

## **New Leader... New Vision.**

### **It's official.**

~continued~

Following the retirement of UCP's 16-year President and CEO Jeff Cooper, and the recent departure of 25-year Director of Adult Services Barry Claypool, it didn't take Judith long to begin making some changes to better position UCP for the future. Priority #1 was to increase Direct Support Worker base wages to immediately address the high staff vacancy rate the organization faces.

Another of her initial decisions was to appoint long-term UCP management team member, Janeen Latin, to the position of Chief Operating Officer. In doing so, Judith hopes to deliver the best of both worlds... a new vision for UCP, along with the continuity of a leader who brings extensive historical knowledge of UCP to overseeing the organization's operations. The subhead accompanying the May 10 [announcement](#) on CPBJ put it succinctly: "*Second new executive named in past week for regional nonprofit.*"

Judith has also hired Violet Mwangi to be the Director of UCP's newly formed "Residential Services" division and has appointed 20-year UCP veteran Marci Walborn to the position of Director of Childhood Services (more about both those positions, and the individuals named to them will be forthcoming).

Additional organizational innovations are currently being evaluated by the executive team within the context of the 2018 fiscal budget. A comprehensive search is underway for stellar candidates to serve in two newly created positions: Senior Manager of Operations and Director of Adult IDD and Autism Services.

Stay tuned... *it's an EXCITING new day at UCP!*