



United Ability Strategic Plan for FY 22

GOAL 1: PROGRAM DELIVERY: *Invest in growing high-potential, high-impact programs while sustaining United Ability's other important programs at current levels.*

Growth Programs and Goals

1. **Adult Day:** Restore the Adult Day Program to a capacity of 120 participants in all services. Increase Community Day Habilitation involvement by 10% and Employment Small Group involvement by 15%. Enroll up to 6 participants in the new Community Waiver Program.
2. **Ability Clinic:** United Ability will explore medical and rehabilitation opportunities with other providers having an interest in children and adults with special health care needs. This goal aligns with United Ability's longer-term goals as the home base for medical, rehabilitation, and therapy service for children and adults living with disabilities in Alabama at a level that does not exist elsewhere in the state.
3. **Childcare Enhancement with a Purpose:** Post Covid, increase the number of teachers trained by 3% over 2019 to train a minimum of 620 teachers in community childcare sites. Support 60 children with disabilities in community settings.
4. **Employment:** Competitive employment is obtained for 75 individuals living with disabilities and 800 students trained and prepared for employment upon exiting schools.
5. **Enterprises:** Post COVID, Enterprises' contribution to United Ability's overall budget will increase thus decreasing dependence on governmental funding. All United Ability participants in sheltered employment are provided work that prepares them for competitive community employment.

GOAL 2: MANAGEMENT: *Upgrade systems and processes, improve decision-making efficiency, strengthen oversight, and reflect the high quality of United Ability programs.*

Governance

- Evaluate the need for each committee and eliminate or add as needed, utilizing AD Hoc committees as applicable for project-specific tasks.
- Evaluate the committee meeting frequencies.

Leadership

- Cultivate high potential staff to ascend within the organization.

GOAL 3: RESOURCE DEVELOPMENT: *Aggressively seek and cultivate new partnerships as well as nurturing current stakeholders to provide for United Ability's long-term financial health.*

Development

- Development, with the help of the CEO, will strive to increase both the number and level of funding sources.
- Launch Ability Circle, recurring donors, with a goal of engaging 50 by the end of FY22 (currently at 24.)

POTENTIAL DISRUPTORS

The COVID-19 worldwide pandemic has the potential to significantly disrupt the long-term success of many departments within the organization, with particular emphasis on the following:

- Enterprises- with more people working from home and this model increasingly becoming the new normal, there will be less need for document destruction.
- Human Resources- with other employers offering higher hourly rates, the candidates vying for entry level positions may decrease throughout the organization.
- Development- with high unemployment, continued closures of some businesses and restrictions on live event capacities, revenue for Development has the potential to decrease.
- Adult Day and other fee for services programs require participants to be present and services provided to be reimbursed.