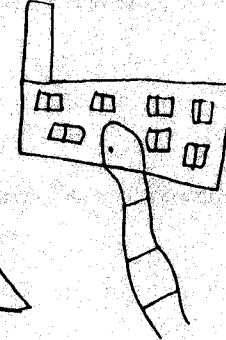
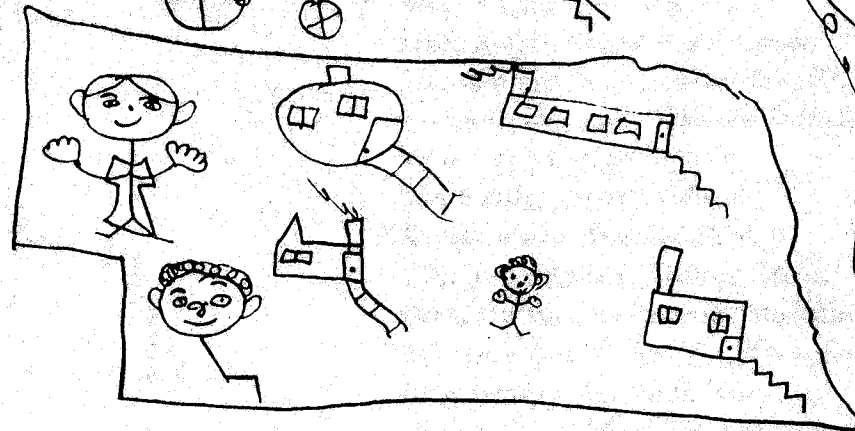
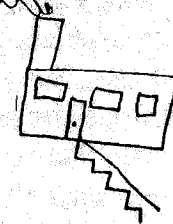
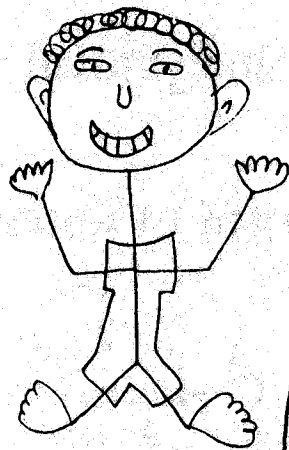
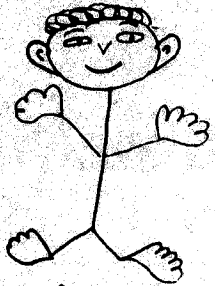


People First of Nebraska...



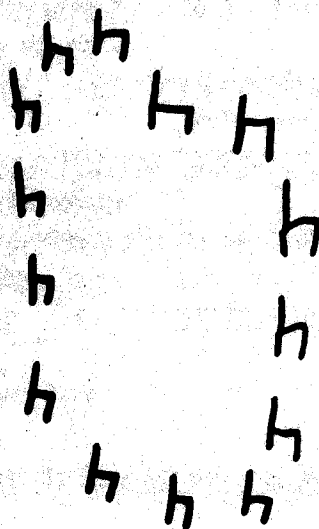
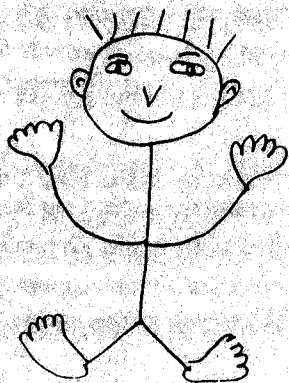
...is building a dream.

Annual Board of Directors Planning Retreat
Center for Continuing Education - Lincoln, Nebraska
March 6 & 7, 1993

1993 Annual Planning Retreat...

Purpose of the retreat

1. To plan our future goals.
2. To give direction to the task force.



Report by Lois Rood
Artwork by Rosemary Deollos

Who attended the retreat...

Tom Verkler, State President from Grand Island
Mary Lou Ebel, State Vice President from Lincoln
Ron Snart, State Treasurer from Kearney
Nancy Ward, Self Advocacy Organizer
Shirley Dean, State Advisor
John Murphy, NAS Support Staff
Linda Kruger, Omaha Board Member
Rosemary Deollos, Scottsbluff Board Member
Evelyn Piniker, Lake Minatare; Scottsbluff Advisor
Karla Fike, Hastings Advisor
Rita Jaroski, Hastings Advisor
Brother Martin, Hastings Advisor
Sister Janice Ramero, Kearney Advisor
David Walter, Developmental Disabilities Council Representative
Bob Steele, Grand Island Board Member
Patty Stradley, Lincoln Advisor
Clifford Hill, Holdrege Board Member
Bill Snart, Guest from Kearney

Annual Planning Meeting Facilitator: Lois Rood
Value-based Training & Technical Services; Omaha, Nebraska

Business Meeting: Tom Verkler, Presiding
President, People First of Nebraska

The proud history of People First

presentation by Nancy Ward, Staff Member; People First of Nebraska

1967 Self Advocacy Begins in Sweden

People with disabilities speak out about their rights. Their written statement of rights went to the United Nations and later became the United Nations Declaration of Rights for the Mentally Retarded. Self advocacy began.

1973 Spreads to Canada

Self advocacy spread to British Columbia, Canada when the Canadian Convention was held, 'May We Have a Choice.'

1974 Spreads to the United States

People First begins in Oregon with the first self advocacy convention in the United States started by people who were at the Canadian convention.

1975 Starts in Nebraska

Project II started independently in Omaha, Nebraska.



1977 Nebraska Learns of People First

People in Nebraska learned of People First and wanted to call their organization by that name.

1978 First State Convention

The first state convention was organized at the Center for Continuing Education in Lincoln, Nebraska by Project II.

1979 Lincoln Chapter

Advocacy First of Lincoln is formed.

1981-1982 Two New Chapters

People First of Scottsbluff and Strong Americans of Grand Island were formed.

1987 - Incorporation

People First of Nebraska was incorporated.

1983 - 1987

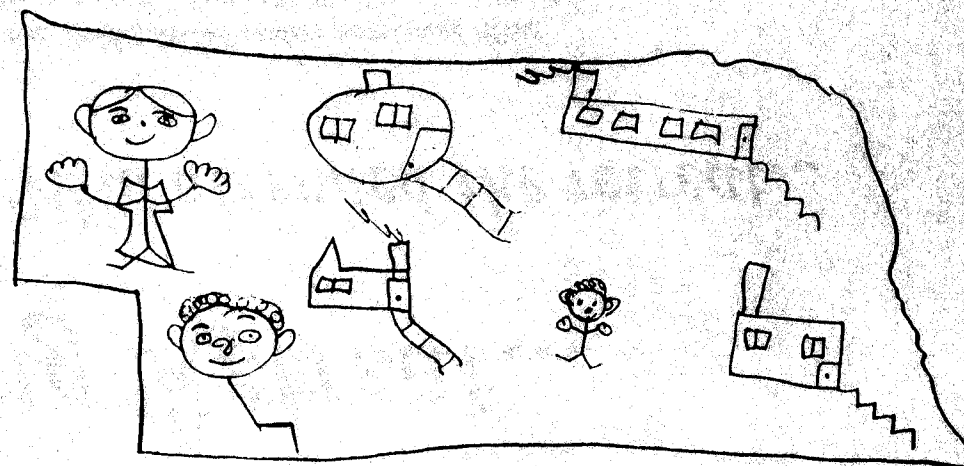
NAS Support - 5 New Chapters

Nebraska Advocacy Services provides staff support to People First to visit and help communities. New chapters of People First start in York, Hastings, Kearney, Holdrege (later including Oxford), and Cozad/Lexington (later called Dawson County).

1988 People First Hires Staff

6 New Chapters

Nebraska Advocacy Services and People First enter into a contractual agreement to hire a staff person for People First. Six new chapters develop in Valentine, Superior, North Platte, Norfolk, O'Neill, and Columbus.



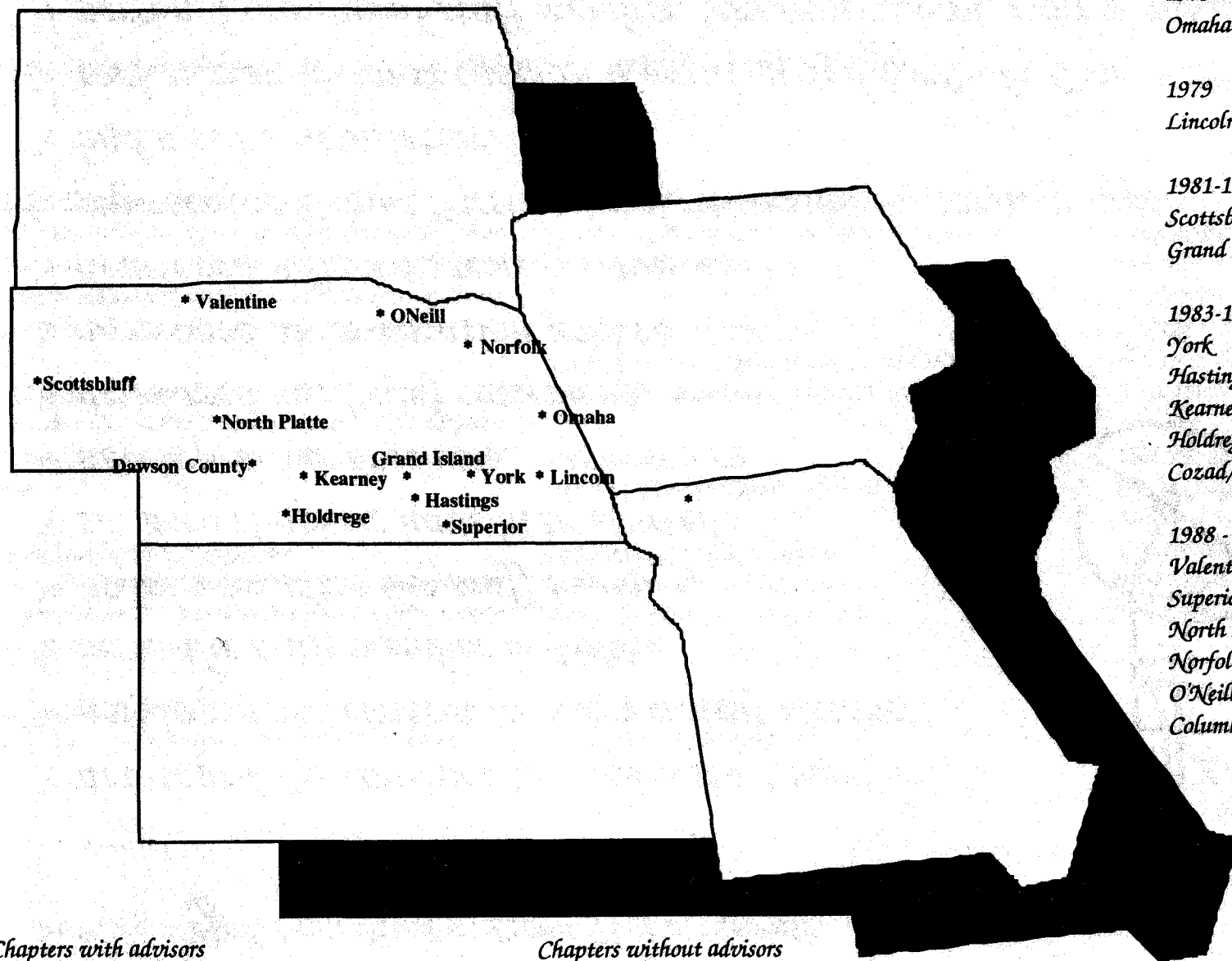
What we've done since 1988...

by Nancy Ward, Staff Member; People First of Nebraska

- ✓ *developed the contract to fund a staff member.*
- ✓ *developed the criteria to select a staff member.*
- ✓ *hired the staff member in 1988.*
- ✓ *board evaluates the staff member.*
- ✓ *six new chapters have been started.*
- ✓ *developed our brochure.*
- ✓ *developed our belief statement.*
- ✓ *developed an orientation packet.*
- ✓ *developed a flyer to recruit advisors.*
- ✓ *represented People First to local, state and national groups.*
- ✓ *had a state newsletter.*
- ✓ *took action in court cases in Kentucky and for Baby Doe.*
- ✓ *personal growth of staff member; less supervision, more organized.*



Our 15 Local Chapters



1975

Omaha

1979

Lincoln

1981-1982

Scottsbluff

Grand Island

1983-1987

York

Hastings

Kearney

Holdrege (later including Oxford)

Cozad/Lexington (later Dawson County)

1988 - 1993

Valentine

Superior

North Platte

Norfolk

O'Neill

Columbus

Chapters with advisors

* Omaha

* Lincoln

* Scottsbluff

* Dawson County

* Columbus

* Hastings

* Holdrege

* Kearney

* O'Neill

* Grand Island

Chapters without advisors

* North Platte ?

* Valentine

* York

* Norfolk

* Superior

Our Beliefs...

* We believe that we are people first, and our handicaps are second. We ask people to recognize this and not give us a label like 'handicapped' or 'retarded.'

* We believe that we have to speak out for our own rights, and to learn the responsibilities that come with those rights.

* We believe that people shouldn't just stay at home and feel sorry for themselves and ask for pity; there's a beautiful world out there, and we want to be part of it.

* We believe that it is important to get people out on their own.

* We have the right to stand up for what we believe in.

* We have the right to live where we choose.

* We have the right to equal pay for equal work.

* We have the right to date, marry, raise a family, or get a divorce.

* We have a right to better pay and job training.

* We have a right to organize groups for helping ourselves.



* We have a right to go to high school or college.

* We have a right to have a drink.

* We believe institutions like the Beatrice State Developmental Center should be closed.

* We believe that all people are equal.

* We believe that we should be treated like adults because we are adults.

* We believe that a person who has a disability should be allowed to speak for him or herself and advocate for their own rights.

* We believe that self advocacy teaches people who have a disability how to speak out for themselves. We believe this is the best form of advocacy.

* We believe that people should be taught their rights but along with their rights people should be taught their responsibilities.

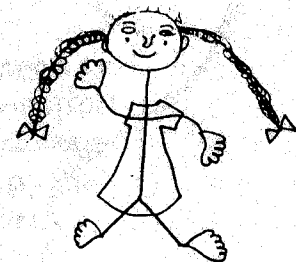
* We believe that people should make their own decisions as much as possible.

* We believe that we can learn from our mistakes just like everyone else if we are given the chance.

* We believe that people should be educated to see that we are more alike than different.

* We believe that people with disabilities can work together to show the federal, state and local governments that we can overcome any barriers that are put up in front of us; that we show them how we feel about being shut out.

* We celebrate that a law prohibiting any business, church, or other organization from discriminating against us has been passed by the U.S. Congress. (Americans with Disabilities Act, July 1990).



We all agree People First is...

Group 1

Tom Verkler, Facilitator
Shirley Dean, Recorder

important
helps people gain confidence
self-governing
membership, belonging
"owned" by people with disabilities
flexible
togetherness
gentle, kind and supportive
positive
capabilities
responsibilities
enhances self esteem
needed
advocacy
social
sharing stories about themselves as well as learning
about each other
encouragement
speaking out
sensitive about giving people time to do what they
need to do
saying what they need to say
learning how to be a part of the community
learning how to be accepted
knowing you can make mistakes and it's okay.
on-going

Group 2

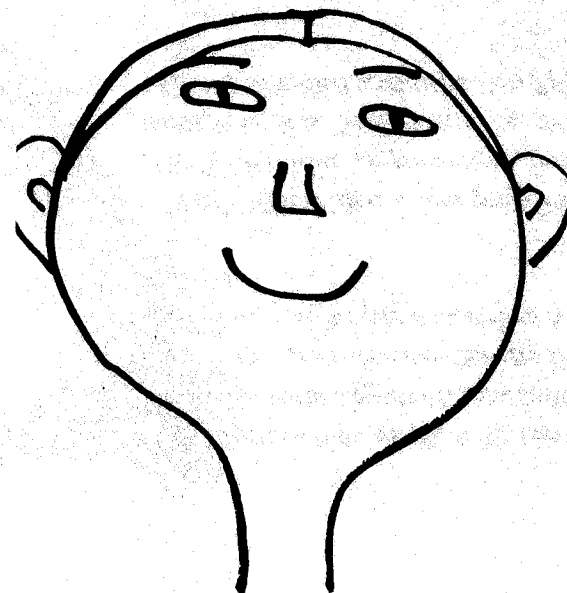
Nancy Ward, Facilitator
John Murphy, Recorder

changing attitudes
helping people understand handicaps/differences
accepting differences
a positive force
support group to help us have strength to grow
socializing with a purpose
building a network
learning how to be responsible
advisors enable people
in need of advisors and people who are supportive
affirming rights of people
fighting for rights
assertive
people teaching people
advocating -- taking action
going to meetings
empowerment
speaking out for yourself
meeting people
getting transportation figured out
working together as a group
being a part of something important
makes a difference in people's lives
being interdependent
participating in the community.
giving back to the community.

Group 3

Bob Steele, Facilitator
Linda Kruger, Recorder
Rosemary Deollos, Artist

happy
enjoys each other
is a circle of friends
makes a better world
stick up for our rights
don't close People First



We all agree People First is not...

Group 1

Tom Verkler, Facilitator
Shirley Dean, Recorder

whining and complaining
doing what just one person wants
just taking from others
passive
weak
insignificant
just social
advisors telling us what to do
a pity group

Group 2

Nancy Ward, Facilitator
John Murphy, Recorder

a bureaucracy
programmed
services
restrictive
self-serving
negative
disabling
limitations
purely social
oppression
prejudice
not accepting
fear
manipulative (on someone's agenda)

Group 3

Bob Steele, Facilitator
Linda Kruger, Recorderr
Rosemary Deollos, Artist

none



????? The Gray Areas ?????

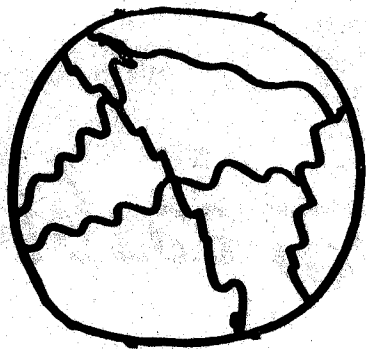
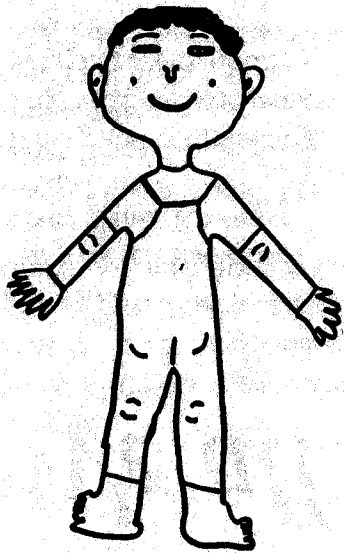
We're still not sure about...

- ✓ who are our friends and enemies;
- ✓ where we should start chapters;
- ✓ which side professionals are really on;
- ✓ whether only people with disabilities should be members;
- ✓ who should be the advisors;
- ✓ why people become advisors;
- ✓ how the members should support advisors.

People First of Nebraska

Our Mission

The purpose of People First of Nebraska is to speak for ourselves; learn our rights and responsibilities and teach others about People First.



Our Goals

1. Personal Development

Each member will develop and apply self advocacy skills.

2. Local Chapter Development

People First will develop, support and strengthen local chapters.

3. Annual State Convention

People First will plan, organize and support an annual statewide convention.

4. Systems Advocacy

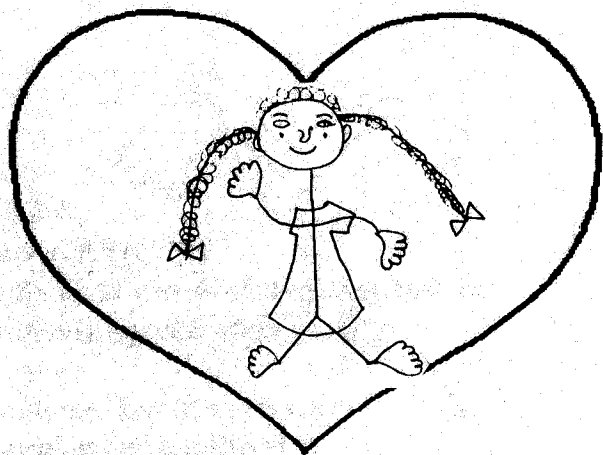
People First will work together toward commonly agreed upon goals.

5. Public Education

People First members will educate others about the purpose, beliefs, goals and needs of People First.

6. Stable State Structure

People First will provide for a stable state administrative structure and funds to implement the plans of People First.



Why we love People First

Nominal Group Process: Round Robin
Board members, staff, advisors & sponsor.

1. Talking to people.
2. Letting people have a say in their lives.
3. New experiences.
4. Learning new things.
5. Listening to and sharing ideas.
6. Listening to staff person.
7. Workshops at convention.
8. See people learn to speak out for themselves.
9. Being with people.
10. Getting confidence in ourselves.
11. Local meetings.
12. Being independent.
13. Companionship.
14. Meeting people from other towns and states.
15. Traveling
16. It's truthful -- gets at the heart of what we do.
17. Leadership training.
18. Convention.
19. To speak for myself
20. Having fun.
21. Not being programmed.
22. Sharing our own ideas.
23. The braindrain (brainstorming)
24. Taking on more responsibilities.
25. See more advisors come to convention.

26. A grassroots organization -- not too organizaed.
27. Our T-shirts
28. Making friends
29. Taking action on our own.
30. Growth and self esteem
31. Being an active member.
32. Empowerment - take charge of our own lives.
33. Personal development.
34. Maturity of members and the group.
35. Learning to live on our own.
36. Taking action together as a group.
37. Advocacy is important and hard to do.
38. Learning to accept and deal with criticism.
39. Taking the bad with the good.
40. Support from others and each other.
41. Seeing Nebraska as a leader in the People First and consumer movement.
42. Sharing our mistakes so others can learn.
43. Teaching others.
44. Public speaking
45. Being a role model for others.
46. Learning new skills
47. Being radical -- motivating others.
48. Each person can help at the convention, local meetings, workshops.
49. Common beliefs and goals.
50. Accepting and dealing with our disabilities.

51. Acknowledging support.
52. Support for each other so we can avoid "burnout."
53. By being in People First you give, but you also get something back.
54. People First philosophy parallels other futuristic thinking.
55. Learning to say your name is just as important for some members as public speaking is for others.
56. Self advocacy means a lot of different things to different people.
57. Value and acceptance of each person.
58. Liking the people.
59. Liking the board meetings.
60. Liking the local meetings.
61. Having a good time.
62. Working with capable people.
63. Everyone is gifted and wants to share their gifts with others.
64. Doing things for ourselves.
- and...

65.

It's contagious!!!

Our Action Plan

Goal # 1:

Personal Development

Each member will develop and apply self advocacy skills.

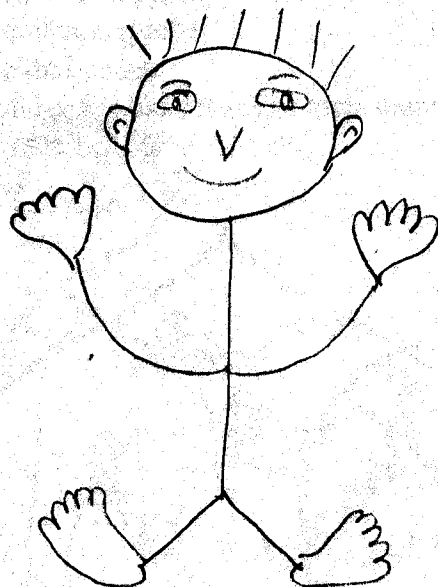
Objectives:

#1.A

People First will learn "How People First can help you?" at the Open Mike at the October Convention.

#1.B

People First will develop a Personal Development Packet sharing ideas from Nebraska chapters and other states and/or countries.



Goal # 2:

2. Local Chapter Development

People First will develop, support and strengthen local chapters.

Objectives:

#2.A

People First will recruit 5 new advisors for existing chapters that don't have advisors.

#2.B

People First will hold a workshop for current and potential advisors at convention to share ideas.

#2.C

People First will develop a packet for advisors.

#2.D

People First will orient and train advisors.

#2.E

People First will hold a workshop at convention to share local fundraising ideas of each chapter.

#2.F

Develop packet to on Local Chapter Development.

#2.G

Provide Local Chapter Development training.

#2.H

People First will plan a local chapter award.

#2.I.

Develop fundraising packets.

Goal # 3:

Annual State Convention

People First will plan, organize and support a statewide convention.

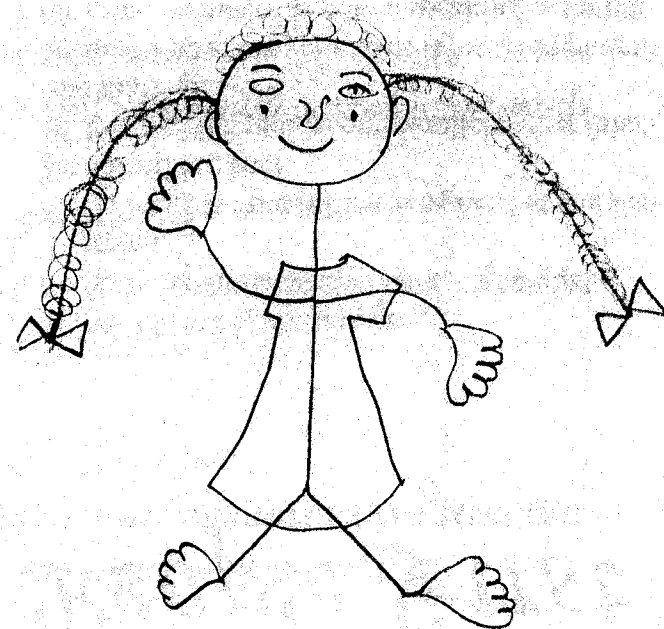
Objectives:

#3.A

People First Board will plan the state convention

#3.B.

People First will hold the convention in October.



Goal # 4

Systems Advocacy

People First will work together toward commonly agreed upon goals.

Objectives emerge as needed
Determined by the Board



Goal # 5

Public Education

People First members will educate others about the purpose, beliefs, goals and needs of People First.

Objectives:

#5.A.

Develop a speakers bureau packet for board members, advisors and interested members.

#5.B

Develop a videotape of People First

#5.C

Train speakers to promote People First

#5.D

Speak to local community groups about People First.

Goal # 6

Stable State Structure

People First will provide for a stable state administrative structure and funds to implement the plans of people first.

Objective # 6.A.

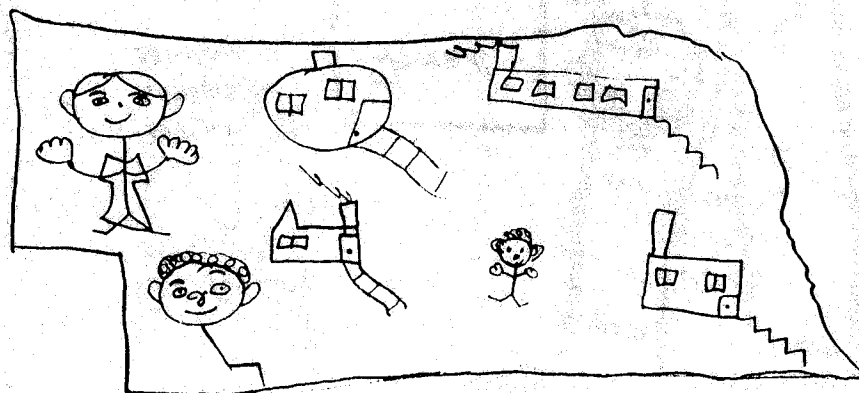
Secure funding for two staff positions -- one who has a disability and one who is a support person.

Objective #6.B.

Find a stable office location.

Objective #6.C.

Create a method for stable and on-going funding and resource development for People First from a variety of sources.



March April May June July August September October

**Board
Retreat**

**Retreat
Report**

**Task Force
Meeting**

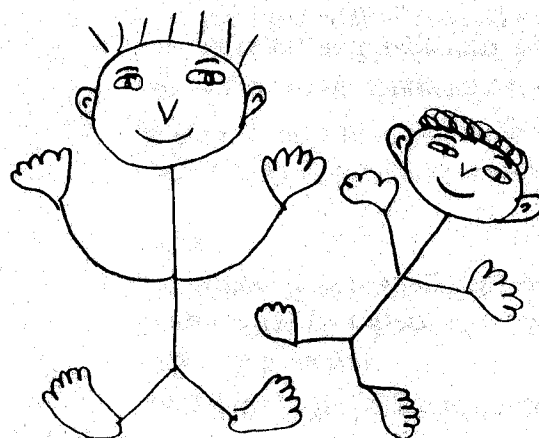
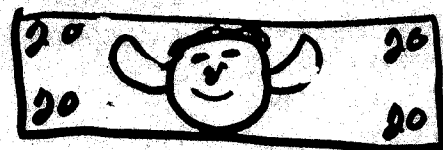
6.A. Secure funding for two persons 1 with a disability; and 1 support/mentor person.

6.B find stable office location

6.C create a method for stable & on-going funding and resource development for People First from a variety of sources.

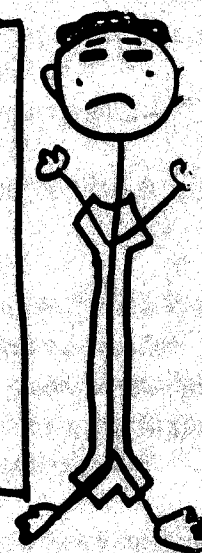
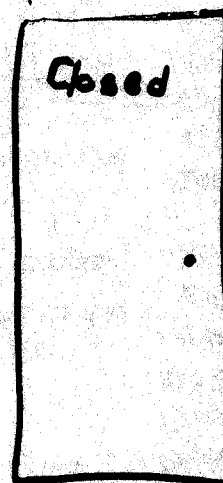
**Board &
Advisors
Meeting**

3.A
Plan '93 State
Convention



**Staff funding
ends.**

**Board &
Advisors
Meeting**



**Board &
Advisors
Meeting**

Convention

**Lose NAS
support person**

1.A. Open
mike "How
can People
Firsthelp
you?"

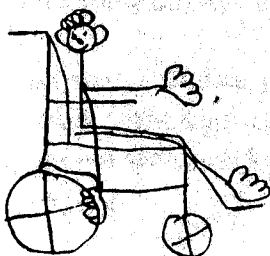
2.B. Work-
shop
for advisors
at convention.

2.E. Share
local fund-
raising ideas
at convention

2.H Plan for
local chapter
development
and chapter
award.

3.B. Hold
State
Convention

5.B Videotape
People First
Convention.

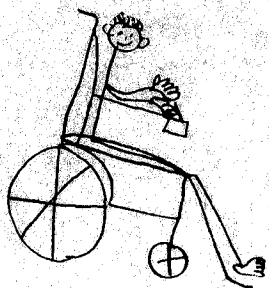


Our timeline chart before convention

**Post Convention
Objectives**
(Timeline after convention)

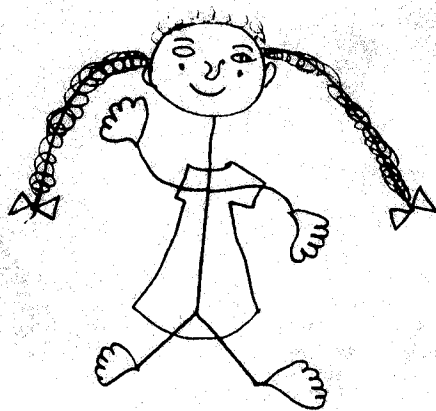
First Phase

- 1.B. Develop sharing packet for personal development.
- 2.C. Develop sharing packet for advisors.
- 2.F. Develop sharing packet for local chapter development.
- 2.H. People First will plan a local chapter award.
- 2.I. Develop sharing packet sharing fundraising ideas of local chapters.
- 5.A. Develop speaker's bureau packet for board members, advisors and interested members.



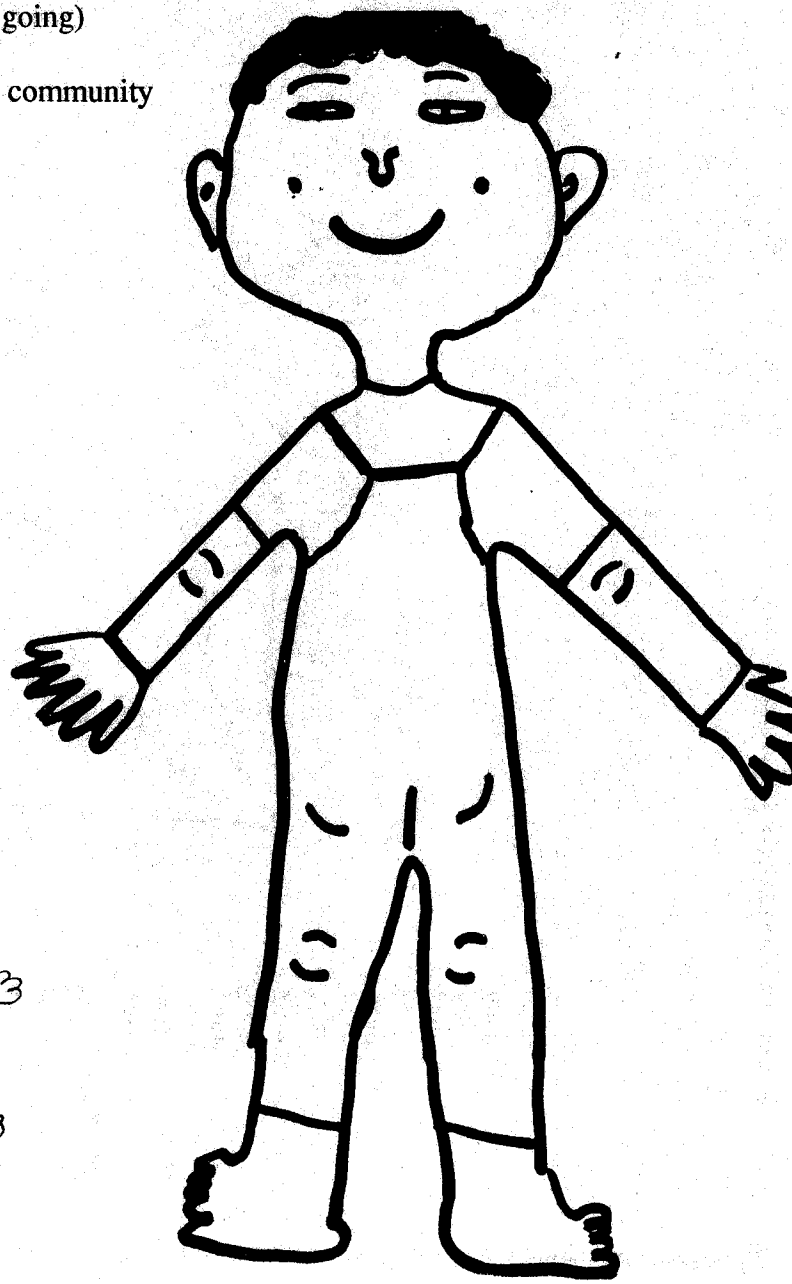
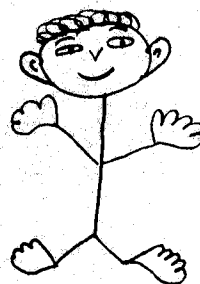
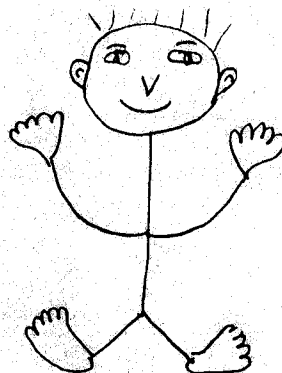
Second Phase

- 2.D. People First will orient and train advisors.
- 2.G. People First will train board members and advisors on local chapter development.
- 5.C. Train speakers to promote People First



Third Phase

- 2.A. People First will recruit 5 new advisors. (on-going)
- 5.D. Speak to community groups



After convention