



Employee Newsletter

Dear UCP Team,

May this brief note find all of you well. In the most recent UCP survey, many of you shared the need to improve methods of communication between departments and staff. With that said, your input and recommendations to enhance communication at UCP is vital and aligned with our Organizational WIG: *Building Trust Through Effective Communication*.

Please take a few minutes to review the survey questions below and provide us with feedback. Your participation and responses to the survey questions will significantly assist management to evaluate and improve our current communication processes. Furthermore, your collaboration will help develop new and creative ways of sharing information including rewarding UCP staff more effectively.

Thank you in advance!

Armando

Copy link to browser for survey: <https://www.surveymonkey.com/r/JMZ3PFP>





CELEBRATION OF LIFE

Melinda Montoya has been part of the UCP team for more than 10 years, she is a tremendous asset to UCP in her role at the DTT program and now also enhancing training with her long years of experience and expertise. Melinda was diagnosed with breast cancer 2 years ago, since then her journey has been filled with challenges, tests but most importantly blessings. Here is a story from Melinda about her wonderful experience as a volunteer at the Koman Walk.

“I got involved with a cancer support group, Circle of Strength, a group of men and women who have been diagnosed with cancer and are made up of survivors, caregivers, or those still going through cancer treatment. We were asked to volunteer for the Susan G. Koman walk to fight breast cancer.

In the picture above I am standing by the “Celebration of Life Tree”. People would come up take a leaf and write someone’s name who they were honoring, supporting, or in memory of. They would place the leaf on the tree and by the end of the event we had two large trees that were covered, full of those leaves. It was amazing and emotional. I met and saw women, men, children of all ages, write names of

loved one’s that they were remembering and honoring. I witnessed those who put the leaves up on the tree celebrating survivors’, encouraging those who were fighting through their treatment and for those who they lost and now remembering. I actually had participated in this same walk three months into chemo in 2013. I remember a friend pretty much having to hold me up because I was having trouble walking and making it to the finish line. I am so grateful to now be volunteering and I remember how UCP was such a big part of my healing, my journey. If anything I have learned by working for this company is the gift of overcoming, the gift of serving others.

- Melinda Montoya

LANGUAGE IS POWERFUL

Language displays an important role in sharing respect for persons with disabilities.

People first language (PFL) recognizes that an individual is a person first and that the disability is a part, but not all of them.

What do you call people with disabilities?

Say this:

- People with disabilities
- People without disabilities
- Person who has an intellectual disability
- Person who has, or has been diagnosed with...
- Person who had down syndrome
- Person of short stature
- People who are blind
- Person diagnosed with a mental condition
- Accessible parking, restrooms, etc.

Not this

- The handicapped, disabled
- Normal, healthy
- Mentally retarded, slow
- Person afflicted with, suffers from, a victim of...
- Downs person, mongoloid
- Autistic
- Dwarf, midget
- The blind
- Crazy, insane, psycho, mentally ill, emotionally disturbed

CHAMPIONS IN LIFE NIGHT

Recap

Our 6th annual gala was a tremendous success, not only because we exceeded our fundraising goal, but because of the amazing sense of community.

It may have been cloudy and stormy outside, but inside the elegant Phoenician Resort the stars were shining.

The Super Stars of the evening – Our UCP members parading down the Fashion without Limits runway full of confidence and swagger.

Our Creative Team – The Art Institute of Arizona, Fashion by Robert Black, NthDegree and Galina Couture who made everything look so professional

Our Honorees, Walmart, Circle K and Denise Resnick from SARRC, for inspiring us all with their dedication to supporting those with disabilities.

Our wonderful sponsors who supported the evening through their generosity. Especially our Life without Limits sponsor BlueCross Blue Shield of Arizona.

Our UCP Staff Volunteers who went above and beyond to ensure the success of this evening.

Our Guests for their philanthropic spirit encouraging us all to provide the best services possible for our children and adults.

Thank you to all who made this event an evening to remember

View the full gallery on UCP's Facebook page



SARRC AND UCP'S NEW PARTNERSHIP

Recently, SARRC and UCP met and an informal discussion began regarding the possibility of the two organizations partnering in an effort to accomplish a greater impact in the community.

With SARRC located in central Phoenix and UCP in north Phoenix, the organizations are an ideal match to collaboratively and strategically increase awareness, education and services for children with disabilities in the Metro-Phoenix area.

SARRC and UCP agreed that the organizations complement one another and several opportunities to partner exist. These include:

- Immediately, UCP staff have the opportunity for professional development training through an existing series of workshops held at SARRC's 18th Street location once a month on a Friday afternoon. In turn, UCP can offer on staff professionals to speak on occasion at a workshop regarding topics related to specific therapies, such as feeding.
- Immediately, shared marketing can provide opportuni-

ties for families from each organization to learn more about programs and services available. Shared marketing will be accomplished by providing brochures and e-mail information to the families we serve.

- Opportunities exist for SARRC and UCP to co-host community forums at either agency site or at the new UCP Downtown. These community forums will provide a free venue for families to learn about services available and other topics of interest.
- Opportunities exist for SARRC and UCP to provide parent education for many of the families who participate in Early Intervention, Afterschool and Early Learning Center programs at UCP. The SARRC Milestones program is a perfect example of free training available.
- When UCP Downtown opens, SARRC can refer families to UCP for clinic therapy services that include Speech, Occupational, Physical and Feeding.
- When First Place* opens, SARRC and UCP can partner to provide DDD eligible residents with HCBS that may include respite and housekeeping.



Come on team! Help UCP with a small donation through your paycheck every pay period, It doesn't matter the amount you give, what matters is your support! One of the biggest things a non-profit can share to its potential donors and community, is that the staff believe and also support the mission, not just with their hard work but also monetarily.

Currently 85 out of our 300 employees currently give, that's 28%. Lets increase that percentage and really show our community that we care! For those already supporting, thank you very much. You can sign up or increase your giving during the campaign which begins Monday Nov. 2nd through the 13th. Contact the Development Department for more info or to sign up.



UPCOMING

Please take advantage of this great opportunity to come and hear the moving story of Mr. Bonner Paddock, a man born with cerebral palsy, who strived to live a life without limits. His perseverance culminating with his trek to the summit of Mt. Kilimanjaro will be an inspiration to all those living with disabilities. UCP is honored to host Mr.

Paddock as he shares his story. OM Foundation, Mr. Paddock's non-profit organization supporting people with disabilities will also be making a generous donation to UCP. This event is open and free to the public. We look forward to having you join us Friday, Nov 13th at 6pm at the UCP's DTA building. Please invite your friends and family. Light Refreshments will be served. RSVP today to pcocuzza@ucpofcentralaz.org.

BEYOND LIMITS

COMMUNITY TOUR

FEATURING GUEST SPEAKER **BONNER PADDOCK**
MOTIVATIONAL SPEAKER, AUTHOR *ONE MORE STEP*

FREE EVENT

Click here for more information.

**FRIDAY
NOVEMBER 13**

UCP's After Holiday Party

January 9th 2016

Renaissance Hotel on Metro Pkwy.

DON'T MISS IT!!!



2016 OPEN ENROLLMENT

SAVE THE DATE

Tuesday, November 17th at 6:30pm and Thursday, November 19th at 9:30am

Location: UCP 1802 W. Parkside Lane, Phoenix (in our DTT Building)

UCP will be hosting open enrollment meetings for those who qualify for benefits on Tuesday, November 17th at 6:30pm and Thursday, November 19th at 9:30am. Pick the date that works best for you! (NO RSVP necessary) MJ Insurance will be here to provide a mini-overview of all the coverages we offer and an opportunity to get any of your benefit questions answered. The meetings should last approximately one hour. More information will be provided very soon!

Halloween @ UCP



UCP WELCOMES OUR NEWEST ADDITIONS

In an effort to enhance effective communications at UCP, we would like to introduce the newest members of the team hired in the month of July August an September . If you see them around, please welcome them to the UCP team.

NEW HIRES IN ADMINISTRATION

DIONNE	HACKETT	7/1/2015	Human Resources Recruiter
VICTORIA	SCROGGINS	7/6/2015	Cash Posting Specialist
SABINE	BRELIN	7/20/2015	Billing Manager
SHARON	BUELL	7/31/2015	Indiv Donor Relations Manager
SHIRLEY	HINDLE	8/5/2015	Accountant Staff

NEW HIRES IN ELC

REBECCA	HUSBAND	7/13/2015	Teacher
CHELSEA	JOHNSON	9/1/2015	Teacher

NEW HIRES IN EI/TX

NANCY	RICHARDS	7/14/2015	Medical Front Desk
TANEESA	CONGDON	7/16/2015	Service Coordinator
REBECCA	CURTIN	7/20/2015	Service Coordinator
COLLEEN	OAKES	7/20/2015	Developmental Spec
STEPHANIE	HANSEN	7/20/2015	Developmental Spec
DEUNDREA	FORD HARRIS	7/27/2015	Developmental Spec
LAURA	ZILNIK	7/27/2015	Manager Clinic Therapy
CLARA	DELGADO	8/13/2015	Admin Asst - Therapy
CARLY	LENA	8/17/2015	Bilingual Physical Therapist
WENDY	BETTS	8/31/2015	Speech Therapist

NEW HIRES IN DTT/DTA

DOREEN	JOHNSON GRAF	9/16/2015	Direct Support Prof - Driver DTA
HEIDI	WRIGHT	9/28/2015	Direct Support Prof - Driver DTT

NEW HIRES IN HCBS

AZEM	SHAH	7/1/2015	Provider
TIFFANI	JONES	7/16/2015	Provider
RONDA	NAVIDAD-YACHNIN	8/12/2015	Provider
JESSY	DE LA CRUZ	9/9/2015	Provider
GARY	LUMIA	9/18/2015	Provider

SAVE THE DATE: New Hire Orientation will be Wed November 11, 10am–12pm . If you previously missed your scheduled session, feel free to attend this one.

UCP will be closed the following days in observance of the HOLIDAYS!!! November 26, 27 & December 24, 25

