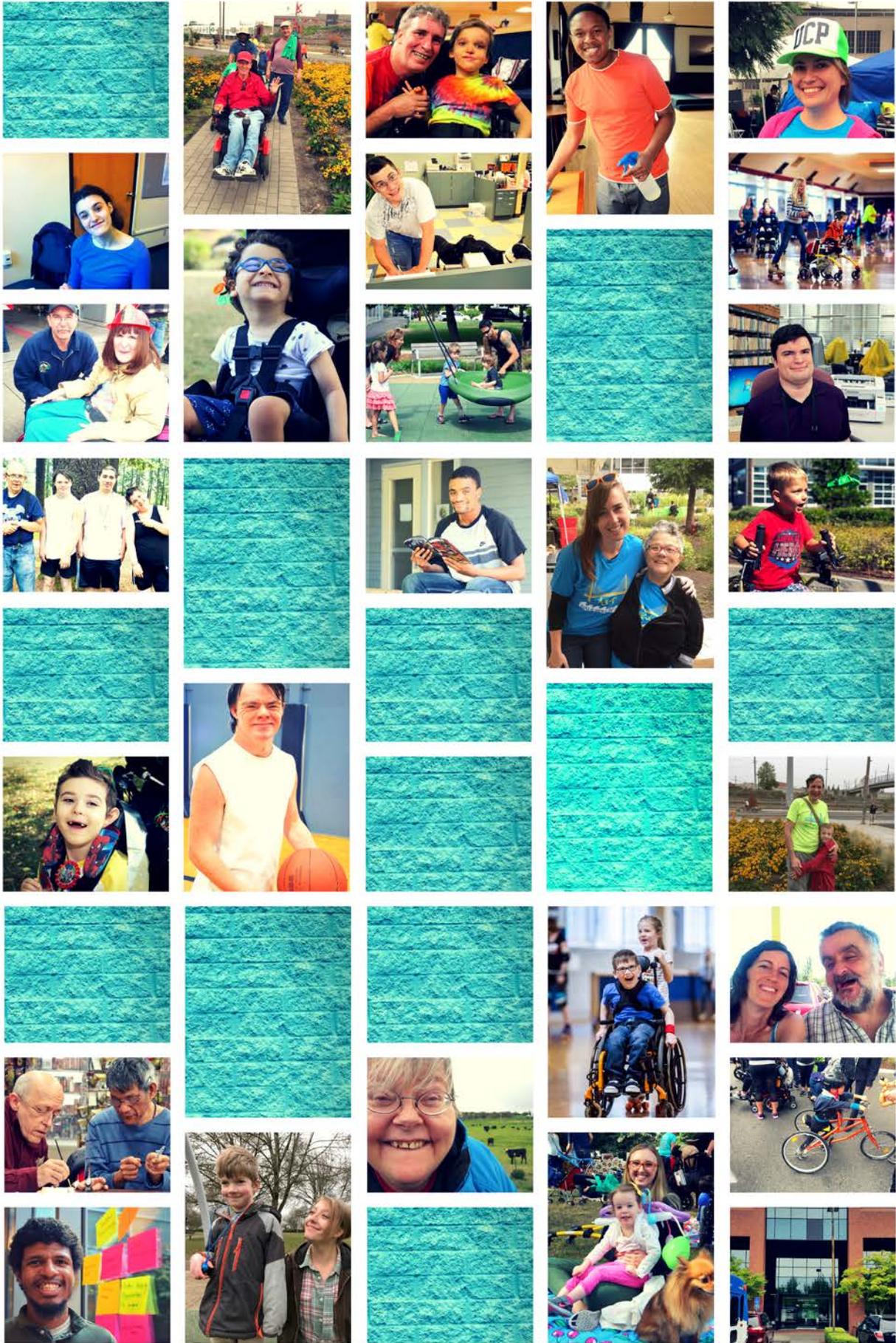
We serve kids, families, and adults with many types of intellectual and developmental disabilities, and

we employ and support people from every walk of life (be it nationality, gender-identity, spiritual belief, or economic class). Our supports are diverse; we can offer urgent crisis intervention; comprehensive care; and everything in between.

Decades of research show that socially diverse groups are more innovative than homogenous groups. Why? The answer is obvious: people with different backgrounds bring new information, perspective, and preparedness. Within diverse groups, disagreement is expected. And although disagreement can be challenging, it also promotes exploratory thought, inspiring us to dig deeper and work harder.

As we continue to embrace our differences, UCP Oregon is and will always be unique.

Ann Coffey
Executive Director, UCP Oregon



UCP's Leadership



BOARD OF DIRECTORS

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- Vice President: Jerry Hoffert, Albertina Kerr Center
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- Secretary: Megan Stratman, Northwest Requirements Utilities
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- Julianne R. Davis, Lane Powell (retired)
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- Melissa Miller

FAMILY SUPPORT DIRECTOR:

- Susan Cushman

FINANCE DIRECTOR:

- Esther Large

HUMAN RESOURCES DIRECTOR:

- Suzannah Newman, JD, PHR

UCP's Financials

TOTAL SUPPORT & REVENUE	7,860,497
PROGRAM EXPENSE	
FAMILY SUPPORT	152,424
CHOICES	648,517
SUPPORTED EMPLOYMENT	1,019,655
BUILDING BLOCKS	199,724
SUPPORTED LIVING	3,829,629
SUPPORT SERVICES	702,847
MANAGEMENT & GENERAL EXPENSES	400,066
FUNDRAISING EXPENSES	89,271
TOTAL EXPENSES	7,042,133
TOTAL LIABILITIES AND NET ASSETS	5,831,224

UCP Oregon (United Cerebral Palsy of Oregon and SW Washington) offers individualized supports, information, and advocacy for people with cerebral palsy and other disabilities and their families throughout our region. We've been committed to improving supports for people experiencing disabilities for over 60 years.

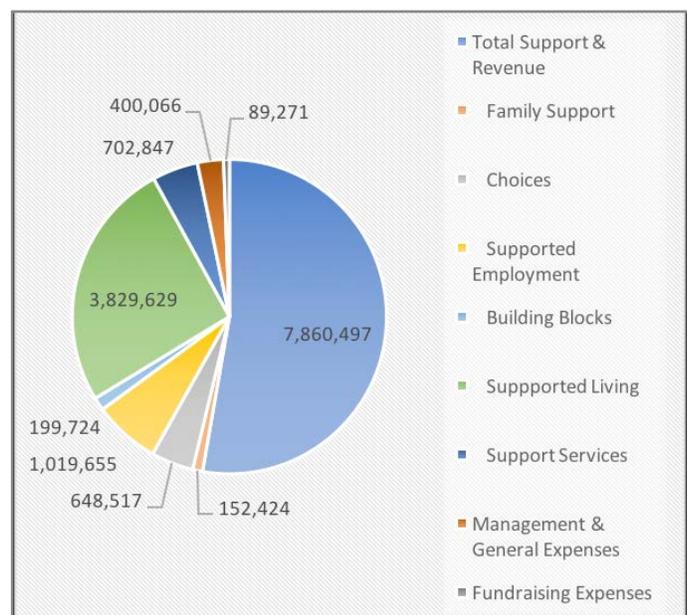
Our mission is to discover new ways to assist the people we support to lead a meaningful and fulfilling life, full of personal choice and rich in community experiences and relationships.

To your left is an overview of UCP Oregon's income and expenses for the fiscal year which ended 6/30/2017.

We are proud to show that 93% of our expenses go to support our services, while only 7% is used for administrative and fundraising costs.

This pie chart is an overview of UCP Oregon's income and expenses for the fiscal year which ended 6/30/2017.

UCP Oregon (United Cerebral Palsy of Oregon and SW Washington) is tax-exempt under section 501(c)(3) of the Internal Revenue Code. Donations are tax-deductible to the extent allowed by law.





*"We Are
UCP"*