

Staffing

Goal: Unity House is an employer of choice in the communities we serve.

Strategies:

- Explore strategies to effectively communicate the comprehensive total rewards package offered at Unity House.
- Incorporate Diversity, Equity and Inclusion Training.
- Promote tuition reimbursement.
- Explore and innovate how we train staff.
- Direct Support Professionals enhanced training for development.
- Develop staff/manager training as it pertains to high quality services.
- Manager trainers to train new managers.
- Establish relationships with local schools/colleges as a pipeline for new staff.
- Advertising: how, where and what.

Information Technology

Goal: Ensure business continuance, sustainability and disaster recovery from a technology and information perspective.

Strategies:

- The agency will form a tech savvy committee.
- The agency will identify, prioritize and plan for the recommendations from the risk assessment.
- The agency will use technology to streamline functions in the support departments and programs.
- Develop a 5-year technology plan.
- Maximize the use of existing platforms.
- Hire and train key personnel.

Endowment

Goal: Grow the endowment to seven figures.

Strategies:

- Establish a Planned Giving Council.
- Create and launch a Legacy Giving Society.
- Manage the new Legacy Giving Society.
- Restructure the Development and Marketing Department.

Quality Services

Goal: Create a process to insure relevant and high-quality services.

Strategies:

- PROS curriculum redesign.
- PROS expansion of class schedule.
- Maximize Independent Housing stipends.
- Reimagine day services.
- Maximize ACCES-VR contract and/or SEMP funding.
- Reconfigure the residential profile.
- Round 6 ESSHI.
- Evaluate the viability of all services offered by the agency annually.

Employee Wellness

Goal: Unity House offers a premier Wellness Plan for its employees.

Strategies:

- Survey staff on what they like about the existing Wellness Plan.
- Survey staff on what they would like in a Wellness Program.
- Evaluate the existing Wellness Plan for pros and cons.
- Continue to collaborate with Consultant to explore new wellness initiatives to incorporate into the plan.
- Conduct a satisfaction survey of staff in the third year of the plan.