

Recent Events

- UCP's 15th annual Pumpkins In The Park was our biggest and best fundraiser to date that drew thousands of attendants and raised a little over \$11,000!
- ELC staff, residents, and families put on their scariest costumes and celebrated Halloween on October 27th, with a Haunted House and yummy treats.
- The Pine State Heroes stopped by ELC for Halloween on October 28th.
- On Halloween, Bridges students trick-or-treated in our main offices at 700 Mt. Hope Ave.
- UCP's Annual Pie Sale was a huge success. We had over 120 pies with the help of Deb Perro from EMCC and raised just over \$1,300!
- ELC staff, residents and their families gathered for the annual Holiday Party on December 2nd, featuring crafts, games, door prizes and a meal!
- The Top Hat Dancers put on a fantastic performance in ELC's central living room on December 15th, and then passed out holiday gifts for all of the residents.
- Management Staff hosted two Pancake Breakfasts for staff in our main office and ELC during the holiday season.
- UCP's annual Holiday Door Decorating contest was held in December with amazing staff participation of 34 different doors!

Upcoming Events

- Behavioral Health Professionals Week: Jan. 14-20
- ELC Valentine's Day Dance: February
- ELC Bake Sale Fundraiser for Polar Dip: Feb. 14
- ELC Staff - Camp Capella's Polar Dip: Feb. 24
- Human Resources Professionals Week: Mar. 11-17
- Long Term Care Professionals Week: Mar. 11-17



FIND LITTLE AL!

Since Al Sowa is such a familiar face around UCP of Maine, we have this fun little game called: "Find Little Al" See if you can find him!

UCP of Maine Promotes Several Employees

Andrew Lohman
Marketing & Community Relations Coordinator

Over the past year UCP of Maine has experienced growth in several programs. With this growth we are pleased to announce that we have promoted four employees over this past year to a management level; Amanda Conners to Home and Community Treatment Clinical Supervisor, Jared Dolley to Quality Assurance Manager, Jessica Strout to

Manager of Pediatric Care Coordination, and Trish Terry-Carr to Preschool Instruction Manager. Mary Berube, Director of Operations for UCP of Maine, recently shared "We are thrilled to have been able to promote from within UCP of Maine and look forward to what the future holds for these employees and UCP of Maine. These promotions paired with our expansion to Penn Plaza in Bangor will allow us to grow our services even more to better reach the community we serve."

Bridges to Add New Curriculum in 2018

Claire Bickmore
Preschool Services Manager

Bridges is excited to announce a new exciting curriculum opportunity beginning in 2018. Due to the generosity of the 2016 Elizabeth Means Trust Grant funds Bridges was able to purchase the Mother Goose Time Curriculum. This curriculum includes all curriculum area previously covered throughout our preschool such as literacy, math, music & movement, art, science, and social tools. Mother Goose Time comes with a core set of tools for both the students and a teacher workbook as



well. This is an exciting new opportunity as it provides a streamlined curriculum with new tools to access and our teachers to expand and create innovative ideas for the children to work towards.

Each month of the curriculum offers a monthly theme with a variety of activities involving the monthly theme. The themes help our preschoolers connect through real life experiences to help obtain concepts. The new curriculum also offers an assessment system to help measure each child's progress towards new concepts. We are happy to have this new opportunity for a new year!

Wellness Program & Dealing Winter Blues

Brooke Bowden
HR Recruitment & Retention Specialist

'Tis the season to take time to care for yourself as the new year has arrived! With a new year comes new year resolutions, people wanting to better themselves in some way or another. It may be challenging for those who may suffer from winter blues but with a little motivation and support, resolutions can happen! UCP of Maine now offers an employee Wellness Program that can help with staying active and healthy through these cold, dark months. The Wellness Program can help employees not only physically but spiritually, emotionally, socially, and financially. Through the Wellness Program, UCP of Maine hopes to motivate employees to remember to

take time to care for themselves, along with increasing moral and retention.

Help yourself these winter months by keeping active, even though it may seem hard to stay motivated during cold snowy days, moving about, cleaning the house, socialize, keeping up with work can all help reduce symptoms of depression and make you feel better. Focus on the positive, take time each morning or night to write down a list of things you are grateful for, even if it's a quick post. Treat yourself by planning a movie night, indulge in a hobby, or start a project, even changing your eating habits can help to improve your overall attitude and motivation. Start by weening out the sweets and soda by replacing them with vegetables and water. The little things can help to increase mental and physical health.

Adult Case Management Client Success Story: Melissa's Dream

Brandie Michaud
Community Case Manager/Team Leader

Melissa, a recipient of UCP of Maine Community Case Management (ACCM) services, is excited to share her recent success in signing the lease for her very first apartment! This hot-off-the-press news is so fresh that she hasn't even moved in yet! Melissa welcomed myself and Andrew Lohman, UCP of Maine Marketing & Communications Manager, into her soon-to-be home for an interview, tour, and photo-op to facilitate this very story. Also present for the interview and photo-op was Lana Courtright, Katahdin Friends Inc. (KFI) Direct Support Professional (DSP).

Drew: What are you most excited about?

Melissa: "Having more space for my stuff. It's quiet." Lana contributed that she and Melissa have met some of the neighbors while visiting the apartment over the past couple of weeks; Melissa shared that the neighbors are nice. **M:** "I like the kitchen. I'm excited for my house warming party!"

D: What do you think you'll do with all this space?

M: "Keep it clean and get furniture. Someone is donating a loveseat!"

The road to this accomplishment was littered with fears, concerns, insecurities, "what-ifs", and many other barriers. Attaining her own apartment was identified as a goal, and though various actions

were taken and certain progress made, it took a number of years to come to fruition. Team members were looking and waiting for the "perfect" (however impossible) situation. The team had been allowing the barriers to stand in the way of Melissa's dream. "We" the team, the paid supports, had identified the barriers and essentially boxed Melissa into them. When Melissa began adamantly advocating for her own apartment, the team needed to get creative. Out-of-the-box financial resources, creative staffing patterns, and an available apartment were explored. Melissa and her team decided to jump, breaking through the barriers with faith (and hard work ahead) to ensure the remaining pieces will fall into place.

D: What are you fearful about?

Lana and Brandie assisted in communicating that safety is Melissa's biggest fear. She does not like to be alone. Melissa confirmed that she feels better because not only can she keep her apartment door locked, but the outside doors are always locked; there is a doorbell outside for each of the apartment units. Melissa can look out the bay window in her living room to see who is at the outside door. Melissa also identified some fear around moving out of her current home with her family and living on her own. It was explained that Melissa will transition slowly, at her own pace. Melissa has a strong support team at KFI with incredibly dedicated staff and members of the agency's administration.

A major barrier to Melissa achieving her housing goal has been the catch-22 of her need for a roommate with whom to share financial resources and staff support hours, and her need for affordable housing – getting on a subsidized housing waitlist for more than a single bedroom unit without having an identified roommate was difficult and sometimes impossible, but finding a roommate without having housing in place had proved even more difficult. Melissa now has her housing, excuse me - her home, in place, though she is still in need of a roommate.

D: What is your ideal roommate?

M: "A girl. Nice."

Melissa also shared that it is important that a roommate like to keep the apartment clean because she doesn't like messes. She noted that the roommate does not have to share her same interests.

Common Myth #1: A person must be "high functioning" in order to live in his/her own home, be it an apartment or house.

What does the term "high functioning" even mean? With proper supports in place, ANYONE can live in their own home. It is common for most of us to underestimate the skills, abilities, and talents of the people in our lives who have developmental disabilities. A few potential reasons: it may be that we are too enmeshed in the day to day care to see past the support needs; we may not know the person well enough; we may be caught up in the routine of carrying out program schedules or completing required paperwork;



(Brandie Michaud, Melissa, and Lana Courtright)

we may not have the tools or skills to effectively communicate; or maybe we've just never considered or been presented with potential opportunities outside of the typical norms.

D: What does staff help you with?

M: "All kind of things. Cooking, grocery shopping, laundry, community."

Lana and Brandie assisted Melissa in identifying some other areas where staff provide support: medical appointments and follow-up medical care, budgeting, volunteering, transportation, visiting with friends, scheduling and keeping appointments, organization, planning and going on trips, self-advocacy, and safety.

Common Myth #2: Renting/owning one's own home is too expensive.

Not every place is affordable, just as not every place is unaffordable. Subsidized housing and Section 8 voucher waitlists can be long, but they are not unattainable, and they are not the only options. Sharing unsubsidized rent with a roommate can be affordable. In some cases a person's Low Income Heat & Energy Assistance Program (LIHEAP) and food stamp (SNAP) benefits may increase (or a person may become eligible for these benefits when they were previously ineligible) by moving into their own home.

Common Myth #3a: Consumers with developmental disabilities need 24/7 staff support.

While true for some, and even many, this is not the case just because a person has a developmental disability. **Common Myth 3b: 24/7 staff support is not available when one lives in their own home.** While there are limits to the amount of support hours a single person can receive (this will differ based on the type of Home & Community Based Waiver funding a person has), when there are two people receiving waiver funded support services, some of the hours can be shared or overlapped to enable 24/7 staffing in the home.

Thank you for the hard work and dedication exhibited by all of Melissa's support providers, especially her KFI support team, to help her achieve her dream. Sometimes it takes creative, out-of-the-box thinking to make something happen. Most often it takes a leap of faith. "Leap, and the net will appear" – Julia Cameron. Congratulations Melissa!

WINTER BOGGLE

- The letters in the words must be connected in the same order in the grid.
- The letters can be connected by an edge/corner.
- The word doesn't have to appear in a straight line. It can be tangled around.
- Each letter in the word must uniquely appear in the grid. An example, if the word is ERASE, the letter E must appear twice in the grid. The word can't loop back and re-use the same E.
- Words must be at least 3 letters long.
- Words cannot be a proper noun, such as a name or place.

Find 8 Winter related words

X	W	O	N
P	A	E	S
E	C	L	D
I	V	O	M
S	K	Y	J

Cold, Move, Peace, Snow, Joy, Love, Shed, Ski



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