



Speaking Up For Us

Strategic Plan 2022-2025

Statement: Through this 3-year strategic plan, SUFU will increase its organizational impact by serving more self-advocates through its programs offering advocacy, education, leadership, and inclusion.

Over the next three years of 2022-2025, SUFU has the potential to be at its strongest in our 30-year history. SUFU continued to provide quality services by problem solving and providing resources to its members throughout the COVID-19 pandemic. Our staff and board members have helped make decisions to build a solid foundation to move forward as we continue our work to create communities that include and value people living with developmental disabilities.

We are excited to produce a Strategic Plan that will explore new opportunities while expanding existing programs and activities. At SUFU, we find we do our best work when we all work together to bring the voices of people who live with disabilities to the table to share their life experiences to improve lives and build inclusive communities. Our work will be done by partnering and collaborating with other individuals, organizations, coalitions, and policy makers.

SUFU will continue to improve lives by offering programs that enrich the lives of our participants through advocacy, education, leadership, and inclusive practices. We will work to accomplish our goals by ensuring our work brings a lens of equity as we advocate for rights of people living with disabilities in Maine. We are committed to removing systemic barriers and creating lasting systems change that will have a greater impact on the lives of Mainers living with developmental disabilities.

SUFU will continue to undergo organizational growth by investing in its staff through competitive compensation, flexibility, and employee benefits. SUFU will also invest in the leadership development of its program participants by offering opportunities to learn and develop their leadership skills. Leadership will be a core building block of our programming and advocacy.

As SUFU navigates into the next 30 years we will remember the history and lives of the people who advocated for equality before us, while challenging norms and producing innovative ideas as we launch into the future of self-advocacy in Maine.

We ARE Speaking Up For Us.



Vision

The Vision of Speaking Up For Us is to create a world where people living with developmental disabilities are included and valued.

Mission

The Mission of Speaking Up For Us is to empower people living with developmental disabilities to speak up and take action in ways that improve their lives. We do this by promoting education, advocacy, and leadership skills to self-advocates because it is important for people to be in control of their own lives.

Values & Guiding Principles

At Speaking Up For Us, we believe that everyone deserves to be treated with respect and have an opportunity to be included in the community. Our organization was founded with the purpose of advocating for change to bring equity and access to people who live with disabilities. We believe strongly in individual accommodations and by promoting inclusion of **ALL** people regardless of their ability, race, gender, sexual orientation, or ethnicity.

- **Leadership**- SUFU believes that all people can be leaders in their lives.
- **Innovation**- Good ideas, trying something new, taking risks all work to fulfill our mission.
- **Value of the Individual**- All people are unique and worthy of respect. We value the individual's right to make decisions in their lives.
- **Learning**- People become more confident when they learn and apply their knowledge. SUFU values learning opportunities for all.
- **Self-Determination**- SUFU believes that everyone has a right to advocate and speak up for what they want in their life and to make their own decisions.

Strategy 1 Membership

- Increasing the number of program participants with a focus on diversity and underserved areas.
- Outreach in the general community and within support agencies.
- Offering Quality Programming aligned with self-advocate interests and industry trends.

Strategy 2 Conference

- Plan and implement annual conferences to provide networking and learning opportunities.
- Participate in other conferences to build knowledge and networking opportunities.

Strategy 3 Leadership

- Run an effective Leadership Development Program as a feeder program for new self-advocate leaders within the organization.
- Provide ongoing support and additional leadership learning to Leadership Program Alumni.
- Support self-advocates to explore further opportunities to utilize and highlight their leadership skills.
- Promote leadership through all programs with a focus on problem solving and decision making

Strategy 4 Organizational Growth

- Bring in additional funding through collaborations, grant opportunities, and fundraising efforts to expand the organization and network.
- Provide ongoing development and training to Board members and organization staff to increase the knowledge and skills for a stronger network.
- Provide Board support for responsible Financial Management of the organization through informed decision making.

Strategy 5 Policy and Systems Change

- Work and network with partners to bring about systems change.
- Provide Technical Assistance and Support for Agencies to learn the value of Self Advocacy, Self-Determination, and Informed Choice.
- Support Self-Advocates to serve as stakeholders and have a seat at the table.
- Provide education on policy and legislative processes and empower self-advocates to take-action on issues important to them.
- Provide support for testimony at public hearings for self-advocates to voice their lived experiences.
- Educate and network with legislators by sharing the lived experiences of self-advocates.