



UCP SEGUIN OF GREATER CHICAGO

# Strategic Plan

*Be your authentic self...ALWAYS*

January 1, 2023 - December 31, 2025

Since 1949, UCP Seguin of Greater Chicago has had the privilege of meeting both the collective and the individual needs of adults and children with disabilities in a variety of service offerings. Our success is directly attributable first and foremost to the people we proudly serve. Our dedicated staff, our engaged board, and our hundreds of supporters have been instrumental in creating a culture of innovation and excellence that has earned UCP Seguin its reputation as a premier service provider in Illinois. The establishment of organizational goals, and the achievement of these goals, requires that they are aligned with the performance outcomes of each of the agency's program and operations departments, and further alignment to the individual professional development goals of employees, work to create ownership of the agency's services. Organizational alignment and the committed efforts of all stakeholders are the keys to best ensuring positive results.

Over the last year, UCP Seguin of Greater Chicago has had the distinct pleasure of partnering with John Newton and Associates to develop a new Strategic Plan. This project has involved gathering, compiling, and reviewing the information used in defining the mission, vision, values, and strategic initiatives of the organization. The extensive process of building a new strategic plan was a multi-faceted and highly inclusive one that involved gathering feedback through various focus groups and surveys with key stakeholders including staff, participants, families, community partners, the Steering Committee, and the Board of Directors and then analyzing all the quantitative and qualitative data gathered during the process. Seeking the input of many was crucial to developing a plan that is diverse, rich, and truly relevant.

We are proud to present UCP Seguin of Greater Chicago's 2022 Strategic Plan. This new Strategic Plan provides us with a roadmap for the directions that we are heading now and also the path we are carving for the future.

Given the shifting landscape from both a service and a funding perspective, we understand that our agility as it relates to embracing continuous change and demonstrating flexibility in adapting to the needs of our participants and communities is our future. The six Strategic Initiatives identified in the plan provide UCP Seguin of Greater Chicago with a focus and the framework for annual goal setting. Annual goals will reflect our newly developed organizational Values, demonstrating a shared commitment to serving our participants.

We are proud and honored to be a part of making a positive difference in the lives of our participants, their families, our workforce, and the community. At UCP Seguin of Greater Chicago, we see a bright future in continuing our tradition of providing a vast menu of innovative services to adults and children who need them.

We are excited to continue our tradition of creating life without limits.

Respectfully,



Susan Waldman  
Chairperson  
UCP Seguin Board of Directors



Joseph Mengoni  
President/CEO



Michelle Sanders  
Chief Operating Officer

# What we do every day:

## Our Mission

We believe that all people, regardless of ability, deserve to achieve their potential, advance their independence and act as full members of the community.

So we stop at nothing to provide life skills training, assistive technology, meaningful employment and a place to call home for people with disabilities, as well as specialized foster care for children.

**Our goal:** Life without limits for people with disabilities.

# What we are aspiring to be:

## Our Vision

We believe in life without limits for people with disabilities. We empower our staff to reach their full potential so that they are able to enhance and innovate our programs and services. Whether you work, live or receive services at UCP Seguin, we are committed to a compassionate, inclusive environment where diversity and accessibility are valued and supported.

# What we stand for and believe in:

## Our Values

**Accountability:** Creating a culture of personal ownership; actions and decisions matter.

**Accessibility:** Understanding and appreciating who you are and what you need.

**Belonging:** Assuring an environment where everyone fits in and thrives as an important member of the group.

**Care:** Providing a place where people experience both physical and psychological safety.

**Compassion:** Fostering an empathetic and encouraging atmosphere.

**Connections:** Joining together to expand influence.

**Fun:** Enjoying good work, good times and good people.

**Inclusion:** Ensuring equitable access and opportunity; acknowledging everyone has worth.

**Innovation:** Inspiring new approaches and services that enhance lives.

**Transformation:** Building positive relationships and programs through thoughtful collaboration.

Our commitment to social equity extends to every person and every circumstance impacted by unfair and unbalanced treatment:

## UCP Seguin of Greater Chicago Equity

At UCP Seguin, it is our Belief that all people, regardless of ability, deserve every opportunity to achieve their potential, advance their independence, and act as full members of the community. We embrace our Diversity, and our commitment encompasses the creation and preservation of a culture of Inclusion and belonging. We strive to create an organization where everyone is affirmed in their respective distinctions. Our goal: to ensure that every individual within our community understands, embraces, and values their uniqueness.

***“Be your authentic self...ALWAYS”***



# Our road map to guide us forward:

## UCP SEGUIN OF GREATER CHICAGO STRATEGIC INITIATIVES\*

### **Planning and Services:**

Identify, design and deliver best in class opportunities and environments to support the evolving needs and desires of our UCP Seguin of Greater Chicago Community.

### **Fundraising:**

Engage the UCP Seguin of Greater Chicago Community in securing diverse, ethical, growing and sustainable funding sources.

### **Financial Management:**

Manage resources responsibly and transparently to ensure the financial integrity of the agency and the people it serves.

### **Communications and Public Relations:**

Build relationships and foster connections both internal and external to the organization.

### **Board Relations:**

Develop a Board of Directors who are mission focused and committed to continuous growth.

### **Administration:**

Ensure all agency practices, policies and procedures are thoughtfully developed and applied with Diversity, Equity and Inclusion at its core.

*\*All UCP Seguin of Greater Chicago programs and departments create annual goals which align with and drive the strategic initiatives.*

### **Steering Committee**

- Andrea Palm, Internal Strategic Planning Project Manager/VP of Quality and Risk Management
- Paul Behrman, VP of Strategy
- Dani Chitwood, Director of Diversity, Equity and Inclusion
- Michelle Sanders, Chief Operating Officer

**Approved and adopted by UCP Seguin of Greater Chicago Board of Directors on October 11, 2022.**