

May 2021

Dear Friends of UCP Heartland:

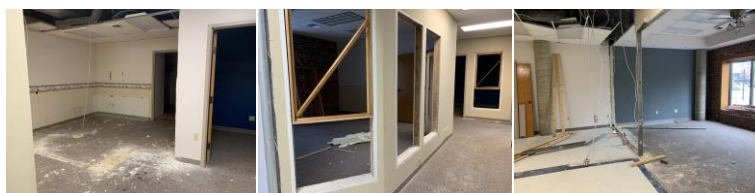
I hope everyone is having a great Spring and gearing up for the summer months. I begin this communication by asking for your help. As you have read and heard, hiring employees is very challenging at this time which puts a significant strain on our Residential Services Program, a 24/7 essential service. Many clients are ready to return to other programs as Adult Day, Respite, Youth Camps and Supported Employment but staffing is not available to meet the demand. On behalf of UCP Heartland, I ask you to please share information about our mission, clients, and the open positions available. We are offering a \$1,000 signing bonus and have \$500 referral bonus as well. I appreciate you spreading the word, creating a broader employment pool interested in joining the UCP Heartland team. You can visit our website to obtain information on all current job openings: <https://ucpheartland.org/currentopportunities/>

I had the opportunity to take one of our clients to work earlier this month. He is a participant in both our Residential Services Program and Employment Resources Program. The drive from his apartment to the job was about 25 minutes so we had some time to chat. I enjoyed this tremendously but what caught my attention during our conversation was the information shared. The client was picking up extra hours at another location on this particular day. My initial thought was "impressive." The individual went on to say that 16 hours a week was the current schedule and he was hoping to increase the weekly hours to 20. Out of respect and confidentiality of the individual I am speaking about, I am not going to use a name. However, it is important to point out this individual has significant health issues which in turn creates barriers and other challenges in the journey of life. While this journey has and is complicated, the client continues to live in a supported apartment in the community. Work seems to be important and even through those ups and downs of the journey, the individual fights through it with the support of UCP Heartland employees at his home and at work. Now, I do understand it is not all rose-colored glasses and a seamless process. But I hope you get my point, even during the difficult times, this individual counts on UCP Heartland. Our mission of focusing on a person's "abilities," providing extraordinary care and support needed to thrive in school, at **home**, at **work**, and in the **community** is being lived out through this individual. I am not saying it is easy, but when we look at our role at UCP Heartland through the lens of our mission....it is vital, it is meaningful, and it works because of our staff and community.

### **Strategic Initiative: UCP Heartland Autism Services**

In a previous communication about the Strategic Plan, I spoke about one of our new initiatives of starting an Autism Program, specifically providing Applied Behavior Analysis (ABA) therapy. This initiative is making sound progress as our new Clinical Director, Laura Barnes has joined our team and leading the effort. We have secured a location in Columbia, Missouri and work has begun to make it an inviting place for individuals/families who choose our services. We are also excited to be able to utilize this location for our Summer Youth Camp Program through the Child Development Center. We are excited about this partnership and coordination between UCP Heartland Autism Services and the Child Development Center. Below are some pictures of the building, albeit it is the demolition phase, but I will continue to update you on the progress.

Address of the new location:  
25 4<sup>th</sup> Street  
Columbia, MO. 65201



## COVID-19 Vaccine

I know the United States has made tremendous progress over the past several months on getting people vaccinated. As a result, I think we have seen hospitalizations, positive spread, and deaths dramatically decrease. We have also recently heard from the Center for Disease Control (CDC) of fully vaccinated individuals not needing to wear a mask in most situations. Here at UCP Heartland, we are going to continue to be cautious about this guidance due to the health and safety of clients we support. I am the first to admit I am pro COVID-19 vaccine. However, up until COVID-19, I was not pro-vaccine, specifically for influenza. It was not because I was afraid of it from a health standpoint or I did not believe in getting a vaccine, it was because this was never important to me and so I just did not do it. When the vaccines came to fruition and information came out about them, I was a bit hesitant and unsure. I thought about it a lot when I knew I had an opportunity to get Pfizer here at UCP Heartland. For me it came down to protecting me, others in my circle, and I would be lying if I left out that I want to get back to some sense of normal. I strongly believe the vaccine is the only way to do this.

I completely respect, trust, know, and understand where people are coming from on their decision to receive a vaccine. I do encourage you to do your research, ask questions, and make an educated decision for yourself and family members. In the meantime, please continue to be patient with the ever-changing guidance, the lifting of restrictions, and always respect others around you during what can be construed as a bit confusing. I continue to thank you and am grateful for all of you as we continue to navigate through the pandemic.

Thank you for your continued support.  
Sincerely,

A handwritten signature in black ink, appearing to read 'Clint Bolser', with a long horizontal flourish extending to the right.

Clint Bolser  
President and CEO  
UCP Heartland  
636.779.2252