



Sunflower Hill

2021–2025 Strategic Plan Highlights



OUR MISSION

To create places and spaces where adults with intellectual and developmental disabilities (I/DD) live, work, learn, and thrive as part of the greater community.

OUR VISION

A world where people of all abilities are welcomed, empowered, and valued.



OUR VALUES

- We believe that people with I/DD have the **right to make their own informed choices** about their own lives, including where to live and how to live.
- We **value the input of people with I/DD** to guide the design of programs, activities, and residential communities.
- We believe in the power of developing both the **independence and interdependence** of adults with I/DD within their communities.
- We **value, celebrate, and embrace** our shared humanity, individuality, and diversity.
- We **respect** human relationships, **foster** inclusion, **build** collaborative partnerships, and **lead** with integrity and optimism.
- We believe **everyone deserves equal access to opportunities** to live a meaningful and connected life regardless of their race, religion, ethnicity, sex, sexual orientation, gender identity, or ability.
- We believe in everyone's ability to reach their **full potential**.

WHAT WE DO AND OUR ROLES

We co-develop a variety of affordable housing communities so that people with I/DD have a choice about where they want to live.

We offer **independent and interdependent living environments**, which are consumer-driven residential communities where people with I/DD bring their own support and services to live in the manner in which they choose.

In the **pre-development stages** of developing a new residential community we:

- Rally support from elected officials and the public.
- Amplify the need for affordable residential communities through constituent engagement by requesting letters and public comments to build enthusiasm for our proposed projects.
- Provide an independent living transition education program for parents, caregivers, and prospective residents.

We are not property managers. We **work in collaboration with property managers** who provide on-site property support to the residential communities where we provide programs and activities.

We offer **fee-for-service consulting** for parent groups or developers aspiring to develop housing or programs for people with I/DD.

We provide organized programs and activities that support independence and interdependence.

In the **post-development stages** of a new residential community we:

- Provide programs and activities related to community life for residents.
- Create programs that invite and welcome the broader community to further inclusion (e.g., life skills training, cooking classes, health education, and fitness classes).

We are not a direct support provider, and we are not a day program provider. We ask residents to **work with their local Regional Center to connect with the support they need** to live independently. We invite day program providers to participate in our programmatic offerings.

We are a facilitator and a guide.

- Our programs and activities support people with I/DD to independently form relationships, connect with each other, and initiate their own connections in the community.

We also **provide programs that are not associated with the residential communities**, including programs at the Sunflower Hill Garden in Livermore, virtual cooking classes, and social engagement classes.

Given our focus on affordable housing, we do not accept private investments in exchange for guaranteed units.



STRATEGIC PRIORITIES AND GOALS



Strategic Priority 1: Develop inclusive affordable housing communities.

Goal: Co-develop three new projects in the next 5 years with a goal of 100 units of affordable housing for adults with I/DD.

Strategic Priority 2: Create and implement multidisciplinary transition training and independent and interdependent living programs

Goal: Equip adults with I/DD, their families, and caregivers with the information and tools necessary to successfully transition to independent and interdependent living.

Strategic Priority 3: Create clear and accessible language about who we are and all that we offer for our constituents.

Goal: All constituents, including residents, program participants and their families, supporters, developers, and other partners, understand who we are and what we offer.

Sunflower Hill gratefully acknowledges the board members, staff, clients, and partners who contributed their time and insights to this plan.

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Board of Directors

- Derek Baxter
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- Karen Dito
- Dan Foster
- Kathy Layman
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Community Informants

- Sharon Almeida, Board Vice President, R.E.A.C.H.
- Lisa Cecconi, Donor
- Benjamin Chen, Developmental Disabilities Coordinator, Alameda County's Developmental Disabilities Planning and Advisory Council
- Jillian Copeland, Founder, Main Street
- Susan Houghton, Founder, Sunflower Hill
- Kay King, Board Chair, R.E.A.C.H.
- Rosemary Kirbach, Previous Board member, Sunflower Hill
- Lisa Kleinbub, Executive Director, Regional Center of the East Bay
- Darin Lounds, Board Director, Alameda County Council on Developmental Disabilities
- Iman Novin, President, Novin Development Corp.
- Jean Shuler, Donor
- Zach Lupton, Program Manager, Easterseals Northern California
- 88 adults with I/DD, parents, donors, and community members who completed our strategic planning survey