

NCE

SUMMER LEADERSHIP INSTITUTE

July 26-29, 2012 • Indianapolis, IN • Westin Downtown

National Conference of Executives of The Arc

↑ **BLUEPRINT** ↓
↔

for

CHANGE

WELCOME



On behalf of the Board of Directors of the National Conference of Executives of The Arc and our hard working Summer Leadership Institute Committee, we welcome you to the fine city of Indianapolis, Indiana. We are really looking forward to bringing you the 2012 Summer Leadership Institute (SLI), "Blueprint for Change" where we examine our changing dynamic environment and prepare for the most effective response possible together. In addition to responding to change we are also hopeful that you'll learn new tools and perspectives for getting ahead of the need to react and into a proactive position as a leader in The Arc movement.

We've got a great mix of practical and inspirational sessions and of course plenty of opportunities for colleagues to reconnect their long standing relationships and for many new executives to get the support from people who can really understand the complexities and weight of the decisions you make every day. We always strive to build a unique leadership training that is tied closely to the mission of The Arc movement. We hope you will find this is an experience that you cannot get anywhere else. You could get a training on recruitment but not with the same heart you'll hear from our own George Suess, and you'll hear about a wide variety of new perspectives and activities through "The Arc" lens related to community organizing, residential services, planned giving, education, autism, abuse, mental health, self-advocacy, long term support services, work, and just to name a few. Even presentations from our expert policy and leadership keynote speakers will be shaped by our group as we respond and react and engage with them from our point of view.

We are confident this Summer Leadership Institute will be another great event and we know that for sure you will be amazed at how wonderful it feels to be the recipient of good old fashioned Mid-Western hospitality. We'd like to thank John Dickerson, Executive Director of The Arc of Indiana and all of the wonderful staff from his office for their help in organizing all social capital events.

We are both looking forward to seeing so many old friends and meeting new friends in this annual forum of insight and inspiration.

Sincerely,

Thanks to our sponsors:



Tony Anderson
NCE President



Tim Hornbecker
NCE Vice President /
Summer Leadership
Institute Committee Chair

NCE Mission:

The National Conference of Executives of The Arc (NCE) is committed to providing opportunities for personal and professional support and development of executives of The Arc and other interested professionals to enable them to carry out the mission of The Arc.

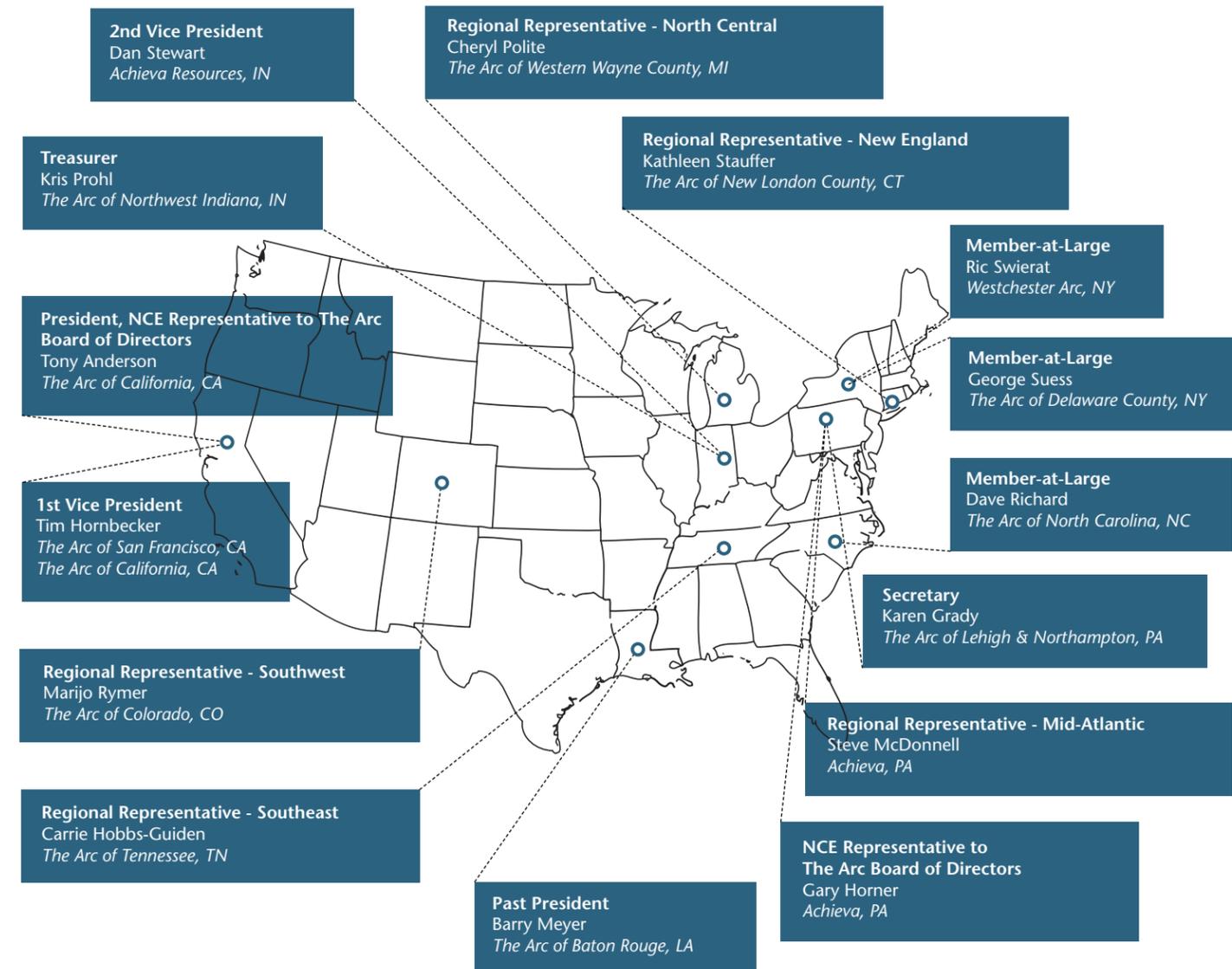
Please extend a warm welcome to first-time Summer Leadership Institute participants:

- Sandra Edge**, Albany Arc, GA
- Donna Lindley**, The Arc Los Angeles and Orange Counties, CA
- Sheila Moore**, The Arc Davidson County, TN
- Wendie Robinson**, The Arc of Larimer County, CO
- Kelly Serrett**, The Arc of Louisiana, LA
- Nancy Smith**, Stone Belt Arc, IN

2012 Summer Leadership Committee

- Tim Hornbecker**, Chair – The Arc of California
- John Dickerson** – The Arc of Indiana
- Karen Grady** – The Arc of Lehigh & Hampton, PA
- Marijo Rymer** – The Arc of Colorado
- Jennifer Schwab** – The Arc of Indiana
- Kathleen Stauffer** – The Arc New London County, CT
- Dan Stewart** – Achieva Resources, IN
- George Suess** – The Arc of Delaware County, NY
- Ric Swierat** – Arc of Westchester, NY
- Jill Vaught** – The Arc of Indiana

2012 Board of Directors:



CONFERENCE

AGENDA

Wednesday, July 25

4:00 pm – 7:00 pm NCE Board meeting

Location: Congress 1&2

Thursday, July 26

8:00 am – 5:00 pm Registration

9:00 am – 4:00 pm Pre-Conference

Growing Giant Pumpkins...Two secrets for hiring the best of the best

+ **George Suess**, CEO, *The Arc of Delaware County (NY)* and best-selling author

George learned about growing giant pumpkins from a fellow staff member. In this interactive session you will learn the Top 2 Secrets for growing giant pumpkins and how they apply to your most important human relations practices. Increasing proactivity, strengthening culture, improving quality and eliminating many HR problems, begins with going about staff recruitment and selection differently. In particular, this means being clearer about expectations and clearer about the values, skills and talents people need to be successful on the job. You will learn how to develop outcome-based job descriptions, job profiles and how to use a variety of creative interviewing techniques. Equipped with these new tools, you will be able to immediately improve your recruitment success.

Room: Capitol 2

5:30 pm – 7:00 pm Opening Reception

The Arc of Indiana has invited you to walk on over to their place for a warm Indiana welcome! Enjoy complimentary refreshments, great conversation and networking. Please consider making a donation to the Self-Advocates of Indiana – your generosity will help self-advocates attend the 2012 SABE Conference.

Location: The Arc of Indiana office @ 107 N. Pennsylvania St., Suite 800



Friday, July 27

8:00 am – 6:00 pm Registration

9:00 am – Noon Opening Plenary

Motivating the Motivated “Rekindle the Fire”

+ **McKenzie Scott Lewis**, CEO & Chief Cultural Strategist, *The MSL Group, LLC*

Can you imagine this possibility whereby excitement, energy, passion, creativity and joy floods your work and private life? The beauty of highly motivated people is their ability to impact their community by creating ways to connect with others through common experiences. Join McKenzie in this fast paced, energetic and multimedia session as he takes those who are highly motivated to a higher level of motivation to rekindle the fires within. The result is a better and more productive professional and person.

Room: Capitol 2

Noon – 1:30 pm LUNCH on your own

1:45 pm – 3:00 pm CONCURRENT SESSIONS

The Forward Leader

+ **McKenzie Scott Lewis**, CEO & Chief Cultural Strategist, *The MSL Group, LLC*

This session is designed to press play and move forward as a Leader. The 3 Elements of Leadership we will focus on are 1. Inquire History 2. Involve Present & 3. Imagine Future. Leaders will become forward in thinking and taking actions through a trademark innovative model called R.I.S.K. “Just imagine the future today”!

Room: Council

Finding Our Roots: Activating Grassroots Advocacy through Community Organizing

+ **Tim Hornbecker**, Director of Community Organizing and Advocacy, *The Arc California*;

+ **Dee Dee Eberle**, Director, Chapter Organizing & Advocacy, *The Arc United States*

The Arc has a proud history of grassroots engagement, using our power to impact issues of importance across the lifespan—and across the country. But have we lost our way? In this time of challenges for programs, funding and systems of support at local, state and federal levels, being deliberate in our advocacy is more important than ever.

Tim & Dee Dee will provide an overview of how The Arc’s movement can—and should—be re-engaging our grassroots through intentional and structured community organizing, including opportunities for participants and chapter advocates to continue the process through ongoing training and capacity building efforts.

Room: Chamber

Planning to Plan

+ **Trudy Jacobson**, Chief Development & Marketing Director, *The Arc*

+ **Ross Charkatz**, Institutional Marketing Director at *Graystone Consulting* (a division of *Morgan Stanley Smith Barney*)

You are invited to join in a session rich in ideas and discussion as Trudy and Ross provide the basic blue print of what a national planned giving program might look like. Whether your chapter has been managing bequests for years or it is something you are considering as a way to build a secure financial portfolio for your chapter, you can contribute to the design of The Arc’s Planned Giving program.

Room: Caucus

3:15 pm – 5:15 pm Leadership Forum:

Managed Care: What’s Old is New Again

+ **Lilia Teninty**, Senior Policy Analyst, *Human Services Research Institute (HSRI)*

Participants will learn about models that are being developed and/or have been implemented that include Long Term Services and Supports for people with intellectual and developmental disabilities, including demonstration projects for the dual eligible population. These models will lead into a discussion of promising practices and areas of improvement for people with IDD. Promising practices will focus on the ability of managed care models to support improved integration and coordination of care, to allow for flexibility in service models – including self-direction – and to contain increasing Medicaid costs.

Room: Capitol 2

6:15 pm Evening Activity

“An evening on the canal”

Enjoy the sights and excitement on the banks of the canal! NCE made dinner reservations at Tavern on the Plaza, but you are responsible for the cost of your meal. There will be gondola rides, rental bikes and more. The atmosphere is relaxed and filled with fun.

Saturday, July 28

8:30 am – 9:00 am Coffee & Computers

Join Steve McDonnell, Chair of NCE’s Technology and Communications Committee for a 30 minute informal conversation about technology at your chapter. Bring your success stories and questions to share with your peers. Both are welcome and appreciated at this interactive Technology Roundtable. Grab a coffee! Stop by and participate in the discussion!!!

Room: Capitol 2

9:15 am – 10:15 am CONCURRENT SESSIONS

Charter Schools - what do they mean for children with an IEP and how can families influence their design?

+ **Stephanie Garcia**, Executive Director of *The Arc of Pueblo (CO)* / *Pueblo City School Board President*

+ **Kylee Hope**, Special Education Coordinator at *Ball State University*, Office of Charter Schools, *Indiana*

Charter schools are popping up in communities around the country and advocates from The Arc should be aware of the impact (both opportunities and barriers) that they may present for the education of our youth. Kylee will give an overview of the role of charter schools in our education system and share her professional expertise related to how special education and charter schools intersect. Stephanie will share her perspective as an Exec from one of our local chapters and her role serving on the local school board where charter schools are an option for students.

Room: Council

Changing Faces of Autism

+ **Tonia Ferguson**, Director of *Autism NOW! The National Autism Resource and Information Center* and Director of *National Initiatives, The Arc*, and parent;

+ **Carol Meredith**, Executive Director of *The Arc-Arapahoe and Douglas, (CO)*, Policy Committee Director-*The Autism Society of CO*, and parent;

+ **Dr. Glenn Motola**, Executive Director, *The Arc of San Francisco (CA)*, and parent.

The newly released CDC Prevalence of Autism Report has got people talking... Tonia will explain how the CDC has compiled data that identifies 1:88 children with autism spectrum disorders. Carol will share resources and ideas for supporting people across the Autism spectrum to avoid learned helplessness and develop higher expectations for employment, education, and social engagement. As a parent of a teenager with Autism, Glenn will share insights about inclusive rather than separate programs for adults with Autism, utilizing necessary behavior management supports.

Room: Chamber

Looking to the Future: The Arc's new Bylaws and Terms and Conditions for Chapter Affiliation

+ Peter V. Berns, CEO, The Arc;

+ Nancy Webster, Chair, Committee on the Future and VP, The Arc Board of Directors;

+ Marijo Rymer, Executive Director, The Arc of Colorado and NCE board representative – Committee on the Future.

The Committee on the Future of The Arc has worked diligently and thoughtfully (based on the input from the volunteers and professionals of our chapters) to bring forth the framework that will guide our organization into the future. Learn more about these two key documents that will be voted on at the 2012 National Convention.

Room: Caucus

10:30 am – Noon Plenary:

Supporting People to Lead Lives They Choose: Moving from Programs to Support

+ Lynne Seagle, CEO, Hope House, (VA)

Examine one service provider organization's journey of closing all of its group homes and moving to a system of support in order for all individuals to live in their own home or apartment. The importance of using creative resources, fundraising events and becoming a vital part of the community will be covered along with the nuts and bolts of the change process. The presenter will describe how to create a management system that builds on person-centered approaches while at the same time maintaining the same level of efficiency and effectiveness found within successful corporations. The critical importance of staff development, employee retreats, physical teambuilding, and bonus and incentive plans will also be discussed.

Room: Capitol 2

Noon – 1:30 pm Lunch

On your own...or...grab lunch and attend a sharing session (below)

12:30 pm – 1:30 pm Sharing Session:

The New Structure of NCE

A sharing of information and an open discussion: facilitated by Tony Anderson, President of NCE, and Peter Berns, CEO of The Arc. Bring your lunch.

Room: Capitol 2

1:45 pm – 2:45 pm CONCURRENT SESSION

• Is Abuse Inevitable?

+ George Suess, CEO, The Arc Delaware (NY)

Supporting individuals with disabilities is loaded with challenge. The challenge is exponentially compounded by staff vacancies, mounds of paperwork, general under-funding, and increasing demands all around. With this as a backdrop it is no wonder so many feel abuse is inevitable. This session will examine: issues of abuse and neglect, proactive strategies to address two root causes of abuse, their role of caring and positivity in preventing abuse, what one chapter of The Arc has done to virtually eliminate abuse and neglect.

Room: Council

• Addressing Mental Health and Behavioral Needs of Persons with I/DD

+ Carol Meredith, Executive Director of The Arc-Arapahoe and Douglas (CO)

+ Maureen Gahan, Clinical Health & Resources Director, Stone Belt Arc, (IN)

Developing an effective behavior support plan for a person with intellectual and developmental disabilities (I/DD) can be challenging. Carol, a parent of an adult son with Autism, will share ideas to identify appropriate providers and explain how principles of Applied Behavior Analysis can be effective for persons with I/DD. Maureen manages Milestones, Stone Belt Arc's outpatient mental health clinic, as well as the agencies nursing, social work and behavior support services. She will discuss how that agency has expanded supports for people with I/DD who also have a co-occurring mental illness.

Room: Chamber

• Including People with Intellectual and Developmental Disabilities in Leadership Roles and Advocacy – The Arc's National Council of Self Advocates

Join NCSA Co-Conveners Barbara Coppens (NJ), Joe Meadours (CA) and Kurt Rutzen (MN), along with Betty Williams, President of SABE and advocate at The Arc of Indiana, and The Arc of the US board member and mentor, MJ Bartelmay (PA), as they share their vision for how self-advocates can be actively involved in the work of The Arc. The primary pur-pose of the NCSA is to empower persons with I/DD to voice their opinions about what is important to them and to ensure that they are afforded the same opportunities as all citizens to have a meaningful life in the community. Learn more about how chapters of The Arc will benefit from the efforts of 1000's of self-advocates sharing their perspective on what living in the community means!

Room: Caucus

2:45 pm – 3:00 pm Break

3:00 pm – 4:30 pm Leadership Forum:

Blueprint for Change: Reforming Long Term Services and Support Systems

+ Facilitated by John Dickerson, Executive Director, The Arc of Indiana

Coordinated Care Initiatives, Dual Eligible Integration Projects, Coordinated Managed Care, Long Term Services and Supports or Services and Supports for the Long Term, etc. What does it all mean and where's it coming from? Join in a facilitated discussion with chapter leaders from California, Colorado, Indiana, New York, North Carolina, Tennessee and others as we grapple with all the ways states are dealing with the national agenda for providing improved coordination of all Medicaid services and related services while at the same time saving money. We'll discuss the benefits and opportunities as well as the challenges and dangers.

Room: Capitol 2

4:45 pm – 6:00 pm Leadership Forum:

Engaging "The Discussion" - Part 2 of a Dialogue on Employment

+ Tibisay Guzman, Assistant Executive Director of Day Community Services, Arc of Westchester (NY)

Last year, attendees participated in an open and honest discussion with colleagues about the realities and issues of employment for persons with I/DD. The discussion continues in 2012 by examining the opportunities and challenges faced as the field moves toward fuller employment in the community. Issues will include: funding and limited resources, employment opportunities for people with significant challenges, fear and isolation and vulnerability in the community, supporting and sustaining individuals in community employment, valued activity, compensation, transportation and access. This will be another lively discussion!

Room: Capitol 2

7:00 pm Evening Activity: (ticketed)

Slippery Noodle Inn – This is THE place to go to experience a bit of the history of Indianapolis and for live Blues music. Your ticket includes cover charge and appetizers. Beverages (available at our private bar) and dinner are additional costs. Music begins at 9 PM and we'll have excellent seats with a balcony view. If you have difficulty with stairs, please let us know. Slippery Noodle is a short walk from the hotel.

Sunday, July 29

9:00 am – 11:15 am Leadership Forum:

State Trends in Self Directed Services and Employment - What Does That Mean For Advocacy Efforts and Service Provision?

+ Nancy Thaler, Executive Director, NASDDDS -National Association of State Directors of Developmental Disabilities Services;

+ Sue Elliott, Executive Director, The Arc of Washington State (WA);

+ Cliff Doescher, Executive Director, The Arc of Greater New Orleans (LA)

Recognized national authority Nancy Thaler will lead an important discussion about how do you maintain a focus on employment and community in these challenging economic and political times. She will be followed by a response from Sue Elliott who has a wealth of knowledge and practical experience related to Employment First in Washington state along with Cliff Doescher who brings years of local experience in employing people with intellectual and developmental disabilities in community based settings. Contributions from the audience will add to the depth and breadth of the reality that people with I/DD and their families experience.

Room: Capitol 2

11:30 am – 1:00 pm Closing Luncheon: Moving the Mission Forward: An Exchange of Ideas on how to Best Use the Energy, Expertise and Talents of the Executive Leaders of The Arc

NCE welcomes The Arc's Board of Directors to the Summer Leadership Institute closing luncheon. Using The Arc's Strategic Framework as our anchor, Mohan Mehra, President and Nancy Webster, Vice President of The Arc Board of Directors; Tony Anderson, President, NCE and Peter V. Berns, CEO, The Arc will review our achievements during the past two years and invite you to be a part of setting the next priorities in moving our mission forward.

Room: Capitol 2

Chapter Perks

The Arc's national office offers Chapters a variety of resources to help you with fundraising, marketing and brand awareness. Visit the "For Chapters" section of www.thearc.org to find out more about these and other resources just for our chapters:

DESIGN ONLINE

Design Online is an online storefront where you can purchase branded stationery and promotional items to market your new logo in your community recently revamped with more user-friendly options and products.

THE ARC'S CAR DONATION PROGRAM

This is a FREE program to help you turn old cars into cash for your chapter. The Arc and our partner, Melwood Charity Car Auctions, will run the administrative end and offer you support via marketing materials and advice for promoting your program locally and you'll receive 90% of the proceeds after processing and towing fees.

THE ARC & SPROUT NATIONAL FILM FESTIVAL

This is a traveling film festival dedicated to people with intellectual and developmental disabilities. The Arc and our partner Sprout will help you with the planning, logistics and marketing to help you host an enjoyable and unique event at your chapter for fundraising and fundraising.

Find out more online – log in to the "For Chapters" section of www.thearc.org - or contact Shelly DeButts at debutts@thearc.org.

Don't have a log in? No problem. Just choose "New User Registration" on the log in page!

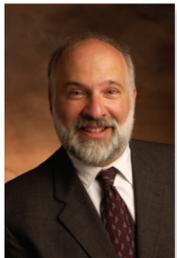


PRESENTERS



M.J. Bartelmay

M.J. Bartelmay, Jr. is the father of a young man with an intellectual disability and has served The Arc at every level – national, state and local. M.J. is in his second year as a member of The Arc of the United States' Board of Directors. He is also the Immediate Past President of The Arc of Pennsylvania and continues to serve as a valued member of that organization's Board of Directors. And, he is the Immediate Past President of his local chapter, The Arc of Mercer County.



Peter V. Berns

Peter V. Berns is the Chief Executive Officer of The Arc of the United States. Under his leadership, the organization has charted an ambitious course of progress, innovation and change with the development of a Strategic Framework for the Future of The Arc. Before joining The Arc, Berns was the Executive Director of the Maryland Association of Nonprofit Organizations, a post he held for 16 years. He built the Association from a start-up to a position of prominence nationally, with nearly 2,000 members of all sizes, all sectors and from all regions of the state. In addition, he served as CEO of the Standards for Excellence Institute since its inception in 2004. Berns came to The Arc with a track record of success in nonprofit management, governmental relations and advocacy. As an advocate, he was critical to reforming state and federal Medicaid regulations improving life for persons with disabilities.



Ross P. Charkatz

Ross Charkatz is an Institutional Consulting Director with Graystone Consulting in Washington, D.C. He is responsible for the advice, construction, implementation, and oversight of institutional investment portfolios. Clients served include endowments, foundations and municipal, corporate, and law-firm retirement plans. He has been recognized as a Top Advisor "Under 40" by Reuters and his team was recognized as "The Top-Ranked Advisor Team in Washington, D.C." by Barron's.



Barbara Coppens

Barbara Coppens, Board of Directors, The Arc and National Council of Self Advocates of The Arc, has worked as a full-time Advocate Assistant with Disability Rights New Jersey (DRNJ) for five years. She serves on several boards and committees and is an active member of Self Advocates Becoming Empowered (SABE). She is a graduate of Vineland High School and the New Jersey Council on Developmental Disabilities Partners in Policymaking. Barbara has been a self-advocate for more than 25

years and published articles on self-advocacy and how to live a full and happy life for people with disabilities. She also appeared on television and radio to promote self-advocacy and equal rights for people with disabilities. She has testified before the New Jersey Senate and Assembly on topics such as closing developmental centers and eliminating the R-word from state statutes.



John M. Dickerson

John Dickerson has served as Executive Director for The Arc of Indiana since 1983. His work with The Arc began at The Arc of South Dakota, following his graduation from college. After one year, John came to Indiana, where he served as Assistant Director of Local Unit Affairs from 1974 to 1978. From 1978 to 1983, John worked at The Arc of the United States in the areas of Chapter Support and Membership. John is recognized throughout Indiana and the nation as a leader in the disability community, serving as an

effective voice for self-advocates, parents, volunteers and professionals. He is a Paul Harris Fellow, and a Sagamore of the Wabash.



Cliff Doescher, M.A.

Cliff Doescher has over 35 years experience in the habilitation field with expertise in vocational and employment services for persons with intellectual disabilities, as well as extensive experience with social enterprises. In 2005 his agency underwent a conversion focusing on employment, health and fitness, and community involvement and participation. He has served as the Executive Director of The Arc of Greater New Orleans since 1993, and held leadership positions in local and statewide

organizations. He holds a Master's Degree in Human Development Counseling/Rehabilitation from the University of Illinois, Springfield and a Certificate in Management, University of Arkansas, Community Rehabilitation Program Administration.



Dee Dee Eberle

Dee Dee Eberle, Director, Chapter Organizing & Advocacy, The Arc, has worked in the non-profit arena for more than 15 years, and as an advocate for more than 30 years. Her first—and most important advocacy role—has been as a sister to Jeff, an adult with developmental disabilities and mental health issues. Her professional background is with disability, aging and social service communities. She has worked as a community organizer/trainer in more than 14 states, and developed advocacy train-ing modules for advocates at the

beginner, intermediate and advanced levels. Dee Dee received her BA in Special Education/ Non-Profit Management and MPA in Public Administration/ Health Care Systems, both from the University of Toledo. She completed Community Organizer Training at the Midwest Academy in 1999.



Sue Elliot

Sue Elliot has spent the past forty years helping to develop community services for individuals with developmental disabilities and their families. Her career began at the Eastern Nebraska Community Office of Retardation, then on to Arizona, working for the state to help establish a community system, then on to Washington State, where she was the state DD director. For the past 17 years, she has been the Executive Director for The Arc of Washington State.



Tonia Ferguson

Tonia Ferguson joined The Arc in November 2009 and is currently the Director of The National Center- Autism NOW. She is a parent of a child with I/DD and has extensive experience training families and advocates on issues related to special education and family support, while working at The Arc of Maryland. Tonia was previously a Joseph P. Kennedy Foundation Fellow and worked for Sen. Christopher J. Dodd on education and early childhood issues. Prior to The Arc, Tonia

managed a Family Support Project through the Administration on Developmental Disabilities where she served children in Baltimore City who had a dual-diagnosis of mental health and a developmental disability. Tonia has served on committees and national boards including the National Down Syndrome Congress. She has a J.D. from The Catholic University of America-Columbus School of Law and a B.A. from Howard University.



Maureen Gahan

Maureen Gahan, MAMFT, Director, Therapist. Maureen holds a master's degree in Marriage and Family Therapy from the Christian Theological Seminary in Indianapolis, Indiana. She has 30 years of experience working with individuals with intellectual/developmental disabilities and has been employed by Stone Belt Arc since 1984. In 2005, she established Milestones - a mental health outpatient clinic - which provides psychiatric, counseling and behavioral supports to >2,100 children, teenagers, family members

and individuals with I/DD of all ages. She is currently the Director of Milestones, a member of NADD, AAMFT, APT, In-APT and serves on a number of local mental health boards, coalitions and task forces.



Stephanie Garcia

Stephanie Garcia was elected to Pueblo City School's Board of Education in 2005 and reelected in 2009. She served as the Board president for four years and also serves on the District's foundation Board. She is the Executive Director for The Arc of Pueblo. She was selected for Governor Hickenlooper's transition team for the Department of Human Services and served on the advisory committee established by HB 10-1412 to make recommendations for charter schools and

their authorizers. In 2009, she was selected to serve on the National Association for Latino Elected Officials (NALEO) Education Fund Board of Directors and was elected Secretary in 2011. NALEO Educational Fund is the nation's leading nonprofit organization that facilitates the full participation of Latinos in the American political process.



Tibisay A. Guzmán (Tibi)

Tibisay A. Guzmán is the Assistant Executive Director of Day and Community Services at The Arc of Westchester. Ms. Guzmán's background is in healthcare administration and she retired as an Executive Vice President of Riverside Health Care Inc., a multi-healthcare system in Yonkers. Ms. Guzmán is a board member of the New York State APSE chapter and participated in local and behavioral health, education and fund raising boards. She has a B.S. from Fordham University, M.P.S.

from The New School for Health Service Administration and a M.A. in Economics from Fordham University.



Kylee B. Hope, Esq.

Kylee B. Hope, Esq. is the Special Education Coordinator for Ball State University, Office of Charter Schools. Ms. Hope graduated from Purdue University with a bachelor's in Special Education – Mild Interventions and holds an Indiana teaching license. Ms. Hope earned a Juris Doctorate from Indiana University School of Law – Indianapolis with a focus in special education and is admitted to practice in the Northern and Southern Districts of Indiana. Ms. Hope has served as a board member and committee member to a number

of organizations, including Autism Society of Indiana, The Arc of Indiana's Education Committee, and The Arc of Indiana's Master Trust Family Advisory Committee.



Timothy P. Hornbecker

Tim Hornbecker is the Director of Community Organizing and Advocacy for The Arc California. He also consults for The Arc San Francisco in the areas of Public Policy, Advocacy and Donor Relations. He is currently the 1st Vice President for NCE, Chair of the SLI. He was on the Board of Directors for The Arc of the U.S., The National ArcLink (Internet) Board of Directors, President for The Arc of Washington State, and an executive director for two local organizations of The Arc. He was the Executive Director of the St.

Vincent de Paul Society in Portland, Oregon and served as President of the Portland Serra Club. Tim received an M.A. degree in Public Administration from Gonzaga University and a B.A. from St. Paul's College, Washington, D.C.

**Trudy Jacobson**

Trudy joined The Arc in 2009 and manages all facets of development, on and off line marketing, as well as communications. Trudy was instrumental in The Arc's rebranding initiative and its re-energized development program. Trudy's 30 years of professional experience ranges from a unique combination of for-profit and not-for-profit organizations. Trudy is the parent of three grown children, one of which has a disability, and proud that they are all independent adults fully participating in their home communities.

**McKenzie Scott Lewis**

McKenzie Scott Lewis is the CEO & Chief Cultural Strategist of The MSL Group, offering cultural transformation and diversity consulting services. The MSL Group offers board development, coaching, cultural competency, diversity & inclusion, organizational leadership, strategic planning and other offerings centered on values and unity. The premiere leader in cultural transformation, The MSL Group is on the cutting edge of diversity and inclusion trends with copyright works in The Board Continuum®, The 7 CommonBonds® and The 7 Structures

of Integrity®. Mr. Lewis underscores the importance of truth, trust and transparency in a evolving global market. Mr. Lewis served as the Corporate Diversity Director at WellPoint Inc., the largest commercial health benefits company in the U.S. He developed and facilitated strategies that helped the company receive recognition like DiversityInc.'s Top 50 Companies for Diversity and Working Mother's Top Companies for Women of Color. He directed tactical programs designed to attract, retain, and promote diversity within businesses while developing relationships with diversity-related organizations, media, funding agencies, and government organizations.

**Steve McDonell**

Steve McDonell, MBA is the Director of Information Systems at ACHIEVA in Pittsburgh, Pennsylvania. He is the current chair of the Technology and Communications Committee of the National Conference of Executives of The Arc and also serves on the Advisory Board of Pittsburgh Technical Institute's Information Technology program. During his tenure at ACHIEVA, Steve has worked within ACHIEVA and with other nonprofits to implement practical and cost-effective technology solutions in response to

issues faced by these organizations.

**Joe Meadours**

Joe Meadours, Board of Directors, The Arc and National Council of Self Advocates of The Arc, has been active in the disability advocacy movement since the early 90's. Back in 1998 he was elected by, what was then known as, the President's Committee on Mental Retardation to receive the Elizabeth Monroe Boggs award for Youth Leadership. In October 2009, Joe received the Advocate of the Year award from Easter Seals of California. He also has worked in Oklahoma where he was the past President of Oklahoma People First. Joe is a firm believer

that we should fund people not programs. He is a resident of California and is an active advocate for services and supports at the state

capitol. Joe has written a book about relationships and never giving up on your dreams. He is currently working on his third book, policy making from the viewpoint of a self-advocate.

**Mohan Mehra**

Mohan Mehra, President, Board of Directors, The Arc, is Chair of the Marketing and Resource Development Committee and provided the leadership for The Arc's Rebranding initiative. He has served in leadership positions with The Arc at all levels. His service includes membership on the New York State Arc (NYSARC) Board of Directors, chair of a number of State committees, past President of the Board of Directors of Westchester Arc and a board member of Westchester Arc Foundation. Mohan is a business manager with 25 years of experience in business strategy, marketing, sales, and business development at General Foods Corporation and Kraft Foods and as a consultant for a major consumer packaged goods companies. Mohan has 10 years of experience with human service nonprofits as a Board member and advocate, as well as serving as a consultant on strategy and Board development. He is a graduate of Cornell University and completed the management development program at Harvard Business School.

of son affected by autism. She works to make systems work so that people with disabilities can get the services and supports they need to live rich, full lives in their communities.

**Carol Meredith**

Carol Meredith, our Executive Director, started working for The Arc of Arapahoe & Douglas in Colorado in 1998. She works primarily to achieve equal rights and social justice for people with disabilities through systems advocacy at state and federal legislatures, county departments, and statewide public policy efforts. Most of this work is done in collaboration with other chapters of The Arc in Colorado, Parent to Parent of CO, Family Voices, CO Cross Disability Coalition and many others. Her passion for this work comes from her experiences as the parent

of son affected by autism. She works to make systems work so that people with disabilities can get the services and supports they need to live rich, full lives in their communities.

**Dr. Glenn Motola**

Dr. Glenn Motola has been CEO of The Arc San Francisco since August 2011. Prior to coming to The Arc SF, Dr. Motola was the Executive Director of the Oak Hill School in Marin County, CA, which is a highly specialized educational/therapeutic community serving those ages 6-22 and their families who are affected by ID/DD and especially those impacted by an Autism Spectrum Diagnosis. Dr. Motola and his partner live in the Sonoma Valley on a farm with their adopted daughter who also has neurogenetically based developmental challenges.

**Kurt Rutzen**

Kurt Rutzen, Board of Directors, The Arc and National Council of Self Advocates of The Arc, is a Program Specialist for the University of Minnesota Institute on Community Integration's Research and Training Center on Community Living working on the Quality Mall project. The QualityMall.org is a web site on person-centered services supporting people with developmental disabilities. He manages the store site and reviews nominated products for their inclusion in the store. Kurt was elected to

The Arc's board of Directors in 2011 and is actively involved in the new National Council of Self Advocates of The Arc. In addition, has been very actively involved in his home state of Minnesota on the board of Region 10 Voices which is an alternative person-driven quality assurance process that emphasizes self-determination to better respond to the needs of citizens with developmental disabilities. Kurt has worked as a volunteer with The Arc of Minnesota in public policy for ten years. Kurt is a self advocate who is passionate about helping people with disabilities and believes in giving back to his community.

**Marijo Rymer**

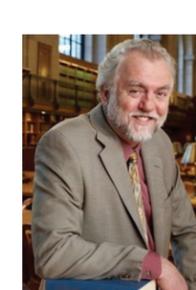
Marijo Rymer has served as Executive Director of The Arc of Colorado since 2007. She previously served in executive roles at The Mental Health Center of Denver and American Medical Response. Marijo has more than 25 years of experience in public policy advocacy. She serves as a member of the JFK Partners Advisory Board, Denver Options DD Mill Levy Advisory Committee, Public Policy Committee, and the Colorado Fiscal Reform Roundtable. She also serves on the CO HCFP Steering Committee for the Medicaid

Infrastructure Grant and on the Benefits and Services Work Group for the HCFP Money Follows the Person grant writing committee. Ms. Rymer was elected to the NCE Board of Directors in 2009. She holds a Bachelor's degree in Political Science and has completed graduate work in Public Administration.

**Lynne Seagle**

Lynne Seagle is the Executive Director of Hope House Foundation, a private non profit serving people with disabilities. For the past 20 years she has also been providing organizational development consultation to business, government and agencies in the United States and internationally. Her focus is on team-building, participative management, and communication and decision-making systems. She has consulted with groups including the ODU women's basketball team, police departments, architectural and engineering firms, health authorities and the

National Health Service in the UK. Lynne also worked with private industry and business in Canada and Japan. She holds a Master's degree in public administration and Education Leadership and received the Joseph P. Kennedy International Award of Excellence in Leadership.

**George Suess**

George Suess, M.S. has worked with people intellectual and developmental disabilities for over 40 years. He has been employed by The Arc of Delaware County, NY (Delarc) for 33 years and has served as CEO for the past 26. Whether it is on the topic of values-based leadership or positive behavior supports, audiences are intrigued by Delarc's common sense approach, innovative ideas and person-centered accomplishments. Delarc has published 3 best-selling books by Mr. Suess: Shift Happens . . . Making the Shift to Proactive Behavior Management, Vantage Point. . . A Dynamic

Approach to Employee Orientation, and Welcome to Caring Without Restraint. His goal is to inspire, motivate and unleash the power in people, teams and organizations. "The problem," he says, "is that common sense just isn't so common!"

**Lelia Teninty**

Lelia Teninty is a Senior Policy Specialist who focuses on a variety of HSRI priorities, including system re-design, resource allocation, self-directed services, family support, and quality improvement. Prior to coming to HSRI, Ms. Teninty served as Chief Executive of the Illinois Division of Developmental Disabilities. She was responsible for the state service delivery system for people with developmental disabilities. In this role she initiated policy to adopt Illinois' first waiting list for Medicaid waiver services, oversaw the closure

of a state operated developmental center, managed implementation of new Medicaid waivers for children and restructured services in state institutions to renew focus on person-centered thinking while working to successfully transition people to community homes. Previously, she served as Chief of Staff for the Indiana Division of Disability and Rehabilitative Services, and has held other positions requiring expertise in state systems and Medicaid financing.

**Nancy Thaler**

Nancy Thaler is the Director of NASDDDS (National Association of State Directors of Developmental Disability Services). She has more than 40 years experience working in developmental disabilities. Prior to joining NASDDDS, Ms. Thaler worked for the Center for Medicare and Medicaid Services (CMS) and was responsible for the development of the HCBS 1915(c) waiver application and federal agency's quality improvement strategy for the Medicaid Home and Community-Based Waiver program. Ms. Thaler served as Pennsylvania's Deputy Secretary for

Mental Retardation from 1993 to 2003, administering a service system that included both institutions and community services. Ms. Thaler has assisted states in strategic planning, system transformation, program design, and facilitating stakeholder work groups. Ms. Thaler has a Bachelor of Arts from Misericordia College and a Master of Human Organization Science/Public Administration from Villanova University.

**Nancy Webster**

Nancy Webster is currently a Board Member of The Arc of The United States and chairs the Committee on the Future of The Arc, which was charged with developing a strategic plan – the "Strategic Framework for the Future of The Arc, 2010 – 2019." Prior to joining The Arc Board, Nancy was active with The Arc of Illinois from 1992 to 2002, serving as Board President. Nancy also served as a board member for a local Illinois chapter, Community Support Services (CSS). During her 10 years on the CSS Board of Directors, she served on a number of committees and in

various officer capacities, including President of the Board. Nancy is also a working professional serving as Manager of Client Services for a regional environmental engineering company, Environmental Services Inc. (ESI) as well as its' affiliated company, MIDWEST LABORATORIES, INC.

**Betty Williams**

Betty Williams is the President of Self Advocates Becoming Empowered (SABE) and Immediate Past President of Self-Advocates of Indiana. She has also served The Arc of Indiana as the Coordinator of Consumer Education & Training since April, 2006. She has been a speaker and presenter around the nation for several years. Betty is a tireless advocate for herself and individuals with developmental disabilities.

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