



2022

ANNUAL  
REPORT

NATIONAL  
LEADERSHIP  
CONSORTIUM



ON DEVELOPMENTAL DISABILITIES

## Our Vision

To increase the capacity of leaders, organizations, and systems to better promote and support the rights, inclusion, and human dignity of people with disabilities.

## Our Core Values

**Authentic Leadership:** We promote professionalism, respect, and values-based leadership for everyone.

**Human Dignity & Rights:** We believe that all people have basic human rights of dignity, choice, and control and that autonomy, decision-making, and access to chosen supports are social justice imperatives.

**Inclusion:** We believe all people should be supported to live, work, and become meaningful members of their communities in valued roles.

**Networking and Collaboration:** We create a mutually supportive national and international community of leaders committed to integrity, learning, and informing one another.

**Responsiveness:** We work to effectively serve human service organizations and leaders working in them to best impact the lives of those supported in the system through research, customized support, collaboration, and outstanding products and training.

## Our Mission

The National Leadership Consortium provides high quality, values-based training, customized support, research, and evaluation to develop the skills, knowledge, resources, and networks of leaders so that organizations and systems support people with disabilities to direct their own services and lives and fully belong in their chosen communities.

[www.natleadership.org](http://www.natleadership.org)



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## Letter from the Co-Directors

We appreciate you taking some time to reflect on 2022 with us. It was an important year of growth and transition for the National Leadership Consortium. We're excited to share with you our changes, accomplishments, and highlights.

We're thrilled to have started the year by becoming an affiliate of the Council on Quality and Leadership (CQL). The National Leadership Consortium and CQL have been industry partners for several years and our aligned efforts to strengthen leadership and organizational practices in our field make this formal partnership a natural fit for the National Leadership Consortium. As an affiliate, we have the benefit of operating semi-autonomously within CQL, sharing a culture and vision with CQL while still striving toward our goals to advance leadership as the National Leadership Consortium.

Our team has also grown and transformed in the last year. Nancy Weiss and Steve Eidelman transitioned to advisory roles for the National Leadership Consortium; we are grateful for their ongoing partnership and support of the organization that was founded more than 15 years ago based on their vision for the field. Our team also grew in 2022, with the addition of Lay'vaon Paulley, who joined as a Program Coordinator. His previous experiences with event coordination and customer service make him an asset to our team. We look forward to expanding our team even further in the coming years to meet the growing demand for our programs, targeted support, and research.

In our 2022 annual report, you'll find stories, data, and information about our work over the last year or so. More than 450 current and emerging field leaders attended our trainings in person and virtually, including our 100th Leadership Institute that we facilitated in the Philadelphia area in July 2022. Early in 2022, we also launched the National Leadership Consortium Bulletin, an online journal of practice designed to translate research into practical strategies and innovative approaches that can inform leaders in our field. Several Leadership Institute alumni and faculty have already contributed to the five issues that we've published. And as always, in 2022 we learned from leaders around the country who are innovating and transforming the service system.

This annual report is a celebration of our organization's accomplishments, as well as the accomplishments of our swiftly expanding network!

Gratefully,



*Caitlin Bailey and Kristen Loomis*

# National Leadership Consortium Strategic Objectives and Goals for 2022

**D**uring our year of transition to Council on Quality and Leadership, the National Leadership Consortium set some ambitious and needed strategic goals to secure a structure and foundation in our new partnership with the Council on Quality and Leadership. Since we began, the National Leadership Consortium has continued to grow and expand our network and support to disability sector organizations and their leaders at all levels. In the upcoming years, we see many exciting opportunities, and our 2022 strategic goals have helped us focus our attention and growth on opportunities that, will have the most needed impact on our field.

## 2022 Strategic Priorities

- 1 Growth and Expansion of the National Leadership Consortium Programs.** In 2022 we focused on developing new programs and customized support opportunities, expanding the reach and dissemination of our research and evaluation, and continuing to explore virtual and hybrid models for training and workshops.
- 2 Transition and Growth of the National Leadership Consortium Team.** In 2022 we worked as a team to define and refine our infrastructure and internal processes as an affiliate of CQL while streamlining operations, restructuring roles and growing our team, and establishing the financial sustainability of the organization in our new partnership.
- 3 Diversification of the National Leadership Consortium Team, Contractors, and Customer Base.** In 2022 we reviewed our internal and external outreach processes, including recruitment and retention of employees, program speakers, and contractors, and worked to increase the diversity of our team, faculty, and program participants.
- 4 Marketing and Communication of National Leadership Consortium Programs, Resources, Products, and Information.** In 2022, we focused on creating new and strengthening existing marketing approaches and materials and enhancing sponsorship of our programs.
- 5 Increase the National Presence and Connections of the National Leadership Consortium.** In 2022 we strived to enhance existing partner relationships, increase our collaboration with CQL, ensure that people with disabilities were meaningfully included as guest speakers, contributors, and participants of our programs, and increase ongoing opportunities for engagement and learning with Leadership Institute graduates.

*"SO impactful! Not a single part of the Institute that didn't provide a valuable lesson or resource for those in the IDD field." ◆◆◆*



# 2022 National Leadership Consortium Initiatives By the Numbers

## Presentations at conferences/webinars/podcasts:

- ◆ ANCOR ◆ CQL ◆ INARF ◆ Reinventing Quality ◆ Achieva ◆ AAIDD ◆
- ◆ NACDD ◆ AFCPE ◆ Special Needs Navigator Podcast ◆



## Exhibiting at Conferences:



Workshops facilitated:  
4 virtual workshops  
67 participants attended

67

Leadership Institutes facilitated:  
9 total (3 virtual, 6 in-person) in  
Pennsylvania (2), Illinois (2), California,  
Colorado, Michigan, Texas, and Indiana

9

Leadership Institute graduates:  
190 people graduated from  
Leadership Institutes in 2022;  
2,535 graduates total since 2006

190

Targeted Training and  
Customized Support:  
206 people

206

Total Participants  
in our programs  
for 2022:

463

Funding  
for 2022  
Programs:

36%

Foundation  
funding

34%

State Government  
or Developmental  
Disabilities  
Council funding

30%

Fee for  
Service or  
Sponsorship  
funding

# Leadership Training and Programs

The National Leadership Consortium provides essential leadership development, training, and support programs for disability service sector leaders representing a range of professional roles and positions from direct service to top executive leadership. These programs are designed to meet the specific developmental needs of leaders in various stages of their careers and leadership roles.

National Leadership Consortium programs center around enhancing the knowledge, skills, resources, and networks of current and emerging field leaders within the context of best practices and innovation in disabilities sector organizations. We believe that great leadership in our field is predicated on the notion that one's professional purpose is to advance the rights and human dignity of people with disabilities. Attendees of our programs develop and enhance their skills to transform their organizations and systems, build a strong and engaged workforce, and advance their careers in ways that promote inclusion, autonomy, control, and fulfillment for people with disabilities.

## Leadership Institute

Our signature Leadership Institute is an intensive leadership development program for current and emerging field leaders. The Leadership Institute builds attendees' knowledge of trends and best practices in the disabilities service sector, professional and interpersonal leadership skills and strengths, and transformational leadership acumen. Leaders participate in interactive, exercise and discussion-based sessions and learn from field experts who offer practical strategies, approaches, and lessons in enhancing professional, organizational, and systems practices.

In 2022 we facilitated nine Leadership Institutes for leaders across the United States and Canada. Some standouts include our **first Leadership Institute back in person** since the beginning of the COVID-19 pandemic. 22 people from the western and midwestern United States joined us in June in Napa, California for our 5½ day Institute. We are thrilled to be able to continue to offer virtual Leadership Institutes, but it was great to meet in person again. We held **our 100<sup>th</sup> Leadership Institute** in 2022 the Philadelphia area in July for 24 leaders from 14 states and Canada. During this Leadership Institute our team reflected on how

*"This was a wonderful and enlightening experience. My director said, 'Prepare to be uncomfortable, if we are uncomfortable then we are growing' and I believe my growth spurt is just beginning!"* ◆ ◆ ◆



## Leadership Training and Programs

*... continued*

grateful we are that organizations continue to invest in the development of their leaders, making 100 Leadership Institutes possible! We ended 2022 kicking off our **first ever Virtual Canadian Leadership Institute for Developmental Services** for 35 leaders from four provinces. With partnership and support from the Azrieli Foundation, we are excited to grow our Canadian network!

### National Leadership Consortium Workshops.

The National Leadership Consortium began designing and facilitating multi-session workshops to help leaders in our network focus on developing and honing specific skill sets needed to lead effectively in their organizations. In 2022 we offered four online workshops for 67 leaders from our network. Attendees honed their strengths and developed skills related to leading effective, efficient, and psychologically safe teams, preventing and addressing burnout, enhancing trauma informed organizational practices, and career planning to prepare for an executive leadership role. Workshops provide a deep dive into different topics to help leaders assess, strengthen, and translate important leadership skills relevant to their day-to-day responsibilities. Workshops are offered by National Leadership Consortium staff and faculty who bring a wealth of knowledge and experience in each area highlighted.

*“You will learn so much for the Leadership Institute, feel supported from staff and others participating institute and be tested every day.”*



# Impact of the National Leadership Consortium Training and Programs

## Leadership Research Findings Over Time

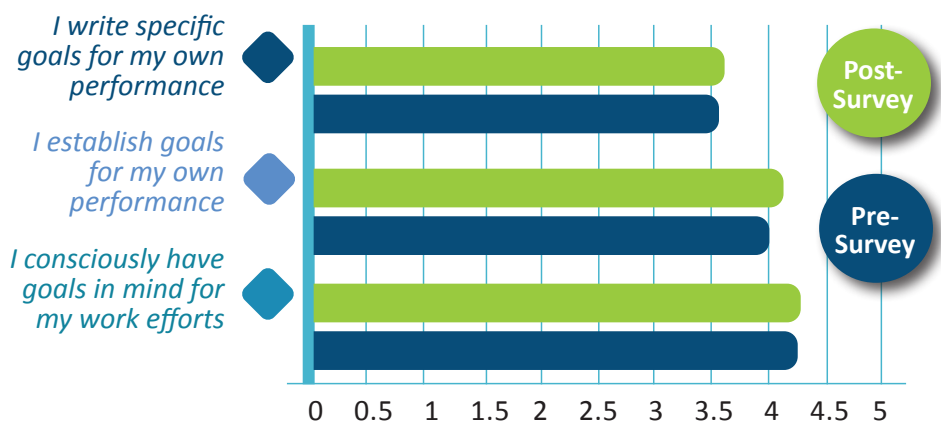
The National Leadership Consortium has been collecting data from existing and emerging leaders in the disabilities field during our Leadership Institutes since they began in 2006. Having conducted more than 100 Leadership Institute trainings with more than 2,500 graduates, our robust data about the current skills, experience, and values of leaders continues to grow. Like most research during the pandemic, we experienced a decline in data collection over the past two years as we transitioned from in-person to virtual and hybrid programming. However, the data we did collect through our many surveys this year mirrored what we have seen across Leadership Institute data from the past five years.

■ **Satisfaction with the Leadership Institute** | We often hear that Leadership Institute graduates rave about their experience at the training and recommend it to others at their agencies. We also see evidence of our impact when graduates' colleagues from the same organizations attend future Leadership Institutes, and because many graduates enthusiastically collaborate in ongoing research, technical assistance, programs, and presentations with the National Leadership Consortium. Our data backs up what we see anecdotally. Participant responses from the last five years of End of the Week evaluations illustrate high satisfaction with the training, with participants giving an average score of 4.67 out of 5 for speaker presentation quality, and with 97.7% of participants

giving a score of 4 ("Satisfied") or 5 ("Very Satisfied"). Participants from 2018-2022 gave the exercises, discussions, and group activities of the Leadership Institute an average score of 4.63 out of 5, with 97.3% of participants giving it a score of 4 ("Satisfied") or 5 ("Very Satisfied").

■ **Goal Setting** | A primary focus of the Leadership Institute trainings is setting goals and creating actionable steps toward organizational, programmatic, and systems change. Participants develop and refine Leadership Challenges throughout the week, which focus on establishing a plan to implement once returning to their organizations. The pre- and post-surveys taken at the beginning and the end of the Leadership Institutes gauge growth in several areas, including goal setting. Over the past five years, Leadership Institute participants have consistently improved in goal setting skills throughout the week. While changes were incremental, the data was collected right at the end of the week-long training and we suspect these skills continue to grow when participants are able to put them into practice once they are back in the workplace.

### Increased Goal Setting Skills After the Leadership Institute

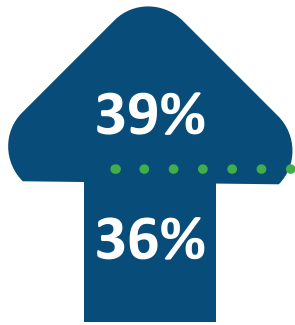




■ **Values and Expectations** | Participants of the Leadership Institute often describe a shift in mindset related to their values about or expectations for the people they support. Responses related to values on the pre- and post-surveys reflect this mindset reorientation, with an increase in more progressive views about people with disabilities from an average over the last five years of 4.03 out of 5 on the pre-

survey to an average of 4.17 on the post-survey. There was a large decrease in more traditional, risk-averse values from the beginning of the Leadership Institute and the end of the week, with participants scoring an average of 4.25 out of 5 on the pre-survey (leaning more toward risk-averse values being “Mostly Accurate” or “Completely Accurate”) and an average of 3.40 out of 5 on the post-survey.

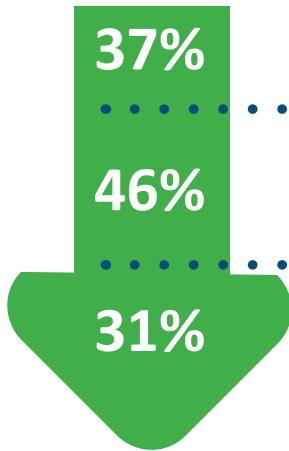
**Percent of participants who increased in more progressive values about the role of professionals in the lives of the people they support after the Leadership Institute**



*Professionals should not make decisions for people with disabilities unless absolutely necessary*

*The rights of people with disabilities are more important than professional concerns about their problems*

**Percent of participants who decreased in more traditional values about the abilities of people with disabilities after the Leadership Institute**



*People with disabilities are happier when they live and work with others like them*

*Without some control and supervision, people with disabilities could get in real trouble out in the community*

*People with disabilities should live in sheltered facilities because of the dangers of life in the community*

# Customized Support for Leaders and Organizations

**A**ligned with our vision to increase capacity in our field to promote and support the rights, inclusion, and dignity of people with disabilities, the National Leadership Consortium offers customized support to enhance transformation and development efforts of leaders, organizations, and systems. Our customized support approach is tailored to the goals and needs of the people and organizations that seek our support. We work with leaders from every level of an organization to determine the strategies that will best support forward movement, including:

- Developing tools and exercises to create visions for transformation and related actionable goals
- Creating and reviewing metrics and processes to assess current strengths and needs of the organization, staff, and stakeholders
- Offering resources and facilitated exercises to develop concrete short- and long-term plans, benchmarks, and tools to evaluate progress
- Providing ongoing training, resources, connections, and information needed to sustain momentum throughout transformation and development efforts

In 2022, we offered a range of customized support. Some of our work included technical assistance to guide transformation initiatives from center-based to community-based services and facilitation of a visioning initiative to determine statewide goals and plans to enhance inclusion and quality lives for people with disabilities.

*“The Leadership Institute gave me a lens to the areas that I need to improve upon by providing activities and surveys. Activities allowed for trust building with the other participants to be open to receiving feedback and advice. I am bringing back to work with me valuable tools that I will be able to implement immediately into my leadership.”* ◆◆◆

*"It was an amazing week of learning. I feel beyond inspired and motivated. My spirit has been renewed with a new toolbox, insight about myself and different perspectives on a pathway forward."* ◆◆◆

## Customized Support for Leaders and Organizations

*... continued*

### Supporting Transformation of Community Day Services

Over the last year, the National Leadership Consortium partnered with an organization to set the stage for the transformation of their Community Day Services from congregate, facility-based programs to individualized, community-based supports. We provided technical support in the form of education and connection with field experts related to innovative practices in community services, comprehensive assessments to determine organizational strengths and areas of need related to their transformation goals and change management processes, and education to help them develop actional goals and plans toward their transformation goals. We also met with organizational stakeholders several times to provide ongoing technical support, information, and resources and to troubleshoot barriers to the transformation process as they arose. At the end of our time with them, the organization had developed a foundation for transformation and was ready for implementation once restrictions related to the COVID-19 pandemic passed. We're excited to continue to see the positive impact that they will have on the lives of people they support, who will have more connections and opportunities to meaningfully engage in their communities on a day-to-day basis.

### Facilitating a Visioning Summit for the Oregon Developmental Disabilities System

In the fall of 2022, the National Leadership Consortium collaborated with the Oregon Council on Developmental Disabilities to develop and facilitate a statewide Visioning Summit focused on determining long- and short-term goals and a plan for the Oregon Developmental Disabilities system in the future. The visioning Summit included the perspectives of people with disabilities, family members of people with disabilities, and professionals in service, case management, and advocacy roles from across the state. We brought our facilitation and evaluation expertise to this collaboration to develop a three-day Summit that took the group through the process of developing a vision, determining realistic five-year goals, and creating a plan to launch and build momentum for the goals and initiatives identified. Our team also captured each element of the process and discussions and developed a comprehensive report and will continue to support and guide stakeholders across the state as they begin to implement their visions.

# Research and Evaluation Projects

The National Leadership Consortium research team conducted many research and evaluation projects in 2022 that helped advance the disabilities field and services and supports for people with disabilities. Some of our work that has had the biggest impact include: a national research project where we investigated the current state of future financial planning and drafted recommendations to improve processes, support, and policies for people with disabilities and their families; a local project where we designed and executed an external review of the inclusion of people with disabilities as interviewers in the Independent Monitoring for Quality (IM4Q) process for the Office of Developmental Programs in collaboration with Temple University's Institute on Disabilities; the continued development of our soon-to-be-nationally validated Organizational Priorities and Practices Inventory (OPPI), a self-assessment tool service that helps professionals gauge the priorities of their organizations and the alignment of their practices; and our ongoing longitudinal study of leadership development and impact using data collected from the participants of our Leadership Institute trainings.

## National Research

The National Leadership Consortium was funded by the May and Stanley Smith Charitable Trust to study future financial planning for people with disabilities and develop a framework of best practices and recommendations to the field. The mixed methods study was launched in June of 2020 and involved 40 interviews, a web-based national survey with 5,252 responses, and workshops with 25 experts to get the perspectives of people with disabilities, family members of people with disabilities, and financial, legal and disability professionals. We also conducted a follow up study to explore the impact of the COVID-19 pandemic on saving and future financial planning through 40 interviews with people with disabilities and family members of people with disabilities. In the last year, our research team has published the results of this project in peer reviewed journals and presented the findings at national conferences and in webinars and podcasts. Many of the collaborations and presentations came at the request of organizations that are working to improve financial planning services and support for people with disabilities, such as The Arc, the National Disability Institute, Achieva, and Stetson University, due to the importance of the topic, the rigor of the research, and partnerships formed during the process. Key findings and more about the project can be found on the National Leadership Consortium website at [www.natleadership.org/publications](http://www.natleadership.org/publications).

*"This has been the best professional experience that I have ever had the honor to be a part of."* ◆ ◆ ◆

### Program Evaluation

The National Leadership Consortium was funded by the Institute on Disabilities at Temple University to conduct an external evaluation to understand how people with disabilities were supported to be employed as monitors in the Independent Monitoring for Quality (IM4Q) data collection process during the COVID-19 pandemic. We studied people's experiences during transition from in-person to virtual IM4Q interviewing monitoring, and our findings will inform future training, support, and accessibility for Interviewers with disabilities. The IM4Q project builds on the National Core Indicators process of measuring satisfaction, dignity, respect, rights, emergency preparation, employment, relationships, inclusions, choice, and control from the perspective of Pennsylvanians with disabilities who use services and supports. The IM4Q process includes people with disabilities as independent Monitors to provide peer-to-peer interviewing and data collection. Throughout the COVID-19 pandemic, IM4Q data collection transitioned to virtual interviews to ensure the health and safety of both Monitors and Interviewees. Key findings and more about the project can be found on the National Leadership Consortium website at [www.natleadership.org/publications](http://www.natleadership.org/publications).

### Organizational Evaluation

The National Leadership Consortium team has been developing the Organizational Priorities and Practices Inventory (OPPI), a holistic tool that measures the implementation of evidence-based best practices of disability organizations. The OPPI combines the principles of person-directed services, self-determination, participatory management, diversity, equity and inclusion, effective and transparent leadership, and stakeholder input into organizational governance with daily workplace practices to evaluate organizational performance. The OPPI is versatile and can be utilized by a range of organizations in the disability services sector, including those that provide, oversee, advocate for, fund, regulate, or otherwise support services for people with disabilities. This year we have launched the final steps of the validation process, which confirms its theoretical and methodological reliability in practice. We expect the OPPI to be publicly available by the fall 2023. By enabling agencies to evaluate their practices and performance, the OPPI will not only help improve organizational operations, but can also contribute to policy recommendations that will improve quality of services for the field overall. For additional information and supplemental materials about the OPPI, please contact Monica Mesa-Alvarez at [mmesa@natleadership.org](mailto:mmesa@natleadership.org).

*"This was fantastic! I felt like someone finally 'got it!' This aligns with my experience and my education, and it confirmed what I know."* ◆◆◆



# National Leadership Consortium Partners

The National Leadership Consortium partners with 19 national disability organizations. Our partners inform and support our work and offer mutual connections to efforts that progress the field and ultimately the rights of people with intellectual and developmental disabilities. Partners use their knowledge of field trends, innovations, and interests to provide input and insight into our work.

- **The Alliance for Citizen Directed Supports**  
[www.citizendirectedsupports.org](http://www.citizendirectedsupports.org)
- **The American Academy of Developmental Medicine and Dentistry (AADMD)**  
[www.aadmd.org](http://www.aadmd.org)
- **American Association on Health and Disability (AAHD)**  
[www.aahd.us](http://www.aahd.us)
- **The American Association on Intellectual and Developmental Disabilities**  
[www.aaid.org](http://www.aaid.org)
- **The American Network of Community Options and Resources Foundation (ANCOR)**  
[www.ancorfoundation.org](http://www.ancorfoundation.org)
- **Association of People Supporting Employment First (APSE)**  
[www.apse.org](http://www.apse.org)
- **The Arc of the United States (The Arc)**  
[www.thearc.org](http://www.thearc.org)
- **The Autistic Self Advocacy Network (ASAN)**  
[www.autisticadvocacy.org](http://www.autisticadvocacy.org)
- **The Council on Quality and Leadership (CQL)**  
[www.c-q-l.org](http://www.c-q-l.org)
- **Human Services Research Institute (HSRI)**  
[www.hsri.org](http://www.hsri.org)
- **The Learning Community for Person Centered Practices (TLC-PCP)**  
[www.tlcpcp.com](http://www.tlcpcp.com)
- **National Association of Councils on Developmental Disabilities (NACDD)**  
[www.nacdd.org](http://www.nacdd.org)

## National Leadership Consortium Partners

... continued

- National Association for the Dually Diagnosed (NADD)  
[www.thenadd.org](http://www.thenadd.org)
- National Alliance for Direct Support Professionals (NADSP)  
[www.nadsp.org](http://www.nadsp.org)
- The National Association of QIDPs  
[www.n-a-q.org](http://www.n-a-q.org)
- National Association of State Directors of Developmental Disabilities Services (NASDDDS)  
[www.nasddds.org](http://www.nasddds.org)
- Research and Training Center on Community Living, Institute on Community Living at the University of Minnesota (RTC)  
<https://ici.umn.edu/program-areas/community-living-and-employment>
- Self Advocates Becoming Empowered (SABE)  
[www.sabeusa.org](http://www.sabeusa.org)
- TASH  
[www.tash.org](http://www.tash.org)

*"I found the Leadership Institute to be an incredibly valuable experience. Not only did I learn more about the field of IDD, but I also learned about myself as a teammate and leader in a way that no other Institute has captured. I will use this information daily to improve myself and my work. I would highly recommend this Institute to anyone working in the field."* ◆◆◆

# National Leadership Consortium Faculty, Staff, and Advisors

In addition to the National Leadership Consortium staff, a distinguished group of local and national leaders support our programs and targeted support work, including Leadership Institutes, technical assistance, and skill-based workshops as faculty. Faculty include leaders with a range of experience and expertise in:

- Effective leadership and management skills, values, and strategies
- Best practices in services and supports for people with disabilities
- Disparities that impact the human rights of people with disabilities
- Sustainable change and transformation strategies and management for disability sector organizations and systems
- National trends and policy impacting the disability service sector
- The history of the disability service sector
- Research and evaluation of disability service sector organizations and systems

**Abby Yim**, *Integrated Community Services\**

**Adam Tucker**, *Colorado Department of Healthcare Policy and Financing\**

**Amanda Faulkner**, *Frontier Community Services\**

**Amanda Pyle**, *Golden Gate Regional Center\**

**Amanda Rich**, *York College*

**Annette Downey**, *Community Living Services\**

**Bill Gaventa**, *Institute on Theology and Disability*

**Cathy Terrill**, *Terrill Consulting*

**Corey Dalgleish**, *Community Living Operations\**

**David Ervin**, *Makom\**

**Derrick Dufesne**, *CRA Consulting*

**Diane Richler**, *Inclusion International's Catalyst for Inclusive Education*

\*Graduate of the Leadership Institute





**Elizabeth Vasquez**, *Management Consulting Associates*

**Erik Carter**, *Baylor University*

**Gail Godwin**, *Shared Support Maryland, Inc.\**

**Jeanine Zlockie**, *National Association of State Developmental Disabilities Directors\**

**Joe Macbeth**, *National Alliance for Direct Support Professionals\**

**Kaela Talafili**, *Becoming Independent\**

**Karen Adams-Gilchrist**, *Providence Center, Inc.\**

**Lynne Seagle**, *Hope House Foundation*

**Mara Clawson**, *When Colors Get Along*

**Marian Frattarola-Saulino**, *Values Into Action\**

**Marion Olivier**, *Qlarant\**

**Melissa Disipio**, *Philadelphia Coordinated Health Care\**

**Nancy Weiss**, *National Leadership Consortium on Developmental Disabilities*

**Rick Rader**, *American Academy of Developmental Medicine and Dentistry*

**Sally Gould-Taylor**, *Institute on Disabilities at Temple University\**

**Santa Perez**, *Nevada Governor's Council on Developmental Disabilities\**

**Sharon Lewis**, *Health Management Associates*

**Sheraden Nicholau**, *State Council on Developmental Disabilities\**

**Steve Eidelman**, *National Leadership Consortium on Developmental Disabilities*

**Sue Swenson**, *Inclusion International*

\*Graduate of the Leadership Institute



*We asked some of our faculty: “What is really exciting to you that is going on in the disabilities field right now?” and here’s what they said:*



“We are excited about our new [ListenIncludeRespect guidelines](#) to help organizations include persons with intellectual and developmental disabilities in their work. The guidelines are based on thousands of consultations around the world. The core principle is that people with intellectual and developmental disabilities have strong ideas to add if only we can listen, a principle also recognized in your work through NCLDD. Organizations that have used ListenIncludeRespect tell us it helps them move past tokenism and gain insights from people with intellectual and developmental disabilities that make a difference to their work. “

*Sue Swenson*

*– President of Inclusion International*



“I am very excited to see the disabilities community be included in the fabric of society. The voices of people with developmental disabilities and intellectual disabilities are finally being heard and respected. I believe that people with developmental disabilities and intellectual disabilities could have a powerful voice because we are the largest minority group in the country. We as a minority have great strength and power!”

*Santa Perez*

*– Chairperson of The Nevada’s Governor’s Council on Developmental Disabilities*



“It is inspiring to see this generation of leaders who are able to honor the history of this field and continue to carve out a new path for the future. As the Human Services field continues, I’m excited that we continue to push the status quo and not settle for ‘we’ve always done it this way’ mentality. I’m looking forward to strengthening our community further in order to break down the stigmas and barriers of what it is like to interact with and support a person with a disability.”

*Kaela Talafili*

*– Director of Education of Becoming Independent*



## National Leadership Consortium Staff and Advisors



**Kristen Loomis, MBA**  
Co-Director



**Lay'vaon Paulley**  
Program Coordinator



**Nicole Jones**  
Program Coordinator



**Cory Gilden, PhD**  
Research and Evaluation  
Manager



**Steven Eidelman, MBA, MSW**  
Co-Founder and Advisor



**Caitlin Bailey, PhD**  
Co-Director



**Nancy Weiss, MSW**  
Co-Founder and Advisor

*"The Leadership Institute is like the professional bootcamp that you didn't know you needed. The week is a whirlwind of information, but it is so well paced and organized that I didn't want to quit. My brain was mush by evening and super charged by morning. It was everything I didn't know I needed."* ◆◆◆

# Looking Forward in 2023

Last year was filled with important and significant transitions for the National Leadership Consortium. We are so excited to be an established affiliate of the Council on Quality and Leadership and to have grown our team and capacity to support the development of leaders in the disabilities service sector. Now that we've made it to 2023, our goal is to spend the year building on many of the changes initiated in 2022 and to ensure that the National Leadership Consortium is offering opportunities and support to current and emerging leaders in our field that continue to be innovative, inclusive, and aligned with our mission to advance the rights of people with disabilities through leadership development.

To do this, we've determined five strategic goals that will guide our work in the coming year. These goals center on internal and external development and growth as well as refocusing our efforts to offer resources and partner with field leaders in ways that promote continued transformation of the field.

## 2023 Strategic Priorities

- Expand National Leadership Consortium reach and innovation for the field through Leadership Institute and program development, research and evaluation, and building connections with current and future networks and partners
- Enhance the dissemination of National Leadership Consortium research to expand knowledge of skills, efforts, and successes of leaders in our field
- Grow outreach and communication about the National Leadership Consortium to improve information and support for our network
- Continue to focus on enhancing diversity and inclusion in the National Leadership Consortium team, contractors, and customer base, particularly by deepening our connections with field leaders with disabilities as National Leadership Consortium faculty and partners
- Enhance internal processes and structures to support National Leadership Consortium team growth and engagement

The National Leadership Consortium will continue to be busy in 2023, offering training and development programs, including Leadership Institutes, providing targeted support to field leaders and organizations, and conducting research and evaluation that will help inform leaders' practices and direction. Some standout work that we're really looking forward to this year include up to 10 Leadership Institutes that will be held virtually and in person throughout the United States and Canada, as well as several development and targeted support opportunities focused on advancing systems change, such as an initiative to promote leadership in Direct Support Professionals in Delaware, and a workshop designed to help leaders enhance organizational practices related to diversity, equity, and inclusion.

We hope that you will continue to connect with us throughout the next year in our programs, online community of practice, and research. If we can offer you support or assistance, or you would like to partner with us to promote innovative and effective leadership development and practices, please reach out!

*Looking forward to a great year!*

***The National Leadership Consortium Team***

## 2023 Projects We're Excited About

### ■ Leadership Institutes in 2023

We plan to facilitate up to 10 Leadership Institutes for leaders across North America. We will hold our Winter and Summer Leadership Institutes in the Midatlantic area, as well as a Midwest Leadership Institute for leaders in the Central U.S., a Canadian Leadership Institute, Leadership Institutes for Western States leaders, and more. If you are interested in attending a Leadership Institute, or in bringing a Leadership Institute to your state, province, or region, please contact us for more details!

### ■ Accelerator for Champions of Equity Workshop

Beginning in March 2023, we will hold a virtual workshop for leaders who aim to advance diversity, equity, and inclusion in their organizational practices, policies, and day to day operations. The workshop has been developed in partnership with Jonathan Meagher Zayas, an expert in developing professionals and transforming organizational practices to address systemic oppression and promote diversity, equity,

and inclusion. Leaders who participate in this workshop will gain actionable strategies and develop plans to implement within their organizations. We look forward to engaging in this essential workshop with you!

### ■ Leadership, Empowerment, Advancement, And Development for Delaware DSPS

The National Leadership Consortium has partnered with the Delaware Division of Developmental Disabilities Services to create a 12-week leadership development program for Direct Support Professionals across the state. DSPs will engage in training and networking opportunities designed to leverage strengths and cultivate leadership capacity throughout the direct support workforce. DSPs will gain confidence, knowledge, skills, and meaningful connections with leaders across the state and use their enhanced leadership capacity to advance services and supports for people with disabilities.

[Click here](#), visit our website ([www.natleadership.org](http://www.natleadership.org)), or contact us ([info@natleadership.org](mailto:info@natleadership.org)) to learn more about our upcoming programs!

*"The Leadership Institute was the first opportunity I received to actually meet with people with the same purpose and mission. It was incredibly inspiring and captivating to learn where our industry is moving. The time for change is now and this group of presenters, organizers, and participants really helped give me hope for the future."* ◆◆◆



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