



UNYEWAY, INCORPORATED

Our Strategic Priorities

MISSION STATEMENT

TO ENHANCE AND ENRICH THE LIVES OF PEOPLE
WITH DISABILITIES BY EMPLOYING AND EMPOWERING
THEM IN THEIR COMMUNITIES

VISION STATEMENT

OUR COMMUNITY DOING EVERYTHING POSSIBLE TO BRIGHTEN
FUTURES AND EMPOWER LIVES FOR A BETTER TOMORROW

Our Values

Honesty, Loyalty, Integrity, Tolerance, Cooperation, Responsibility, Diversity, Courtesy, Outcomes, Teamwork, Ownership, Improvement, Excellence, Respect, Trust

Unyeway, Inc. has instituted an Unyeway, Inc. Compliance Program designed to promote high standards as employees of Unyeway, Inc. perform their duties and provide services in San Diego County. Unyeway, Inc. acknowledges its responsibility to conduct business in compliance with applicable laws and regulations and the Compliance Program provides methods to prevent fraud, waste and abuse; and criminal and unethical conduct. As an important part of the Compliance Program, Unyeway, Inc. has established a Code of Ethics for conducting its business. The Unyeway, Inc. Compliance Program has been adopted by the Board of Directors of Unyeway, Inc. and applies to all personnel, volunteers, and Board Members.

Goal and Objective

- Priority 1
- Objective: Increase the Agency Size to \$6.5 Million
- Responsible Party: Board of Directors, Executive Director, Chief Financial Officer
Timeline: By the End FY' 2024
- Comments/Updates: Increase each year with an extended goal of 4 years or sooner to achieve \$7.0 Million.
- FY' 19-20 - \$6,192,793
- FY' 20-21 - \$6,152,826

Goals and Objectives

- Priority 2
- Objective: Maintain Agency's Laddered CD's Ensuring All Are FDIC Insured
- Responsible Party: Board of Directors, Chief Financial Officer
- Timeline: FY' 2024
- Comments/Updates: Maintain Laddered CDS All At Least 125,000.00 Maturing 2/Month – Each Month for the Entire Year. Reassessment of the Necessity (Based on Agency Growth) of Increasing the Number of CDs Laddered. The agency has 24 CDs maturing 2 per month.

Goal and Objective

- **Priority 3**
- **Objective:** Remain in Good Standing with accreditation by the Commission on Accreditation of Rehabilitation (CARF) & Licensed by State of California Community Care
- **Responsible Party:** Board of Directors, Executive Director, Administrator, Licensee, Licensed Programs' Personnel and Management
- **Timeline:** FY' 2024
- **Goal:** At present Unyeway, Inc. has 2 Licensed Adult Day Programs that remain compliant and in excellent standing. Three year accreditations are routinely met in the employment programs. Unyeway will remain in excellent standing with regulatory agencies

Goal and Objective

- **Priority 4**
- **Objective:** Develop communication Strategies to educate and inform the community about Unyeway's services and the needs of individuals with Intellectual and developmental Disabilities
- **Responsible Party:** Board of Directors, Executive Director, Administrator, Licensee, Personnel and Management
- **Timeline:** FY'2024
- **Goals:** Define targeted communities and messages, Identify and implement strategies to communicate with key businesses and determine an appropriate advocacy role. Increase social media postings and ensure current and new services are updated on the organization's website. Unyeway, currently is a member of multiple community work groups focusing on new service trends and needs.

Goal and Objective

Priority 5

Objective: Monitor and Prepare For Changes In Services For Individuals with Intellectual and Developmental Disabilities;
Home and Community Based Services

Responsible Party: Executive Director, Program Directors, Case Managers

Timeline: FY'2024

Goals: In order to provide the most relevant and accessible services, Unyeway will continue to develop partnerships and collaborations to meet the needs of the I/DD population. This will help maximize resources as well as ensure quality and accessible services.

Identify and facilitate ways for Unyeway to work together with other agencies and stakeholders. Continue a strong collaboration with the Department of Developmental Services, San Diego Regional Center and the Department of Rehabilitation. Unyeway will identify non-DD potential community partners that could help support Unyeway's mission.



Goal and Objective

Priority 6

Objective: Legislation - Remain on top of relevant legislative affairs through association with California Disabilities-Senior Community Action Network (CDCAN) San Diego Vendor Advisory Committee, (VAC) Developmental Disabilities Provider Network, (DDPN) and other legislative grass root efforts.

Responsible Party: Executive Director, Board of Directors, Program Directors

Timeline: Ongoing participation

Comments/Updates: Unyeway continues receive information regarding legislative affairs pertaining to our industry through CDAN. Routine updates are needed to inform Unyeway on the legislative bills pertaining to our services and for internal budgeting practices. Unyeway is to remain active members of all current committees.

In Conclusion

Unyeway is committed to the planning process where we learn more about our organization, ourselves, services and possibly more about our colleagues, too. It's in those hours, days and months that we not only uncover our strengths and opportunities but the weaknesses and threats that could be detrimental to the services we are trying to build.

Unyeway would rather have our Leadership, Management, Direct Support Staff and Board Members "think of the plan as a guidance tool. It's during that planning process, however, that we bring the plan together to guide us in the future.

That being said, Unyeway thinks of the strategic plan as a living document. Much like laws and regulations, the basic principles remain the same. What changes over time, is how we approach new challenges to those principles.

