



## **APSE National Members Elected 2016-2017 At-Large Board Members and Regional Delegates**

### **For Immediate Release**

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**ROCKVILLE, MD** – April 25, 2016. APSE (Association of People Supporting Employment First) elected four At-Large Board members and two Regional Delegates to serve on the 2016-2017 Board of Directors.



### **Nancy Boutot**

Nancy Boutot is the Manager of Financial Empowerment at National Disability Institute (NDI). Nancy is currently the Project Manager Lead, providing coordination and subject matter expertise regarding employment and benefits work supports. Prior to joining NDI, Nancy spent eight years with the Agency for Persons with Disabilities (APD) in Florida. Seven of those years were spent as a Regional Employment Coordinator where she managed the agency's five-year employment initiative to increase integrated employment options for individuals with developmental disabilities. Nancy's last year at APD was spent as the Employment Unit Chief, where she was responsible for the strategic plan for employment including development and implementation of "employment first" policy, practices and strategies that support career development and economic advancement. Prior to that, she spent fourteen years directing non-profit community based employment programs in both Florida and New Jersey. Nancy holds a BA degree from Northeastern University and a MS in Psychiatric Rehabilitation from the University of Medicine and Dentistry of New Jersey. She is also a certified Community Work Incentives Coordinator (CWIC) through Virginia Commonwealth University's National Training Center.

### **Bridget Hassan**



Bridget Hassan has worked in human services for almost 30 years, the last 20 years dedicated to community based, integrated employment. Bridget has helped to move facility-based services to community-based employment and has seen the impact of those efforts improve the lives of the people involved. She works in North Carolina to increase awareness and promote Employment First's philosophy and practices. Bridget serves on state-level committees to increase and improve employment outcomes for people with disabilities. She has served as the North Carolina APSE state chapter board president for the last three years. Along with her role at NC APSE, Bridget has served as a co-chair of Employment First North Carolina. Bridget started her career after getting a degree in psychology with an education concentration by teaching in a school. She realized quickly that she loved teaching but didn't really love being in a classroom. She found herself drawn to human services and specifically working with adults helping them find jobs. Bridget's hobbies include reading, painting, traveling and relaxing at the beach. Bridget also spends time volunteering with many organizations in her community.



### Heidi Maghan

Heidi Maghan has worked with individuals with disabilities for nearly 33 years. She has worked in residential facilities, sheltered workshops, and community employment, allowing her to have an understanding of where others are coming from and to work with them to make positive changes. For the past 21 years, Heidi has been supporting individuals as they achieve their goals in community employment. Heidi currently serves on the National Board as the Delegates Chair and this term will be ending in June 2016. She has been involved in MN APSE for the past 10 years serving as President, Vice President and Treasurer. Heidi is currently the Director of Customized Employment at Kaposia, a founding member of the Employment First Coalition and a member of the MN TAT Corps of Discovery. Heidi has a BS in Physical Education and DAPE and Coaching from Mankato State University.



### Jeannine Pavlak

Jeannine Pavlak is an innovator and leader in the field of employment for persons with disabilities. She is currently the Executive Director of New England Business Associates (NEBA), a community provider known nationally and internationally for its work in the supported employment field. Jeannine has assisted hundreds of individuals with disabilities become successfully employed and has been awarded the Massachusetts Leadership award for her outstanding professional achievement, vision and direction. Through her leadership role as Executive Director, Jeannine ensures that NEBA is a value-driven organization with a fundamental belief in the value of every individual, while operating a culture of constant innovation, data driven decision making and accountability. Jeannine has a Master's degree in Non-Profit Management and currently serves as the Secretary for National APSE. In addition to her professional role, she is also a parent of a child with a significant disability.



### Regional Delegate: Northeast/New England Seat

#### Ryan Aldrich

Originally from Massachusetts, Ryan currently lives in Meriden, Connecticut with his wife, two young boys, two adorable cats, and one fish. His older son is five years old and has autism. Ryan advocates for him every day, and that advocacy is part of what motivates him to continue thinking forward for his future transition into employment and adult life. Ryan earned an Associate's Degree in Human Services from Middlesex Community College in 2011. Ever the lifelong learner, he has a long-term goal of attaining a Master's Degree someday. Ryan has proudly held CESP certification since 2013. Currently, Ryan works as a Program Manager for NEBA, where he oversees all of Connecticut's competitive employment services. Ryan has served on the Connecticut APSE Chapter Board since 2012, and has served as the current Chapter President since 2014. He is also a member of the National Board's chapter development committee. Ryan's journey through supported employment has included roles as a job developer, job coach, case manager, administrator, program manager, and more. As a trainer/presenter, he has facilitated training at APSE National Conferences on job development, job coaching, leadership development, and social media. In addition to his work with NEBA and APSE, Ryan works at an Apple Store, where he trains product owners on getting the best experience from Apple's amazing life-changing technology. On the personal side, Ryan loves photography and videography, and for a time had a small business dedicated to wedding and portrait photography.



### Regional Delegate: Northwest/Pacific Seat

#### **Shannon McLain**

An employment service professional and researcher, Shannon McLain has devoted herself to the concept of servant leadership and the field of workforce development in an effort to promote the Employment First philosophy. Shannon is an ABD Doctoral Candidate of Education in Organizational Development with an emphasis of Organizational Leadership from Grand Canyon University. Shannon's doctoral dissertation explores predictors of persons with intellectual/developmental disabilities (I/DD) to earn a living wage in Washington State. Shannon has lead two studies (two more are in process) with the Community Employment Alliance in Washington State regarding employment vendor/CRP cost of services. The results of the data were written as individual documents and are recognized by Washington State DDA (Developmental Disability Administration) and Division of Vocational Rehabilitation (DVR) as a tool in conversations regarding rate negotiation in both hourly and outcome based contracts. She has also partnered with two colleagues to write an article accepted into the Regent Moral Leadership Conference, 2013, on the subject of Moral Leadership: Executive Servant Leadership as a Means to Overcoming Organizational Resistance to Innovation.

## About APSE

Founded in 1988, the Association of People Supporting Employment First (APSE) is a growing national non-profit membership organization with an exclusive focus on integrated employment and career advancement opportunities for individuals with disabilities. APSE has chapters in 38 states (including the District of Columbia.) APSE members come from all 50 states and Puerto Rico, as well as several foreign countries. For more information, please visit our website: [www.apse.org](http://www.apse.org)