



MISSION

To build a strong community that will promote **equity and opportunity** for individuals with facial differences through **advocacy, education,** and the **development of inclusive spaces.**



VISION

The **elimination of stigma and discrimination** encountered by individuals with a facial difference.

VALUES

Connection

We are dedicated to **fostering a supportive network** where individuals with facial differences can **connect and share experiences.** This includes expanding camp opportunities, building allyship with community organizations, facilitating forums and panels, and creating inclusive spaces where everyone's voice is heard and valued.



Empowerment

We work to empower individuals with facial differences through opportunities focused on **self-advocacy skills, self-esteem building, vocational training,** and **leadership development.**



Advocacy

We are committed to **challenging stereotypes** and **promoting inclusivity** for individuals with a facial difference through **lobbying for policy changes** and **conducting more effective educational campaigns and trainings.**



KEY LEVERS FOR SUCCESS

Increase Reach

- Maintain and cultivate relationships with community members, stakeholders, and partnerships through consistent communication to grow our connection with the broader community
- Broaden audience engagement – expand geographic reach (nation-wide)
- Promote resources and opportunities
- Create more direct interactions through the delivery of presentations, trainings, and educational initiatives to community members and allies

Expand Advocacy & Education

- Expand Trailblazers training for camps and recreational organizations
- Expand workplace equity training
- Develop intersectional training focusing on providing equitable opportunities to the facial difference community
- Advocate for facial differences to be included in EDI conversations
- Expand opportunities for skills development through committee and volunteer engagement for community members
- Continue to foster inclusive spaces through education and awareness-building

Enhance Operational Resilience

- Increase fundraising by diversifying funding streams
- Increase donor cultivation and retention
- Cultivate staff and leadership resilience
- Forge new partnerships and networks through board member and volunteer networks
- Develop contingency plans
- Strengthen governance oversight; board and committee involvement/engagement