**State Name**: Alabama

**Organization Name: People First of Alabama**

Demographic survey from Survey Monkey

We collected 184 responses altogether. Almost 65% of responses were from self-

advocates.

Based on the surveys the top five things we need help with in our state are:

1. Finding new members who will work on issues

2. Finding partners and supporters to work with us

3. Recruiting volunteers and hiring staff

4. Writing grants

5. Knowing and being able to communicate the purpose (mission) of our

organization verbally and in writing.

**Other prominent needs listed include:**

**1. Finding stable funding for self­advocacy**

**2. Using the Internet and technology for meetings, trainings, discussions,**

**resource sharing, and reaching new members**

**3. Making (and following) plans to carry out our activities**

**4. Learning how to plan, organize and take action around issues**

**5. Learning what people with disabilities in your community need**

![C:\Users\Juliana\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\18CRGSBE\MC900388914[1].wmf]()**Mission statement**

|  |
| --- |
| Our mission statement is … …People First of Alabama is a group of people withdevelopmental disabilities living in Alabama communities dedicated to making ourdreams happen by having choices and control over our lives. This means havingopportunities to make decisions and plans for ourselves instead of having othersmake them for us. |

**Our History**

We started in 1986. Since that time, we have developed active chapters in every

region of our state. We have more than 20 self advocacy chapters in our state.

Most chapters are affiliated with service providers.

We have state board with 10 elected members (with five alternates) and the

ability to appoint additional members who reflect diversity in developmental

disabilities.

We are currently carrying out tasks identified in our 2011 five year strategic plan.

Some of the highlights of these tasks include:

● Strengthening the administrative structure of the organization

● Utilizing social media

● Targeting youth for leadership development

● Partnering with our state DD partners

● Strengthening and developing new chapters

**(SCOTT Analysis)**

![C:\Users\Juliana\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\18CRGSBE\MC900368302[1].wmf]() **Strengths:** Make a list of the things you are most proud of:

|  |
| --- |
| People First is well­funded; we have organized chapters in place; statecoordinator in place; relations with DD partners; innovative advocates;consistent opportunities for leadership training; new chapter development;targeting diversity to access more diverse membership and leaders; haveacquired a physical state office.ALABAMA |

![C:\Users\Juliana\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\116F6F1A\MC900383288[1].wmf]() **Challenges:** Make a list of your challenges and barriers:

|  |
| --- |
| Provider control over the services self advocates receive (not enough input frompeople with disabilities); confusion over some policies due to poorcommunication; not enough regular access to members from state leadership;not enough self advocates on staff at Alabama state agencies; need moremembers; need more ways to reach self advocates and stay in touch withmembers across the state; getting our message out; access to technologyALABAMA |

![C:\Users\Juliana\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\116F6F1A\MC900436992[1].wmf]() **Opportunities:** Make a list of your resources: people, partnerships and money.

|  |
| --- |
| Getting better are using social media; strengthening paid staff; accessingdonated staff from DD partners; current common goals of People First andAlabama Department of Mental Health; participation with self advocates fromneighboring states; self advocates and families have more authority; theMedicaid waiver (changes for more self direction); self advocates having input indesigning services; accessing self advocates in transition.ALABAMA |

![C:\Users\Juliana\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\GM0C4SHQ\MP900341715[1].jpg]() **Threats and Trends:** List the problems that you do not have control of and that keeps your group from accomplishing your goals:

|  |
| --- |
| Funding being reduced; relationships with service providers; transportation;lack of self advocates being referred to our organization.Trends: focus on transition youth; Employment First campaign; Human rightseducation; quality of community life campaign. |

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**State Technical Assistance Project Work Plan**

**Goal: Develop and Implement a State Technical Assistance Needs and Plan to strengthen the organization**

Measurable Outcome(s): Participating State Self Advocacy Organizations develop, implement and monitor an individualized plan for strengthening their organizations and local groups capacity to run their organizations through partnerships with SABE, DD Network, and community organizations.

**State Name: ALABAMA**

| **Objective** | **Action Steps** | **1\*****October-December** | **2\*****January-March** | **3\*****April-June** | **4\*****July-September** |
| --- | --- | --- | --- | --- | --- |
| **To Develop or Enhance partnerships with DD Partners in your state** | 1. **Host a retreat to identify ways and timeframes on activities that you can work together on.**
2. **Working with ADAP the DMH and DD Council on Employment First campaign**
3. **Work with DD council on Young Emerging Leaders Grant**
4. **Create a statewide Advisory PF**

**Board with DD partner (and other****disability allies) participation**1. **Start regular communication with**

**UAB UCEDD; develop mutual projects**1. **Letters to UAB, DD council, and ADAP leaders that confirm agreements to provide support and collaboration will be sent from PF of Alabama**
 | October 2014Oct. 2014Oct. 2014 |  |  | Aug. 2014OngoingOngoing |
| **Develop opportunities to create excitement for greater participation in self-advocacy topics** | 1. **2014 PF state conference presentations**
2. **Produce a quarterly state newsletter for DD partners, supporters, members. Distribute throughout the state**
3. **Consider initiating a “Meaningful Day” retreat with collaboration from DMH, DD council, ADAP, UAB, and community providers**
4. **Consider founding a statewide “Youth Summit” to develop leaders in self-advocacy to participate in civic and community roles**
 | Aug. 2014Sept 2014 to Oct. 2015 | Jan. 2015Jan 2105 |  |  |
| **Increase connections to the grassroots to promote self- advocacy efforts** | 1. **Host 1 per quarter (4 for year) Grassroots Events with a partner to promote one or more of the issues identified in the needs assessment: Employment First/voting rights/human rights/self advocacy membership recruitment of Individuals with Disabilities, Olmstead, Marriage Penalty, Community Living, Transportation, Affordable Housing, relationships**
2. **Increase board participation with**

**local chapters throughout the****state by travelling and using****technology.****3. Involve local chapters in decision making process for statewide campaigns using social media, mailings, email communication, website, telephone conferences and travel** | Oct 2014-Sept 2015Sept.2014 ongoing to Oct 2015Sept. 2014 and ongoing |  |  |  |
| **Enhance the state leadership skills in providing peer to peer technical assistance in their state and the region** | 1. **Participate in Quarterly Advisory Committee meetings for OCSS**
2. **Attend Face to Face Meetings of the Webinar**
3. **Present on at least one OCSS Webinar**
4. **Submit at least 2 blogs or Vlogs on issues of concern**
5. **Participate in OCSS Webinar**
 | Completed Sept. 2014 |  |  |  |
| **Establishment of state structure to maintain connections with grassroots** | **1. Refer to our strategic plan and****funding (financial plan) for a state****structure that supports****grassroots issues****2. Secure at least one grant per year****with the support of your partners****3. Utilize our non­profit status to****access prominent donations.****4. Use technology and social media****and regular direct communications with chapters by state office staff and PF Board of directors and executive committee** | Oct. 2014 to Sept. 2015 |  |  |  |