



Annual Report

2010





UCCP United
Cerebral
Palsy™

of Central Maryland

MISSION

Our mission is to support individuals with disabilities in achieving independence, productivity, and the quality of life they seek.

VISION

Our vision is to be recognized for excellence and leadership in providing innovative person-centered supports, making us the agency of choice for individuals with disabilities and their families, and the employer of choice for human service professionals.

The services and facilities of United Cerebral Palsy of Central Maryland (UCP-CM) are operated on a nondiscriminatory basis. They are subject to the provisions of Title VI of the 1964 Civil Rights Act, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975 and the Hill Burton Act. These acts prohibit discrimination on the basis of race, color, national origin, age, and disability. UCP-CM's nondiscriminatory position applies to employment, admissions, provision of services, assignment of services, granting of privileges, accommodations, and opportunity to participate in programs and activities.

Letter From CEO & Board Chairman

Dear Friends,

Over the past year, we developed a new Strategic Plan for United Cerebral Palsy of Central Maryland (UCP-CM). Board and staff worked diligently throughout the spring and summer to develop the plan which will guide our organization through 2015.

We restated our mission and vision: our mission is to support individuals with disabilities in achieving independence, productivity, and the quality of life they seek; our vision is to be recognized for excellence and leadership in providing innovative person-centered supports, making us the agency of choice for individuals with disabilities and their families, and the employer of choice for human service professionals. We identified six goals to enable us to achieve our vision:

- Maintain and enhance the quality of our services
- Enhance self direction

- Increase quality, stability and satisfaction of the workforce
- Insure sufficient revenue to meet our goals
- Increase public awareness of our excellent programs
- Assure the effectiveness of our board

Our initial efforts to implement the plan will focus on insuring quality service and adherence to regulations; implementing training programs to support high quality service; increasing fundraising efforts; and maximizing efficiencies in all departments and programs.

With these strategies in mind, we are pleased to report that the implementation of our 2011 Quality Assurance (QA) Plan, which was approved by the state, is well underway. The plan focuses on two goals relating to health and safety, two goals relating to individual choice and one goal relating to

overall program quality. We hired a full time Quality Assurance coordinator in our Western Region to complement the work of our Central Region QA coordinator as we implement the plan. Our Quality Assurance Department now has a presence in the Western Region that will be helpful in furthering our culture of excellence.

A new training curriculum for direct care staff that increases awareness of what it is like to have a disability has been developed. The curriculum also improves skills needed for more effective communication with non-verbal individuals in order to enhance self-direction.

A new initiative has also been launched in the fundraising arena. The Human Touch Campaign will support agency efforts to minimize staff turnover during this time of statewide cutbacks and reduced reimbursement for the organization. Stability of staff is

crucial to the happiness, independence, and personal growth of the individuals we support. We also thank Snowden and Nancy Stanley who continued to fund the John Stanley III Memorial Scholarship Program for a second year to assist UCP direct care employees in achieving Certified Nursing Assistant (CNA) certification.

Another very successful golf tournament was held in October, raising \$50,000 for the organization, and we thank everyone who supported this event and played in the tournament, despite the rainy weather. The seventh annual Hoodstock concert raised a record-setting \$20,500, and grants totaled nearly \$230,000 for the year. We appreciate each and every one of our donors, who help us provide high quality supports for the hundreds of individuals in our programs. Please know that your support directly affects the lives of all of these people.

At our Independence Society reception, we recognized donors who contributed \$1,000 or more to the organization over the past year and honored

the Samuel A. Tucker Memorial "Can Do" Award winner, Fonda Swann. Fonda, a participant in the UCP Sulphur Spring Center's Supported Employment program, has cerebral palsy and uses a cane to get around. She worked for the Old Country Buffet in Catonsville for years, where she was described as the personification of persistence and determination. We also are very proud of Richard Violet, who lives in one of our homes in Hagerstown and who won the Maryland Association of Community Services Achievement Award.

In these challenging economic times, we are proud that we have been able to keep up the high level of service we deliver and continue to meet the needs of individuals seeking our supports. We were able to open a new home in Allegany County to accommodate the increased needs in that community, and some of the individuals in the Baltimore area moved into a new home, as well. We also expanded the implementation of the Internet-based automated record keeping system that was successfully implemented in the Western Region

last year. The Delrey School experienced steady growth this year and launched an exciting Market Place Project, a project-based learning experience designed to help students learn skills they need to function independently in the community. The On the Go Social Club continued to open new doors and is very popular with individuals in the Baltimore area.

We thank our Board of Directors for their dedication and leadership during this past year and for their assistance in helping us develop a new Strategic Plan. To the incredible staff of UCP, your loyalty and commitment to those we serve is unsurpassed. And to you our donors and supporters, we could not accomplish what we do without you.

Sincerely,



Henry C. Miller, Ph.D.

Chairman, Board of Director



Diane K. Coughlin

President and CEO



2010 Agency Highlights

- UCP of Central Maryland (UCP-CM) provided services and supports to more than 1,100 individuals with disabilities in Baltimore City and 18 Maryland counties.
- UCP-CM maintained 40 residential homes in communities throughout the state, providing year-round 24-hour support to 134 individuals with disabilities in barrier-free agency owned or leased single-family homes and apartments. A new residential home was opened in Cumberland as part of UCP-CM's expansion in the Western Region. Additionally, individuals in one of our older homes in the Central Region moved into a new house in Baltimore County.
- An additional 105,253 hours of personal care assistance were provided to 61 individuals in need of support in order to remain in their own homes. That is a 17 percent increase over FY 2009.
- 274 individuals regularly attended day programs, including day habilitation and medical adult day care, in five centers across the state.
- Supported employment hours totaled 24,216, a 48 percent increase over last year, allowing 23 people with disabilities throughout Maryland to find and maintain paid and volunteer employment.
- Individuals in our Western Region also enjoyed participating in a very successful Special Olympics in Cumberland.
- 152,049 transports were provided for adults enrolled in UCP-CM's day and residential programs via the agency's lift-equipped buses and vans so they could attend day programs, go to work, attend medical appointments, and other personal and leisure activities.
- At the Delrey School 41 students received comprehensive services, including special education classes certified by the Maryland State Department of Education integrated with the latest therapeutic techniques and communication strategies to help them better engage in learning.
- Therapeutic services included 2,214 individual and group physical therapy sessions, 3,780 speech therapy sessions, and 4,007 occupational therapy sessions. Also 2,900 tube feedings, 7,150 respiratory interventions, and 3,750 medication doses were administered.
- The No Boundaries Assistive Technology Center completed 585 augmentative communication assessments and 912 personalized training sessions for children and adults with communication difficulties throughout the state. Dynavox Technologies cited the Center's augmentative and alternative funding report as one of the best in the country and asked to use it as an example for other therapists throughout the country.
- UCP-CM completed a comprehensive strategic planning process, outlining six major goals to guide our organization through the next five years. Emphasis was placed on service quality, enhancing individual self-direction, increasing the quality, stability and satisfaction of our workforce, insuring sufficient revenue to meet our goals, increasing public awareness and assuring the effectiveness of the Board. Staff also completed an 18-month operational work plan to begin implementing the Strategic Plan.
- The Central Region residential and day program staff completed training on the Carematic database, concluding UCP-CM's agency-wide conversion to the Web-based information system,

greatly increasing the efficiency and effectiveness of our organization. Central Residential also successfully implemented a departmental employee incentive program to increase staff morale, motivation and teamwork.

- UCP-CM's Supported Employment Program was selected by the Washington County Public School System to provide transitioning services to Washington County high school students participating in the Maryland Seamless Transition Collaborative (MSTC) Grant Program. This program is funded by the Maryland Division of Rehabilitative Services (DORS) and supports the implementation of a transition service model with a specific sequence of transition services that provide a youth centered and directed means for students with disabilities to discover their career interests, identify traits and skills on which to build career development, and develop a career profile that will lead to eventual adult employment or post-secondary education.

MAKE A GIFT TO UCP-CM

Please help us remain a vital resource for individuals by making a gift to UCP-CM today. You may donate online by going to www.ucp-cm.org or mail your gift to UCP-CM; Executive Plaza III, 11350 McCormick Road, Suite 1100, Hunt Valley MD 21031. Gifts of \$1,000 or more entitle you to be a member of our Independence Society. On behalf of all the people with disabilities we serve, we thank you for your support. **For information, please call Debbie Daskaloff, chief development officer, at 410-484-4540, ext. 2460.**



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The Purcell Wylie Co.

* Individual with a disability

** Family member of an individual with a disability

Retired from Board in 2010

Newly elected in 2010

2010 Financials

UCP Statement of Revenues and Expenses for year ending June 30, 2010

Revenues		2010
CONTRACTS	\$	20,794,257
FUNDRAISING		442,189
OTHER		474,400
TOTAL REVENUES	\$	21,710,846

Expenses

PROGRAM SERVICES

DIRECT SERVICES	\$	18,891,782
UCPA		50,000
PUBLIC EDUCATION		92,947

TOTAL PROGRAM SERVICES	\$	19,034,729
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ADMINISTRATIVE SERVICES

MANAGEMENT & GENERAL	\$	2,093,920
FUNDRAISING		213,218

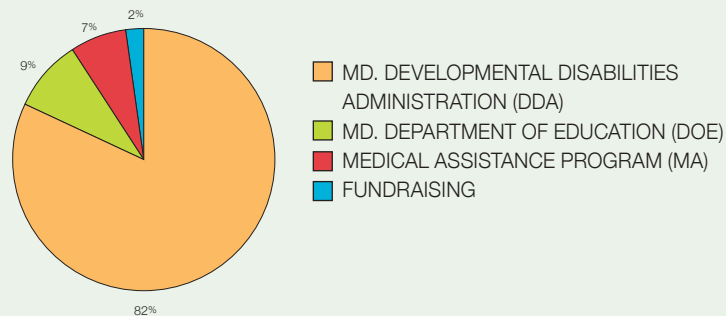
TOTAL ADMINISTRATIVE SERVICES	\$	2,307,138
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TOTAL EXPENSES	\$	21,341,867
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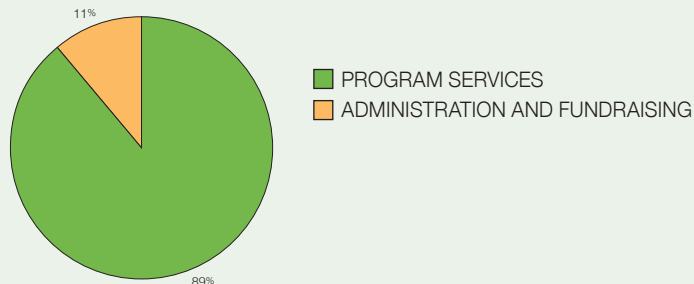
EXCESS OF REVENUE

OVER EXPENSES	\$	368,979
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SOURCE OF REVENUE



FUNCTIONAL EXPENSES



STATEMENT OF FINANCIAL POSITION (as of June 30, 2010)

ASSETS

CURRENT ASSETS	\$	7,761,051
PROPERTY & EQUIPMENT, NET OF ACCUMULATED DEPRECIATION	\$	7,101,057
OTHER ASSETS	\$	645,415
TOTAL ASSETS	\$	15,507,523

United Cerebral Palsy of Central Maryland, Inc., is designated as a 501(c)(3) nonprofit organization. A copy of our audited financial statement is available upon request by calling 410-484-4540 or writing to UCP at Executive Plaza III, 11350 McCormick Road, Suite 1100, Hunt Valley, MD 21031. Additional information is on file with the Maryland Office of the Secretary of State.

LIABILITIES & NET ASSETS

CURRENT LIABILITIES	\$	6,783,692
LONG-TERM LIABILITIES	\$	3,038,916
TOTAL LIABILITIES	\$	9,822,608

COMMITMENTS & CONTINGENCIES

NET ASSETS

Unrestricted	\$	5,190,516
Temporarily restricted	\$	352,530
Permanently restricted	\$	141,869
TOTAL NET ASSETS	\$	5,684,915

TOTAL LIABILITIES

& NET ASSETS	\$	15,507,523
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2010 ANNUAL REPORT DONORS

UCP of Central Maryland gratefully acknowledges the following generous donors for their gifts of \$100 or more received between July 1, 2009 and December 31, 2010. These donations, along with many other much appreciated gifts below \$100, enable us to better serve children and adults with cerebral palsy and other disabilities in Maryland.

Independence Visionaries \$25,000 or more

- The Marion I. & Henry J. Knott Foundation
- The Orokawa Foundation
- One Donor Who Wishes to Remain Anonymous

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- THE ASSOCIATED: Jewish Community Federation of Baltimore
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