

# TEAM UCP NEWSLETTER

## January 2019

### #Communicate #Serve #Grow #Sustain

#### A Message from the CEO By: Doug Bergman

Welcome to 2019!! I hope you all had a wonderful holiday season and you are rested and ready to start the new year. We all need that time to ourselves to recharge our batteries and spending time with family and friends is a great way to do just that. As always, we have a lot to accomplish this year, as we strive to make our programs and services better and better for our clients. We are always interested in your ideas and suggestions for improvement. Please make sure to let your manager know, if you have any ideas you'd like to share and remember....UCP's Open Door Policy; myself, or anyone on the Leadership Team welcomes your suggestions.

Let's make 2019 our best year yet!!



#### Program Spotlight By: Eric Ciampa

##### UCP Opens New Autism Center

Since 2008 UCP has operated a small social skills program on Sacramento State campus called ACE. ACE is a behavioral therapy program that Applied Behavior Analysis (ABA) to help kids with Autism develop language skills, social skills, communication skills and coping skills so that they can reach their goals in life. While a big success with our kids, ACE was unable to expand or develop new programs at CSUS. This meant ACE had to turn away the majority of families interested in services. In January, ACE has moved into a new home a mile down the road at Watt and Fair Oaks. This new center has more space dedicated for behavioral therapy. UCP will now be able to recruit more staff, expand the type of behavioral therapy we offer, and serve more families. UCP is also extending our ABA therapy to include in-home and community based services. This means that the staff who work with kids in the center can also now travel and apply those same treatments in the client's home and community. This ensures the progress kids make at the center is transferring into real-life relationships. What a great way to start 2019!

#### CONGRATULATIONS! JANUARY 2019 ANNIVERSARIES

Denis Riles, Respite	16 yrs
Michelle Bautista, WCO	15 yrs
Michelle Basey, Respite	13 yrs
Towanda Starks, Respite	12 yrs
Michelle Fisher, Respite	11 yrs
Stephen Horton, Admin	10 yrs
Elizabeth Holt, Respite	10 yrs
Antonio Coria, Respite	7 yrs
Shawnta Carpenter, Respite	7 yrs
Laura Cunnagin, Respite	7 yrs
Yolanda Hernandez, Respite	7 yrs
Brandee Tracy, Shuttle	6 yrs
Maria Lopez, Respite	6 yrs
Lauren Bechthold, Respite	6 yrs
William Hodgson, Respite	6 yrs
Danielle Naranjo, TRII	5 yrs
Denise Amadeo, Respite	5 yrs
Sabrina Newton, Respite	5 yrs
Valentina Derbeneva, Respite	5 yrs
Jennifer Schultze, Respite	5 yrs
Lia Brown, Admin	4 yrs
Maritza Roacha, Respite	4 yrs
Malory Foree, Respite	4 yrs
Jerry Pace, Trans	4 yrs
Timothy Fechter, Respite	3 yrs
Angelica Arrospide, Respite	3 yrs
Joseph Fairbanks, TRII	3 yrs
Jared Butler, Shuttle	3 yrs
Patricia Sperry, SAAGE	3 yrs

## Development & Marketing News By: Steve Horton



### UCP Sacramento Facebook Fundraiser

In the last three months friends of UCP on Facebook have raised over \$4,500 for UCP!

Rico Garcia Radio Personality at KHITS started it all in honor of his sister with cerebral palsy.

Contact Alex Kineret Development Coordinator to find out how; [akineret@ucpsacto.org](mailto:akineret@ucpsacto.org) 916 283 8317

**Keep What Gives You Joy. Donate the rest!**

Donate clothes, toys and household goods to UCP.

Free Pick Up Call 1 800 423 9350.



**Donate your Vehicle FREE** Want that vehicle out of your way call 1 866 827 7212. A donation will be made to UCP.

## Safety Culture By: Kyle Vang

### PERSONAL RESPONSIBILITY FOR SAFETY

Although UCP as an organization has safety standards, processes, and procedures in place to keep us safe; serious accidents and dangerous events can occur at any time unless we begin and continue to maintain a consistent focus. To achieve a change in safety performance every one of us must accept a greater level of responsibility; this is key for our own safety and the safety of others within our organization.

“Personal Responsibility for Safety” is about all of us, working safely, and caring for the safety of our clients, team members, family, friends and everyone else we come into contact with and always intervening when we observe unsafe behaviors or condition. Although UCP as an organization has safety standards, processes, and procedures in place to keep us safe; serious accidents and dangerous events can occur at any time unless we begin and continue to maintain a consistent focus. To achieve a change in safety performance every one of us must accept a greater level of responsibility; this is key for our own safety and the safety of others within our organization.

“Personal Responsibility for Safety” is about all of us, working safely, and caring for the safety of our clients, team members, family, friends and everyone else we come into contact with and always intervening when we observe unsafe behaviors or conditions.

- The following behaviors are critical to ensure and achieve this change in safety performance:
- Clear Expectations – Make safety important, promote and follow rules and procedures and ensure you understand what is expected of you and your team.
- Effective Communication – Where possible use face to face communication. Always listen carefully, ask open questions, and check understanding.
- Personal Leadership – Lead by example and praise safe behaviors. Have courage to do the right thing and do not tolerate unsafe behaviors, whether at work, home, or leisure time.
- Personal Risk Awareness – Stay aware of your surroundings, remain alert to changes, and never put yourself or others at risk. Contribute to discussions at your daily safety meetings about risks on the job.
- Planning – Take time to fully familiarize yourself with the safety aspects of your job and question any areas that are not completely clear to you.
- Develop Encourage and Sustain Safe Behavior – Start every day by thinking of how you can keep yourself and others safe.
- Practice Hazard Recognition – Consistently do things the safe way at work and at home.
- Share good safe work practice and intervene to change bad safe work practices.
- Keep communicating the benefits of sustained safety.

If we apply these techniques today, then the right results will come our way!

## JANUARY 2019 Anniversaries Continued....

Michael Ryan, Respite	3 yrs
Evangeline Parchamento, Respite	3 yrs
Leona Behm, CLASP	2 yrs
Jessica Castro, DO	2 yrs
Lourdes Cueto, Respite	2 yrs
Jezzel Jurado, Respite	2 yrs
Maria Burgos, Respite	2 yrs
Maria Salazar, Respite	2 yrs
Monique Lara, Respite	2 yrs
Nicole Fredricks, Respite	2 yrs
Sandra Hammond, Respite	2 yrs
Stephanie Sepulveda, Respite	2 yrs
Yelena Kalyuta, ACE	2 yrs
Jocelyn Sanchez, EOS	2 yrs
Sarah Nixon, Respite	2 yrs
Rosemary Tapia, DO	2 yrs
Valerie Dumitru, Respite	2 yrs
Sandra Flores, Respite	2 yrs
Keegan Mitchell, Respite	2 yrs
Teresa Varon, Respite	2 yrs
Unique Flood, TRII	2 yrs
Jose Magallon, Respite	1 yr
Cynthia Tran, Respite	1 yr
Janell Mc Allister, Respite	1 yr
Vinh Nguyen, Respite	1 yr
JonJulienne Peters, Respite	1 yr
Kristine Cachero, Respite	1 yr
Elizabeth Herring, Respite	1 yr
Lucia Orozco, ACE	1 yr
Jillian Sordello, ACE	1 yr
Channing Moss, ACE	1 yr
Amber Rush, Respite	1 yr
Corlene Goi, Respite	1 yr
Raven Gonzalez, Respite	1 yr
Rashee Johnson, Respite	1 yr
Janet Davis, Respite	1 yr
Leonard Spellman, Shuttle	1 yr
Kieona Coleman, Shuttle	1 yr
Weston Thompson, Respite	1 yr



### OPEN POSITIONS

**CIS**  
**Class B & C Driver**  
**DSP**  
**HR Generalist**  
**HR Recruiter**  
**ILS Instructor**  
**Operations Assistant**  
**Program Manager**  
**Program Supervisor**  
**Respite Worker**  
**RN**