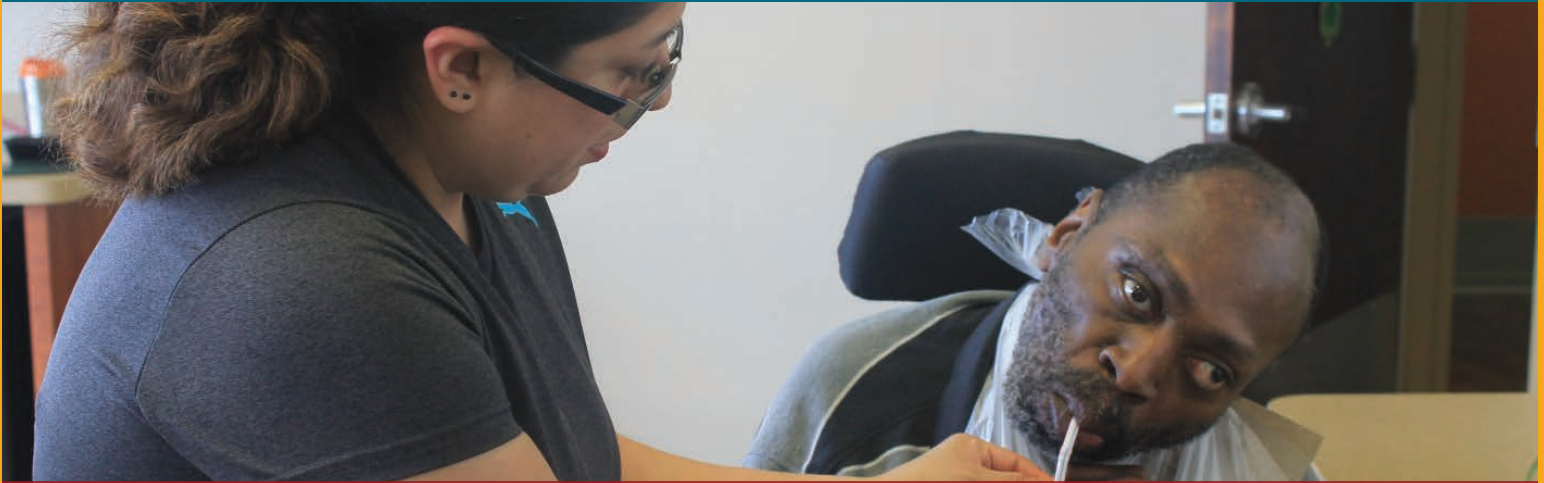


SPOTLIGHT ON **UCP Seguin**  
of Greater Chicago

# THEY DESERVE MORE

## CAMPAIGN GAINS MOMENTUM



### UCP Seguin Fights for People with Disabilities...and Their Dedicated Caregivers

*As the Spring 2018 Illinois General Assembly legislative session begins again in Springfield, UCP Seguin continues its significant involvement in the **THEY DESERVE MORE** Coalition. This statewide group of now nearly 80 service providers and statewide advocacy organizations is fully reactivating its efforts, pushing for legislation to help people with disabilities get the support and care they need, and deserve.*

The **They Deserve More** campaign was initiated a year ago in response to a major crisis faced by UCP Seguin and provider organizations across Illinois: the recruitment and retention of Direct Support Professionals (DSPs), the caregivers steadfastly committed to people with developmental disabilities. State funding to pay wages for these DSPs has been depressed and uncompetitive – far from a living wage – leading to significant vacancy and turnover rates for community providers.

As you may know, last summer the Illinois General Assembly granted a 75-cent hourly wage increase after giving nothing to DSPs for nearly a decade. But the average starting pay for DSPs has only now reached above \$10 - far less than wages paid by retailers, warehouses, and even fast food restaurants. Some local jurisdictions have raised the minimum wage above what UCP Seguin can afford to pay, with more such raises in Cook County and Chicago to start on July 1st of this year.

The Governor's recently released FY2019 budget, while calling for a 50-cent raise starting July 1, is simply too meager to address our continuing recruitment and retention challenges, and woefully insufficient to address the seriousness of this DSP crisis.

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UCP Seguin of Greater Chicago  
Administrative Offices/Carr Center  
3100 South Central Avenue  
Cicero, Illinois 60804  
708.863.3803  
708.863.3683 Fax  
708.863.7653 TTY  
www.ucpseguin.org

Infinitec Southwest  
7550 West 183rd Street  
Tinley Park, Illinois 60477  
708.444.8460  
708.429.3981 Fax

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Through our legislative champions two bills - **SB 3508 and HB 5622** – have been filed in the Illinois General Assembly that would provide a long-overdue solution to the state’s DSP staffing crisis, by raising starting wages for DSPs to \$13.50 in July 2018 (FY’19) and ramping up to \$15 per hour in July 2020 (FY’21).

“Illinois is failing people with developmental disabilities,” stated John Voit, President and CEO for UCP Seguin. “Unfortunately we are only able to pay our dedicated caregivers based on what the State provides us – we cannot simply increase wages by raising prices like private-sector businesses.” As Voit indicated, “Our work with the **They Deserve More** Coalition to advocate for higher wages for caregivers must continue, and our voices – families, people with disabilities, all UCP Seguin stakeholders – must be stronger than ever.”

In addition to involvement in the **They Deserve More** Coalition, UCP Seguin has undertaken other efforts to address the caregiver crisis. Recognition of our committed direct support staff has been essential. Each fall UCP Seguin conducts “Staff Appreciation Month” activities, with agency-wide celebrations and the issuance of “Shooting Star Awards” to exemplary employees. UCP Seguin was able to pass on the increase in DSP wages approved by the State to more than 530 direct care staff. Then in December UCP Seguin distributed special payments to staff across the agency based on their past year’s performance.

UCP Seguin has made positive reinforcement of its staff a year-round endeavor. On a daily basis UCP Seguin conducts a random drawing for one employee to win a \$10 gift card to Dunkin’ Donuts, Starbucks, Amazon, and otherwise. The organization conducts additional lottery drawings throughout the year that give staff the opportunity to win \$25 gas cards and occasional cash prizes. Many of our long-term DSPs with 15 or more years of service received an additional increase beyond the 75-cents-an-hour, with this practice to continue annually.

Since the initiation of the 75-cent raise and the aforementioned reinforcements, UCP Seguin has made progress on recruitment and retention, reducing the caregiver vacancy rate from 30% to 25%, and turnover from 50% to 35%. Still, these rates are unsustainably high. Among other Illinois provider agencies the vacancy rates run as high as 40% and turnover well over 50%. The caregiver crisis continues to impact the ability of organizations to deliver services to people with disabilities.

To ensure success for the **They Deserve More** campaign this spring, UCP Seguin urges our thousands of constituents – our community of “Friends of UCP Seguin” – to actively participate in this statewide advocacy effort. In this Annual Report readers will find a full two-page spread of the “**They Deserve More** Fact Sheet and By The Numbers”. The Fact Sheet is also available on UCP Seguin’s website – [www.ucpseguin.org](http://www.ucpseguin.org) – and on the **They Deserve More** website – [www.theydeservemore.com](http://www.theydeservemore.com). Please check UCP Seguin’s website and the TDM website, and your email as well, for more updates and action steps. Share your stories if you or a loved one have been impacted by low DSP wages.

**Most importantly, contact your Illinois State Senator and urge him or her to support SB 3508. Contact your Illinois State Representative and urge him or her to support HB 5622.**



YOU CAN DETERMINE YOUR ELECTED OFFICIALS BY USING THE TOOL ON THE THEY DESERVE MORE WEBSITE:  
**[www.theydeservemore.com/take-action/](http://www.theydeservemore.com/take-action/)**

For any questions, contact Jim Haptonstahl, UCP Seguin’s Executive Vice President and Liaison for the **They Deserve More Coalition**, at 708.222.4250 / [jhaptons@seguin.org](mailto:jhaptons@seguin.org)

**Together, with our powerful collective voice, we can make this crucial campaign a success.**

**PEOPLE WITH DISABILITIES DESERVE MORE...  
THEY NEED CAREGIVERS WHO EARN A LIVING WAGE.**





# PEOPLE WITH DISABILITIES DESERVE MORE

THEY NEED CAREGIVERS WHO EARN A LIVING WAGE

Debbie Vasquez and Elaine Robinson work with UCP Seguin staff Jennifer Banks to start seeds for Seguin Gardens & Gifts.



Earl Lampkin volunteers with UCP Seguin staff Antoinette Balogun at the 2017 Trinity Volunteer Corps "Feed Our Community" event.



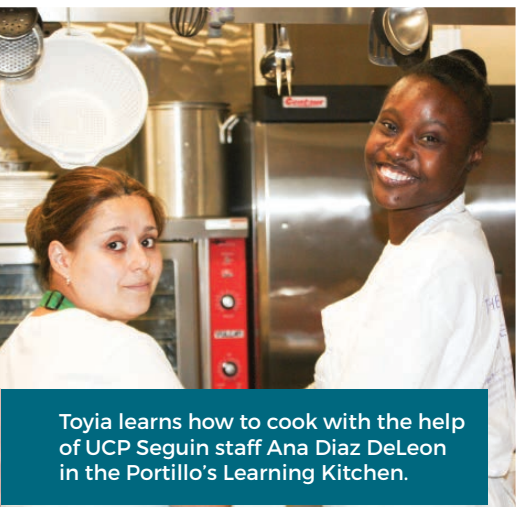
George Tsokolas spends time with David Montejano, a long time UCP Seguin staff member who recently left the agency for a higher paying job.



Jim Haptonstahl, Executive Vice President, discusses the importance of the They Deserve More campaign with UCP Seguin constituents.



Toyia learns how to cook with the help of UCP Seguin staff Ana Diaz DeLeon in the Portillo's Learning Kitchen.



UCP Seguin's 2017 Shooting Star Award Winners - Amanda Raimondi, Ian Bowyer, Elzena Bowers, Anne McElaney, Joyce Haney, Mary Green, Michelle Reynolds and Artavian Herrod - go above and beyond to create "Life Without Limits" for UCP Seguin participants.



John Voit, President & CEO, distributes the first check with the 75-cent wage increase to UCP Seguin DSP Isamar Corona.



THEY DESERVE  
MORE

 **UCP seguin**  
of Greater Chicago  
*Life without limits for people with disabilities™*



## PEOPLE WITH DISABILITIES DESERVE MORE IN ILLINOIS

In 2017, the *They Deserve More* Coalition was formed to ensure that people with intellectual and developmental disabilities throughout the state get the services they deserve...by fighting for better wages for **direct support professionals (DSPs)** who care for them. Last July, the state legislature came through with a 75-cent-per-hour raise for these workers – the first raise in nearly a decade.

While this was a step in the right direction, wages reimbursed by the state are still below poverty level, and much more is needed to ensure that our state's people with disabilities have access to the quality care they deserve.

People with disabilities deserve the opportunity to lead a full meaningful life. But they must have support for everything from eating, bathing and administering medication to job and life-skills training.

That support comes from **DSPs whose starting wages, on average, are now just \$10.59 per hour.**

***Illinois state funding for wages is among the worst in the country!***

[www.theydeservemore.com](http://www.theydeservemore.com)

We call on state leaders to make the needs of individuals with intellectual and developmental disabilities a top priority.

***Support Senate Bill 3508 and House Bill 5622:  
Raise DSP wages to \$13.50 per hour in 2018,  
and ramp up to \$15 per hour in 2020.***

Thousands of these positions go unfilled every year, and DSPs are leaving their jobs in droves to take retail, warehouse and fast food positions – just to make ends meet. Caring, compassionate people who want to do this important work simply cannot afford to.

Children and adults with disabilities and their families now face constant change and uncertainty. And worse – it can be dangerous, even life-threatening, when there isn't enough staff. More and more providers are forced to shut down programs and turn people away who need and deserve support.

People with disabilities deserve more – they need caregivers who earn a living wage.

**THEY DESERVE  
MORE**

# THE DIRECT SUPPORT PROFESSIONAL (DSP) CRISIS

## People with disabilities are suffering



**40%**

Rate at which some agencies are understaffed; a dangerous gap



**50%**

Turnover rate of direct support professionals in Illinois in the last year based on a national survey



**25%**

Of 80 agencies that responded to a statewide survey closed program sites in the last year



**27,000**

Children and adults with developmental disabilities who depend on services

Hundreds of  
**Thousands**

Parents, siblings, family members of children and adults with developmental disabilities who rely on DSPs to care for and support their loved ones

## Illinois is behind



Illinois' rank among states for spending commitment for people with disabilities

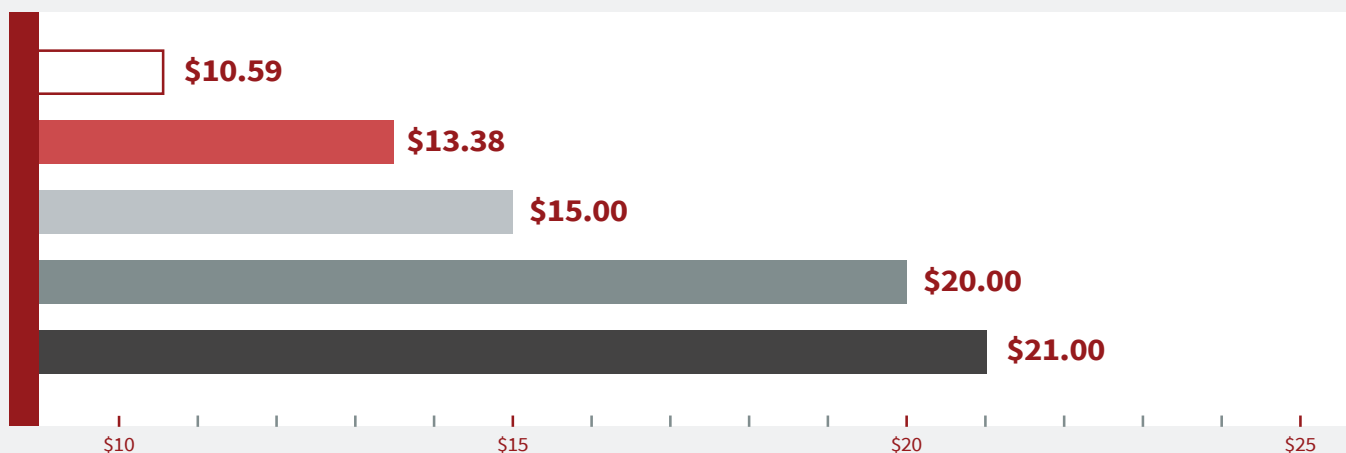
**\$0.75**

Wage increase that direct support professionals received in this year's state budget – first such increase in ten years – far from keeping up with the rate of inflation

**18%**

Cumulative rate of inflation over the last ten years

## DSP wages are not competitive



- Average hourly starting wage for a direct support professional in a community setting
- Average hourly wage for a full-time employee at Walmart
- Average hourly wage for a call center representative

- Advertised hourly wage for a pizza delivery driver
- Advertised hourly wage for a part-time snow shoveler

## WITH SPECIAL THANKS

# DONORS

Donors include those who provided support during Fiscal Year 2017 – July 1, 2016 through June 30, 2017. Although we have taken great care to assure accuracy of listing, we apologize for any errors or omissions.

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## MRS. BETTY BROWN

Mrs. Betty Brown, who started in 1952 as one of the dedicated teachers of the original Seguin School, recently honored UCP Seguin with a visit to see how “the school” had transformed over the years. She taught in one of the classrooms as part of an experimental joint venture between Seguin School and the Berwyn and Cicero School districts, pioneering the provision of education in Illinois for children with developmental disabilities. The children were six to fourteen years old. Thank you, Mrs. Brown, for being a true innovator in the burgeoning field of special education. You provided a wonderful step toward a “life without limits” for students with disabilities!

Monday, June 4, 2018



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## A GREAT WAY TO SAVE ON YOUR TAXES While Giving a Gift to UCP Seguin

Many of our donors are approaching 70 years old and may own IRAs. Is this you or someone you know? The IRS requires that owners of IRAs take a Required Minimum Distribution (RMD) each year after they reach the age of 70 ½ years old. This Required Minimum Distribution is taxable income. By using a qualified charitable distribution from your IRA, a portion or the entire RMD can be donated directly to UCP Seguin. The dollars you donate will not be taxed and can be used to meet all or part of the RMD.

### To make a qualified charitable distribution from an IRA to UCP Seguin, you must:

- Already be age 70 ½ on the date of distribution, and
- Submit a distribution form to the IRA custodian, and request that the check be made payable directly to **United Cerebral Palsy Seguin of Greater Chicago, EIN 36-2894174, 3100 S. Central Ave., Cicero, IL 60804**

This could be a substantial benefit to you, reducing your taxable income, while also enabling UCP Seguin to provide essential services to people with disabilities in our residential, employment, life skills, foster care and other innovative programs. Please help us by making a charitable donation today, using this means or any other charitable gift at your disposal.

**Together we can achieve *life without limits* for people with disabilities. Thank you!**

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## UNITED CEREBRAL PALSY SEGUIN OF GREATER CHICAGO

### Consolidated Statement of Activities 2017

For the Year Ended June 30, 2017 (with comparative totals for 2016)



	Unrestricted	Temporarily Restricted	Permanently Restricted	2017 Total	2016 Total
<b>Public Support &amp; Revenue</b>					
<b>Public Support:</b>					
State of Illinois	\$ 29,848,227	\$ -	\$ -	\$ 29,848,227	\$ 30,729,676
DHS Grants	\$ 243,159	\$ -	\$ -	\$ 243,159	\$ 70,083
Department of Education	\$ 1,081,337	\$ -	\$ -	\$ 1,081,337	\$ 1,090,367
Community Development Block Grants	\$ 116,654	\$ 546,759	\$ -	\$ 663,413	\$ 698,316
Community Mental Health Act (708)	\$ 298,066	\$ -	\$ -	\$ 298,066	\$ 279,579
Contributions	\$ 2,770,354	\$ 733,849	\$ -	\$ 3,504,203	\$ 3,859,137
<b>Total Public Support</b>	<b>\$ 34,357,797</b>	<b>\$ 1,280,608</b>	<b>\$ -</b>	<b>\$ 35,638,405</b>	<b>\$ 36,727,158</b>
<b>Revenue:</b>					
Work Contracts/training	\$ 135,304	\$ -	\$ -	\$ 135,304	\$ 152,440
Client Fees	\$ 3,857,569	\$ -	\$ -	\$ 3,857,569	\$ 3,777,390
Rental Income	\$ 289,358	\$ -	\$ -	\$ 289,358	\$ 315,608
Investment Income (loss)	\$ 305,726	\$ -	\$ -	\$ 305,726	\$ (105,689)
Loss on sale of assets	\$ (5,349)	\$ -	\$ -	\$ (5,349)	\$ (14,728)
Forgiveness of debt	\$ 48,723	\$ -	\$ -	\$ 48,723	\$ -
Other	\$ 560,097	\$ -	\$ -	\$ 560,097	\$ 658,869
Net Assets Released from Restrictions	\$ 635,268	\$ (635,268)	\$ -	\$ -	\$ -
<b>Total Revenue</b>	<b>\$ 5,826,696</b>	<b>\$ (635,268)</b>	<b>\$ -</b>	<b>\$ 5,191,428</b>	<b>\$ 4,783,890</b>
<b>Total Public Support &amp; Revenue</b>	<b>\$ 40,184,493</b>	<b>\$ 645,340</b>	<b>\$ -</b>	<b>\$ 40,829,833</b>	<b>\$ 41,511,048</b>
<b>Expenses</b>					
Program Services	\$ 37,282,213	\$ -	\$ -	\$ 37,282,213	\$ 41,928,694
Supporting Services	\$ 3,771,940	\$ -	\$ -	\$ 3,771,940	\$ 3,405,148
<b>Total Expenses</b>	<b>\$ 41,054,153</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 41,054,153</b>	<b>\$ 45,333,842</b>
<b>Change in Net Assets</b>	<b>\$ (869,660)</b>	<b>\$ 645,340</b>	<b>\$ -</b>	<b>\$ (224,320)</b>	<b>\$ (3,822,794)</b>
<b>Net Assets</b>					
Beginning of the Period	\$ 7,552,022	\$ 12,783,288	\$ 148,000	\$ 20,483,310	\$ 24,306,104
End of the Period	\$ 6,682,362	\$ 13,428,628	\$ 148,000	\$ 20,258,990	\$ 20,483,310

**Disclosure of External Support:** Funds for Foundation Transfer – In connection with the merger of the entities in 2013, UCP Seguin was required, subject to certain conditions, to transfer \$4 million of the cash and investments balances associated with the former United Cerebral Palsy Association of Greater Chicago, together with any income earned thereon, but less any such funds spent as provided for in the agreement, to UCP Seguin of Greater Chicago Foundation (Foundation). Such conditions were satisfied in July of 2015 and the amount of \$4,222,838 was transferred to the Foundation as a donation. This external support amount is included in program services expenses on the statement of activities for fiscal 2016. In the absence of the Foundation transfer, the change in net assets for fiscal 2016 was a \$400,044 increase.





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