



2024

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



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Letter from the Co-Directors

This year, resilience was a common focus of our work. We presented a few keynotes and created resources on the topic, and CQL and the National Leadership Consortium led a pre-conference on leading in challenging times at the Reinventing Quality Conference. Resilience also consistently came up in our research about what it takes to lead transformation in our field. It became the theme of 2024.

Our team, as always, has also been amazingly resilient in a year focused on strategic growth that sometimes (often) felt chaotic and overwhelming (as is the case with growth). Their commitment to excellence, care for our work, team, and network, and willingness to develop and evolve as leaders and an organization is what makes us great. So, we're taking this opportunity to begin celebrating our year by telling you more about their accomplishments!

At the beginning of 2024, Monica Mesa Alvarez joined us full-time as a Research Associate after having worked with us for several years in grad school. In 2024, Monica led the validation and growth of the [Organizational Priorities and Practices Inventory \(OPPI\)](#), our holistic evaluation tool for disability organizations. They also took on a crucial role in developing and writing grants that helped us increase our award rate from about 50% to 70%!

Nicole Jones continued to ensure that our programs and trainings were smooth from start to finish. Her expertise in customer support and her passion for creating environments for our [Leadership Institutes](#) and [other trainings](#) that maximize learning and growth for all participants are key to what makes the National Leadership Consortium stand out.

Cory Gilden led our research efforts to bring needed information and data to field leaders. Her excellent project management skills kept us on track during a very busy summer of surveys, interviews, policy scoping, data analysis, and report writing. Cory also partnered with CQL's Carli Friedman to [publish an article](#) about the impact of leadership on the outcomes of people with disabilities using [Personal Outcomes Measures® \(POM\)](#) data.

We are also fortunate to have incredible partners who join us in growing the knowledge, skills, resources, and networks of disability sector leaders. In 2024, we were honored to partner with people with disabilities as speakers for our training and programs, co-facilitators and specialists for our customized support, and interviewers and expert consultants for our research. Seven Leadership Institute graduates also dedicated their time, expertise, and energy to an inaugural advisory committee that will guide our work next year and beyond.

Finally, if we haven't mentioned you yet, we are grateful for field leaders and your resilience. Your unwavering passion and commitment to advancing the human rights of people with disabilities by becoming and being great leaders are critically important, especially as we continue into a 2025 that is full of uncertainty. Your engagement and focus on leadership make our work possible and make this field better. To say we are thankful is an understatement.

We hope you enjoy reading the National Leadership Consortium's 2024 Annual Report. Thanks for celebrating with us!



Kristen and Caitlin
Kristen Loomis Greenidge and Caitlin Bailey



A Celebration of Steve and Nancy



In September, we had the honor of celebrating National Leadership Consortium Co-Founders Steve Eidelman and Nancy Weiss at a party on the Maryland Science Center Rooftop. Family, friends, and current and past colleagues of Nancy and Steve joined us for an evening of connecting, sharing, and celebrating. Between them, Nancy and Steve have over 90 years of experience working in, leading, and changing the disability service sector in the United States and internationally. As you can imagine, many of those family members, friends, and colleagues wanted to recount the impact that Steve and Nancy had on them, their organizations, and the disability service sector.

Steve and Nancy's dedication and passion to supporting and elevating the rights and dignity of people with disabilities shines through in the work they have done in each of their roles and organizations. Although the initial idea to create an organization dedicated to supporting, training, and developing the leaders in the disability field was Steve's, the National Leadership Consortium may not have come to fruition, and certainly would not have been the organization it is today, without the incredible partnership between Nancy and Steve. Their complimentary skills and strengths benefited the Consortium and the more than 3,000 leaders who have been trained by the Consortium since then. They have spent so much time investing in the development and growth of leaders across this field and countless hours living the values of the organization they built. They have done what they set out to do to make sure this field has the next and the next and the next and the next generation of committed and passionate leaders.



We were so thrilled to be able to come together and celebrate the amazing accomplishments, impact, and influence that Steve and Nancy have had and will continue to have on the disability service system, the leaders in it, and the lives of people with disabilities. As Nancy and Steve continue to serve as Advisors to the National Leadership Consortium, we know they will continue to have the same kind of drive and enthusiasm for change and the knowledge that one person (or persons) can make a difference. At the National Leadership Consortium, our team is honored to be able to continue the amazing work that they started!



"John Maxwell once said, "Ordinary people with commitment can make an extraordinary impact on their world." Although we would argue that Steve and Nancy are anything but ordinary, we do know that they have and will continue to make an extraordinary impact on the world, the field, and all those around them." ◆◆◆



I have to thank Steve for numerous things but as you all know he's one of the kindest and most character driven people there is. He sets an example for all of us to go forth fearlessly, if not always diplomatically, but fearlessly. I'm grateful to him for being all the wonderful things that we all know he is.

◆ Nancy Weiss



All of you are a small piece of what makes the world a better place and I think people were sharing earlier about tikkun olam which is a Hebrew saying "to heal the world" and we all heal the world. Folks here and those not here. So, starting tomorrow, get to it.

◆ Steve Eidelman



I want to toast Nancy, Steve's amazing co-conspirator for the last 20 years. The development of the Leadership Consortium was always a partnership and from my perspective Nancy was the best partner he could have had, so thank you.

◆ Rachel Eidelman



Such a testimony to Steve and Nancy that there are so many people here from all of the cross currents in our field, all of the multiple parts who have fought the good fight over so many years all coming together because you have all touched us in some way.

◆ Val Bradley



In partnership, Nancy Weiss and Steve Eidelman formed the Leadership Consortium at the University of Delaware thus creating a vision to support and grow the next generation of leaders. More importantly [doing so] with the focus of instilling the values that would guide participants regarding people with disabilities living and directing their own lives.

◆ Lynne Seagle



There's a lot of stars that are burnt out whose light is just now hitting the earth years later. There are other stars that aren't born and then there's some stars that continue to remain lit day after day. When I think about stars that continue to be lit, those you can see even in cloudy sky, it reminds me of Steve and Nancy. So I salute both of you and thank you for the blessing to be able to be here to celebrate you.

◆ Derrick Dufresne



Steve and Nancy, you are both so loved and admired, we are really excited to spend an evening celebrating you with many of the people who love you. Your many accolades, the number of people who are here or wish they could be here, and the work you've done and continue to do in this field clearly show your impact and influence on all of us and the lives of people with disabilities.

◆ Caitlin Bailey & Kristen Loomis



*I have no paragraphs
I have no notes.
We love you.
We all love you.
We love what
you've done.
We love how you did it.*

◆ Sue Swenson

National Leadership Consortium Theory of Change



The National Leadership Consortium

HOW DEVELOPING LEADERSHIP IMPACTS PEOPLE WITH IDD

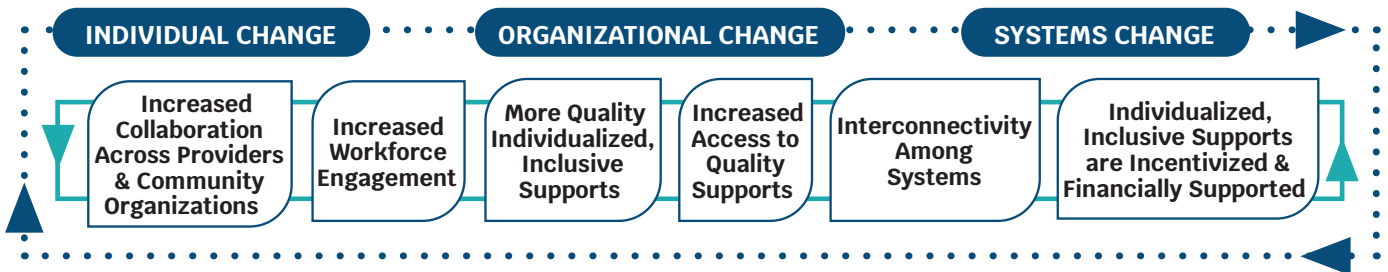
WHAT WE DO



EARLY CHANGES



LATER CHANGES



LONG TERM CHANGES



www.natleadership.org

2024 Strategy in Action

2024 Strategic Goals	What We Did
<p>Increase the reach and reputation of the National Leadership Consortium through enhanced marketing, communication, and outreach.</p>	<p><i>Increased our presence on social media.</i></p>
	<p><i>Regularly shared practical resources, information, and research with our network such as our Briefs and Bulletin.</i></p>
<p>Solidify a sustainable direction and plan for growth of the National Leadership Consortium for the next several years.</p>	<p><i>Diversified our income and projects so that we provided leaders with different kinds of information and resources.</i></p>
	<p><i>Grew our team so we could focus more on research and development.</i></p>
<p>Enhance the reach, connections, and impact of National Leadership Consortium research and evaluation.</p>	<p><i>Conducted seven state and national research projects.</i></p>
	<p><i>Contributed to critically needed areas of knowledge and information for field leaders, including strategies to enhance mental health services for people with disabilities, what it takes for organizations to provide person-directed and inclusive services, and trends in organizational practices in the field.</i></p>
<p>Build National Leadership Consortium partnerships, networks, and engagement, focusing on increasing the inclusion of diverse, underserved, and underrepresented leaders.</p>	<p><i>Included leaders with disabilities in all three types of work we do, including speaking at Leadership Institutes and programs, facilitating customized support, and conducting research interviews.</i></p>
	<p><i>Established the National Leadership Consortium advisory committee to inform work and future direction.</i></p>

2024 National Leadership Consortium Initiatives By the Numbers

Total Participants in Our Programs in 2024:

445

Virtual Workshops Facilitated:
65 People Attended

2

Webinars Hosted:

3

Leadership Institutes Facilitated:
7 total
(6 in-person and 1 virtual)

7

Leadership Institute Graduates:
2024 Total Leadership Institute Graduates: 147
Total Leadership Institute Graduates: 2833

147

Targeted Training and Customized Support:
10 Programs, 233 Participants

10

Funding for 2024 Programs:

Distribution of Our Work in 2024

57%

Training and Programs

19%

Customized Support

24%

Research and Evaluation

Distribution of Funding in 2024

31%

Earned Income

30%

Foundation Funding

39%

Government Funding



"I thoroughly enjoyed the Leadership Institute and its well-designed challenges. The instructors offered continuous support and encouragement. The individual learning environment brought value through variety of visions and life experiences. The presenters offered a dynamic range of resources and knowledge related to the field. I am a proud graduate of Leadership Institute and can't wait to send more of my team members for future opportunities at the institute." ◆◆◆



Presentations at conferences and webinars:

- ◆ AAIDD Annual Meeting ◆ APPAM Fall Research Conference ◆
- ◆ ASPA Annual Conference ◆ 17th World Congress of IASSID ◆
- ◆ ILA Global Conference ◆ NACDD Annual Conference ◆
- ◆ NAQ Annual National Conference ◆ Reinventing Quality Conference" ◆



ASSOCIATION FOR
PUBLIC POLICY ANALYSIS
& MANAGEMENT



Exhibiting at Conferences:

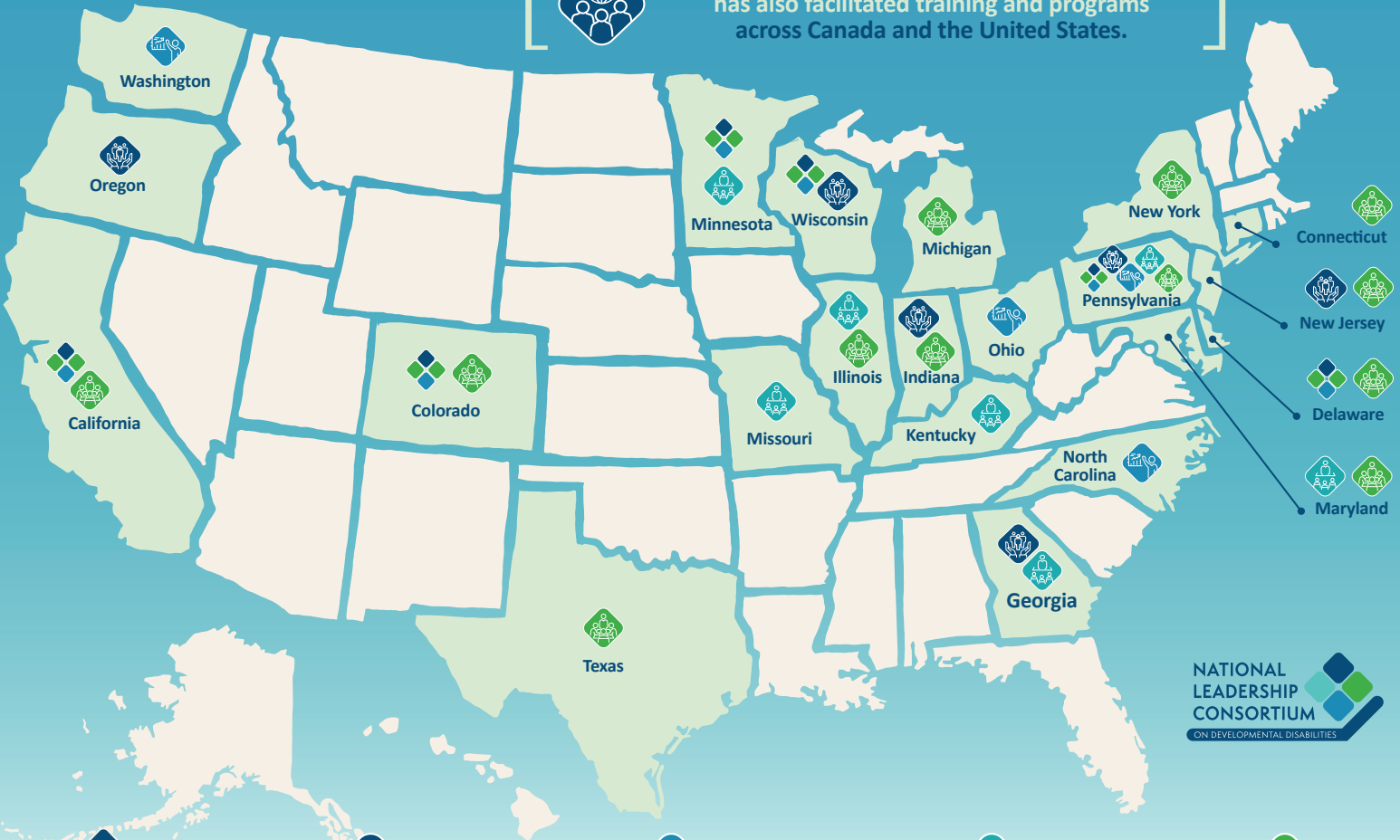


Mapping Our Impact

The National Leadership Consortium OUR 2024 IMPACT



The National Leadership Consortium has also facilitated training and programs across Canada and the United States.



Leadership Institute

Customized Support

Research and Evaluation

Conference Presentation

Facilitated Training

"In my almost 30-year professional career this week has been one of the most transformative and empowering trainings in my life. The things I've learned are worth the time alone, but the connections and resources I've gained are invaluable. I have big plans and to know that I have a network of likeminded people to draw feedback and support from as I navigate the changes is reassuring."

Leadership Training and Programs

A large portion of the National Leadership Consortium's work is leadership trainings and programs, designed to grow the strengths, knowledge, connections, and impact of leaders in the disabilities field. With a focus on supporting and developing strong leaders, organizations, and systems, our leadership training and programs impact hundreds of leaders and organizations each year who, in turn, impact the lives of many people with disabilities.

The Leadership Institute brings together seasoned and emerging leaders from across the disability service sector to learn from each other, learn from national and international leaders, learn about themselves and their leadership skills and strengths, and craft a plan for needed change and transformation within their team, organization, or state/provincial system. Workshops offer attendees a chance to dive deeper into specific leadership skills or field-specific topics that help them grow their knowledge and impact in the field.

Canadian Leadership Institute and Follow-Up

In partnership with the Centre for Canadian Caregiving Excellence (powered by the Azrieli Foundation), the National Leadership Consortium continued a multi-year project to connect Canadian disability service sector leaders through a virtual Leadership Institute and follow-up sessions. In the last two years, we have trained 75 disability service sector leaders from provider and provincial entities across Canada. Fourteen leaders from across Canada and the United States joined us as presenters for the training and several follow-up sessions aimed at continuing the learning and connection from the Institute. Speakers shared topics like 'Field History as a Context for Our Future,' 'Supporting Our Direct

Support Workforce,' 'Innovations and Success in Services for People with Disabilities,' 'Exploring the Intersections of Parenting, Autism, and Indigenous Communities,' 'Technology as a Tool to Support Autonomy & Choice' and 'Disability, Siblings and Long-Term Well-Being.'

Building Leadership Capacity of Wisconsin Disability Sector Leaders

With support from the Inclusa Foundation, the National Leadership Consortium began a three-year, three-phase program that aims to advance the leadership development and connection of three cohorts of emerging and established leaders working in various roles and positions across the Wisconsin IDD system. The program offers an annual in-person Leadership Institute, ongoing virtual follow-up training and support, and short-term leadership coaching. Ultimately, the goal of the program is to enhance Wisconsin leaders' skills, knowledge, resources, connections, and confidence. As well, it aims to enhance leaders' capacity to continue to transform and move the developmental disabilities system toward practices, services, and supports that advance the human rights and dignity of Wisconsinites with IDD. In 2024, we held our first Leadership Institute in Madison for 19 leaders from across Wisconsin representing provider agencies, advocacy organizations, state leadership, and other invested organizations such as land trusts. Fourteen presenters and four coaches from Wisconsin and across the United States joined the Leadership Institute and presented on topics including 'The Impact of Investing in Staff at All Levels,' 'Looking Forward: National Perspectives,' 'Provider Perspective: Organizational Transformation,' and a 'State Panel: State of Wisconsin, Innovations, Opportunities.' ♦

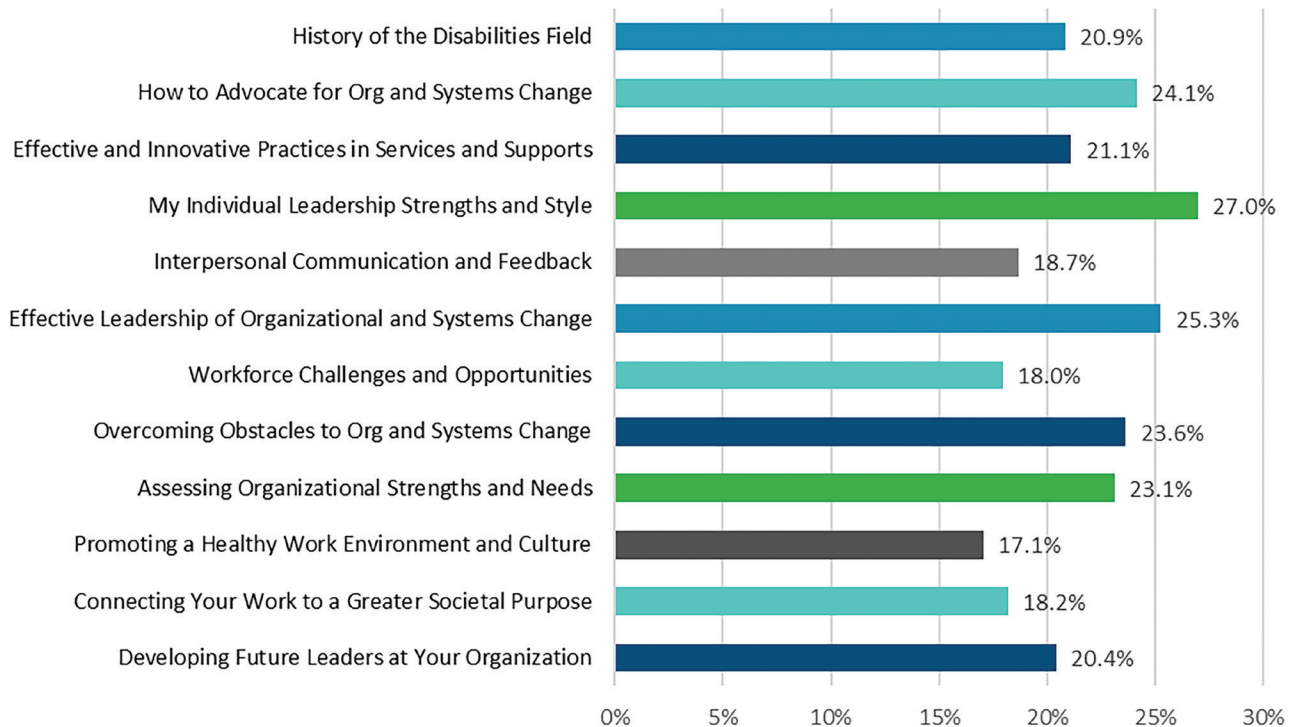
Impact of National Leadership Consortium Training and Programs

Impact of the Leadership Institute

Leaders who attended the seven 2024 Leadership Institutes reported **large gains in their understanding of the core areas of knowledge and skills needed to lead with impact in our field.**

- 21.5% Average **increase in knowledge and skills** to improve their leadership
- 9.1 out of 10 Average participant rating of **usefulness of core content areas** of the Leadership Institute
- 9.7 out of 10 Average participant rating of **overall satisfaction** of Leadership Institute

Average Increase in Essential Knowledge for Leadership Institute Participants



¹ All leaders who attend the Leadership Institute, the National Leadership Consortium's flagship week-long intensive training program for leaders, complete pre- and post-surveys about their knowledge and skills and their experience at the training. As you can see from the quotes shared throughout the Annual Report, participants speak positively about the time at the Leadership Institute and the things they learned there. Quantitative data from these surveys helps us track the impact of the training throughout the year.



Impact of the Enhancing Organizational Capacity to Serve People with Challenging Reputations, Significant Behavioral Challenges, and Forensic Backgrounds Workshop

In June 2024, The National Leadership Consortium, with Benchmark Human Services, hosted the ***Enhancing Organizational Capacity to Serve People with Challenging Reputations, Significant Behavioral Challenges, or Forensic Backgrounds Workshop***. Participants learned about successful strategies to provide person-centered and non-aversive supports for people with significant behavioral support needs, challenging reputations, and/or forensic backgrounds from nine Benchmark Human Service leaders. Attendees left each session with detailed and specific information, actionable ideas, strategies to implement in their organizations and systems, and access to a network of leaders throughout the United States and Canada.



“Thank you for the gems and wealth of knowledge you bestowed upon us. I thoroughly enjoyed the training. Sharing experiences good and bad made the training relatable. It helps to know we are not alone!”

◆ *Workshop Participant*

- **56 Participants** representing state agency staff, administrators, program directors and people responsible for developing or implementing behavior programs
- **14 States/provinces** represented
- **24 Organizations** represented:
5 state agencies or departments and
19 provider agencies ◆

Workshop Session Topics:

- What is Required of Organizational Leadership? Building Organizational Competence to Support People with Challenging Reputations and/or Forensic Backgrounds
- Crafting a New Narrative: How to Effectively Support People with Challenging Reputations, Potentially Dangerous Behaviors, and/or Forensic Backgrounds
- Crafting Effective Plans: Navigating the Complexities of Individual Assessments and Program Planning
- Turning Knowledge into Action: Cultivating Organizational Transformation

Research and Evaluation

Research Projects

In 2024, the National Leadership Consortium research team completed four major projects and initiated three new ones, addressing critical issues in service quality and leadership.

- **4 Completed research projects**, and **3 started** in 2024
- **2 National projects** and **5 state-specific studies** (Washington, North Carolina, Ohio, Pennsylvania, and Delaware)
- **3,000+ Participants in Consortium research:** **2,500+** survey respondents, **50+** focus group participants, **40+** interviews
- **6 Key focus areas**

Key Focus Areas in 2024:

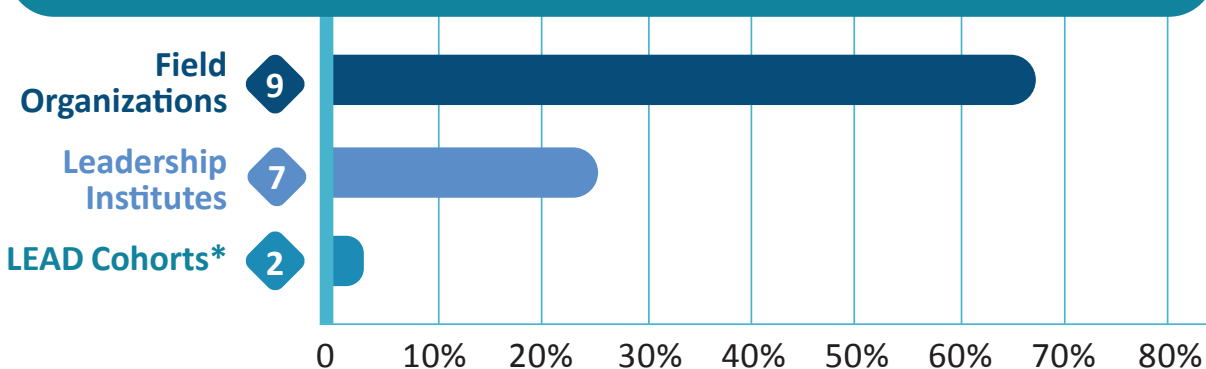
Leadership Development, Workforce Improvement, Community Inclusion, Self-Advocacy Support, Service Alignment between Mental and Behavioral Health & IDD systems and Enhancing Support for LGBTQI+ People with IDD

Organizational Evaluation: Organizational Priorities and Practices Inventory (OPPI)

In 2024, more than 450 people working in the field responded to the OPPI. Organizations that used the OPPI aimed to show how their organizations work toward best practices, while others targeted organizational growth and improvement over time.

- **3 Diverse sources of data collection:** **9** Different organizations, **7** Leadership Institute cohorts, and **2** Delaware Leadership, Empowerment, Advancement, and Development (LEAD) training cohorts
- **5 States across the U.S. represented by the 9 different organizational responses:** Texas, Arkansas, North Carolina, Maryland, and Missouri
- **3 Organizational sizes:** **5 Large** organizations (200+ employees), **2 Mid-sized** organizations (50-200 employees), and **2 small** organizations (1-50 employees).
- **36% Increase** in OPPI responses collected in 2024

Sources of OPPI Data Collection in 2024



* Participants of a leadership development program for DSPs and frontline leaders in Delaware

Research in National and International Conference Presentations

In 2024, the National Leadership Consortium continued demonstrating our commitment to driving innovation and promoting best practices by participating in several national and international conferences. We showcased groundbreaking work in leadership development, organizational practices, and policy advancements in disability services. Highlights included a prominent plenary presentation at the International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD), a plenary presentation at the Association for Public Analysis & Management (AAPAM) conference, and a widely attended webinar for NASDDDS, solidifying the Consortium's reputation as a leader in shaping the future of disability services.

- **7 Conferences** where Consortium research was presented
 - **5 national** (APPAM, NAQ, ASPA, AAIDD, NASDDDS) and **2 international** (ILA & IASSIDD)
 - **10 Presentations** and **4 Posters** ◆

Conference Presentation Topics in 2024:
Impact of Leadership Development, Key Leadership Skills and Strengths, Best Practices in Disability Sector Organizations, Quality-of-Life Outcomes for People with Disabilities



“Thank you for providing this opportunity to learn from the trailblazers and leaders in this field. This week has been inspiring and invigorating. I'm motivated to take this information back to my organization and implement the practices I learned this week.” ◆◆◆

Customized Support for Leaders and Organizations

In 2024, the National Leadership Consortium supported field leaders to meet personal and systems change goals by providing customized executive coaching, facilitation, event planning, and strategic support to leaders and organizations across the country in 2024.

- **5 Projects** in 5 states, serving 66 leaders
- **21 Leaders** coached
- **30 Self-advocate leaders** participated in a strategic planning session
- **2 Statewide work groups** aimed at improving systems of support in their state

Leadership Coaching: Leaders Have the Values and the Vision, National Leadership Consortium Coaches Can Help with the Implementation

Drawing on our network of field experts and respected leaders, Executive Coaches worked with organizational leaders and graduates of the 2024 Wisconsin Leadership Institute to help them strengthen their skills, overcome personal, interpersonal, organizational, and systems challenges, and advance their organizations

toward ambitious missions and visions. We've found that executive coaching can help passionate leaders become more efficient and impactful in their organizations and systems.

Research from [American University](#) shows that executive coaching yields a 788% Return on Investment, helping people to lead more productively, collaboratively, and effectively.

Facilitated Systems Transformation: Supporting a Vision for Oregon's Developmental Disability Services

In 2024, we facilitated and provided national perspectives, information, and evidence to work groups in Oregon dedicated to enhancing the utilization and usefulness of technology and improving inclusion and equity via better access to housing and mental health supports and stronger quality-focused QA systems. This support has led to policy recommendations, enhanced input in statewide decisions, and collaboration across Oregon leaders that will continue well beyond this year. ◆

"I am leaving the Leadership Institute with a better understanding of how much of a difference I can make. Before the training I knew I was in a leadership position as a program manager but did not feel like a leader. I am still shocked what a difference a week made in my professional and personal life." ◆◆◆

The National Leadership Consortium Bulletin and Briefs

In 2024, we published four issues of the National Leadership Consortium Bulletin as well as monthly Research and Leadership Briefs, one- or two-page summaries of research or key tips for professionals in the field on relevant topics and skills. We share these free resources to deliver timely and useful information in easily digestible bites for busy professionals.

The Bulletin

We have published a total of 12 issues of the Bulletin over the past three years, with each issue addressing an important theme in the disability field. Readership of the Bulletin is up from previous years and continues to grow!

This year's issue themes included:

Issue 9, Jan 2024:

Leading the Way Toward Health Equity

Issue 10, April 2024:

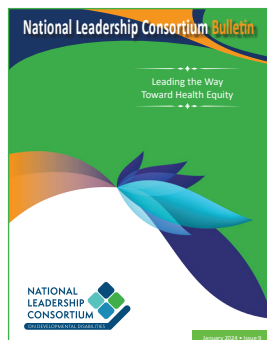
Leading Anti-Ableist Efforts

Issue 11, July 2024:

Leading Change Beyond Your Organization

Issue 12, Oct 2024:

A Global Lens to Disability Leadership



- **14,374 Readers** of the Bulletin in 2024
- Most popular issue was **"Leading Change Beyond Your Organization"** with 8,872 reads
- **31 Contributing authors** in 2024, **10 authors with disabilities**

The Bulletin is a free, quarterly online publication committed to providing relevant, trustworthy, and thought-provoking information to leaders and practitioners in the disability field that serves as a bridge between scientific journals and day-to-day leadership. Check out past issues of the Bulletin at www.natleadership.org/bulletin.

Research and Leadership Briefs

The National Leadership Consortium has been collecting data from the graduates of its 110+ Leadership Institutes and programs for more than 18 years. We have information about trends in the field, the impact of our programs, and perspectives from more than 3,000 leaders of disability organizations across the nation. Our research team analyzes and delivers the results of this longitudinal research in easily accessible one- or two-page Research Briefs. We also create short Leadership Briefs highlight skills and strategies relevant to leaders in our field and system.



◆ ◆ ◆ ... continue

Topics for Research and Leadership Briefs in 2024:

January 2024, Research Brief, The Current State of Leadership Practices in the Disabilities Field

January 2024, Leadership Brief, Giving Tough Feedback Virtually

February 2024, Research Brief, How Progressive are Service Providers?

March 2024, Research Brief, Stakeholder Input into Organizational Governance

March 2024, Leadership Brief, Data-Informed Strategic Leadership

April 2024, Research Brief, Authentic Leadership Skills in the Disability Field

April 2024, Leadership Brief, Coaching as a Tool for Teams and Leaders

May 2024, Research Brief, Staff Participation, Value, Impact, and Support

June 2024, Research Brief, What Organizations Need to Support the Goals of People with Disabilities

July 2024, Research Brief, Community Living, Employment, and Engagement

August 2024, Research Brief, How Much Do Leaders Contribute to Decision Making?

August 2024, Leadership Brief, Control and Leadership

September 2024, Research Brief, DEI Priorities and Practices

October 2024, Research Brief, The Impact of Treating Employees with Dignity, Respect, and Fairness

November 2024, Research Brief, Autonomy Choice and Control

November 2024, Leadership Brief, Leadership Can be Lonely, But We Can't Do It Alone

December 2024, Research Brief, Providing Useful Training to Leaders in the Real World

December 2024, Leadership Brief, Virtual Training and Engagement; How to Do It Right

- **5,885 readers** of Research and Leadership Briefs in 2024
- Most popular Research Brief was **“DEI Priorities and Practices”** from September 2024 with **590 reads**
- Most popular Leadership Brief was **“Data-Informed Strategic Leadership”** from March 2024 with **490 reads**

Check out past Research and Leadership Briefs at www.natleadership.org/briefs ◆

National Leadership Consortium Partners

The National Leadership Consortium partners with 19 national disability organizations.

These partnerships play a vital role in informing and supporting our initiatives, fostering mutual connections aimed at advancing the field, and advocating for the rights of people with disabilities. Through their expertise in field trends, innovations, and specific interests, our partners offer valuable input and insights, enriching and guiding our work throughout the year.

- **The American Academy of Developmental Medicine and Dentistry (AADMD)**
www.aadmd.org

- **American Association on Health and Disability (AAHD)**
www.aahd.us

- **The American Association on Intellectual and Developmental Disabilities (AAIDD)**
www.aaid.org

- **The Alliance for Citizen Directed Supports**
www.citizendirectedsupports.org

- **The American Network of Community Options and Resources (ANCOR) Foundation**
www.ancorfoundation.org

- **Association of People Supporting Employment First (APSE)**
www.apse.org

- **The Arc of the United States (The Arc)**
www.thearc.org

- **The Autistic Self Advocacy Network (ASAN)**
www.autisticadvocacy.org


- **The Council on Quality and Leadership (CQL)**
www.c-q-l.org

- **Human Services Research Institute (HSRI)**
www.hsri.org

- **The Learning Community for Person Centered Practices (TLC-PCP)**
www.tlccpp.com

- **National Association of Councils on Developmental Disabilities (NACDD)**
www.nacdd.org

- **NADD**
www.thenadd.org

- **National Alliance for Direct Support Professionals (NADSP)**
www.nadsp.org

- **The National Association of QIDPs (NAQ)**
www.n-a-q.org

- **National Association of State Directors of Developmental Disabilities Services (NASDDDS)**
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

- **TASH**
www.tash.org


National Leadership Consortium Faculty

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
- Impactful advocacy and self-advocacy efforts
- The history of the disability service sector
- Research and evaluation of disability service sector organizations and systems

Our Faculty, Staff, and Advisors

Tony Anderson, *Association of Regional Center Agencies*

Chris Baglio, *Alvarez & Marsal**

Shana Boggs, *Mosaic**

Angela Bradley, *Community Living Toronto*

Grant Bruno, *University of Alberta*

Anita Cameron, *Disability Justice Activist*

Tina Campanella, *TMC Outcome Strategies*

Krista Carr, *Inclusion Canada*

Erik Carter, *Baylor Center for Developmental Disabilities*

Courtney Chapman, *The Council on Quality and Leadership**

Shelly Christensen, *RespectAbility**

Corey Dagleish, *Community Living Operations**

Nicole DamaPoletto, *National Alliance for Direct Support Professionals**

Annette Downey, *Community Living Services**

Cody Drinkwater, *Maryland Department of Health**

**Graduate of the Leadership Institute*



"This week has opened my eyes to a lot. I know I cannot go back to my organization and 'change the world,' but I am confident that I have been given a great 'tool belt' of ideas to start moving our organization in the right direction towards change for the better. I feel confident, renewed, and ready to take on challenges. I'm ready for the long haul and investing what it takes to make an impact in not only the people we supports' lives, but the DSP's that make things happen and are the backbone of our agency."



◆ ◆ ◆ **National Leadership Consortium Faculty, Staff, and Advisors**

... continued

Steve Eidelman, *National Leadership Consortium on Developmental Disabilities*

David Ervin, *Makom**

Syard Evans, *Arkansas Support Network**

Amanda Faulkner, *Frontier Community Services**

Marian Frattarola-Saulino, *Values Into Action**

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

Wanda Goldsborough, *Delaware Division of Developmental Disabilities Services**

Heather Hagan, *Developmental Disabilities Resource Center**

Dan Hermreck, *National Alliance for Direct Support Professionals**

Amy Hewitt, *Minnesota's University Center on Excellence in Developmental Disabilities*

Kasey Hodges, *Arkansas Support Network*

Michael Jacques, *Community Living Ontario*

James Janeiro, *Canadian Centre for Caregiving Excellence*

Emmanuel Jenkins, *Delaware Developmental Disabilities Council*

Stacy Levitan, *Judith Creed Horizons for Achieving Independence**

Kristie Littlejohn Kendall, *Charles Lea Center**

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

Natalie Martell, *Cow Tipping Press*

Shaunte Martin, *Cow Tipping Press*

Ari Ne'eman, *Harvard School of Public Health*

Marion Olivier, *Qlarant**

Santa Perez, *Speaker/Advocate/Consultant**

Cheryl Pooran, *Pooran Law*

John Raffaele, *National Alliance for Direct Support Professionals*

Angela Rapp Kennedy, *The Council on Quality and Leadership*

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

Helen Ries, *Siblings Canada*

Jody Roberts, *Delaware Division of Developmental Disabilities Services*

Shayne Roos, *Disability Professional**

Tony Sampson, *Shared Support Maryland, Inc.*

DJ Savarese, *Alliance for Citizen Directed Supports*

Lynne Seagle, *Relentless Leadership*

Renee Settles-Bean, *Delaware Division of Developmental Disabilities Services**

Jenny Siegle, *Altitude Sports*

Drew Smith, *Alvarez & Marsal*

Sue Swenson, *Inclusion International*

Kaela Talafili, *Becoming Independent**

Jennifer Tozer, *Delaware Division of Developmental Disabilities Services*

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

Nancy Weiss, *National Leadership Consortium on Developmental Disabilities*

Keenan Wellar, *Live Work Play*

Carly Winnie, *The National Association for the Dually Diagnosed*

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

*Graduate of the Leadership Institute



Thoughts from our 2024 Project Partners



Sam Crane

Sam Crane Advocacy, Washington DC

Sam partnered with the Consortium on a grant to facilitate a meeting with self advocacy leaders from around a state to think about how they can collaborate and coordinate their advocacy efforts more effectively. We asked Sam to share some thoughts on the need for collective advocacy and the impact of helping self advocacy groups work together. Here is what she shared:

"State-based self advocacy is powerful. Nobody knows what works, and what needs to change, better than self advocates. Self advocacy can improve how people are trained, what kinds of services people get, and how the system treats people.

We can make sure that self advocates have everything they need to make their voices heard. One part of that is getting people together to share their experiences and collaborate. We all work best when we work together."



Renee Settles Bean and Jody Roberts

Department of Developmental Disabilities, Delaware

Renee and Jody's vision has been to develop the leadership strengths and skills of DSPs in Delaware. They have guided us in the development and implementation of LEAD, a DSP training program, over the last several years. We asked Renee and Jody to share their thoughts on the impact of investing in DSP leadership statewide. Here is what they shared:

"The Leadership, Empowerment, Advancement & Development (LEAD) Training for Direct Support Professionals in Delaware is a crucial and unique opportunity to strengthen the disability support system from the ground up. As DSPs develop enhanced leadership capabilities, they become more empowered advocates - for their teams, those they serve, themselves, and the field as a whole.

DDDS's investment in LEAD is an investment in strengthening the IDD system in Delaware as a whole. It builds a new generation of leadership for our provider agencies, State agencies, and advocacy organizations across the state."





Matt Potter

Community Bridges Consulting Group, North Carolina

Matt supported the Consortium research team by conducting interviews with people with disabilities and family members in Washington who are navigating both the disability and mental health service system. We asked Matt to share some thoughts on the impact of researching peoples' experiences with both service systems and how the information we learned from the interviews will better our field. Here is what he shared:

"There are many missed commonalities and co-morbidities between I/DD, MH, and SUD. Frankly, I think putting everything in silos so much is a disservice and a missed opportunity. The positive side to this, however, is that there are opportunities for service delivery systems to learn from one another and improve outcomes as a result. The more the system as a whole can get a more holistic and realistic view of people's experiences, the more everyone will benefit, both those providing services and those receiving them.

The lack of information about people with IDD interacting with the mental health side of things causes suffering on all fronts. I think it's very realistic to say that more accurate data about the cross-section between the populations can drastically improve outcomes and also provide opportunities for innovation, creativity, and evolution within the service delivery system, and anything that improves the service delivery system will create a positive feedback loop between people providing services and those being served." ◆

"As a longtime learner and practitioner of leadership and workplace culture, I was curious (and maybe skeptical) about the new skills and insights I would build. I was wowed by the depth and thoughtfulness of the curriculum and the caliber of attendees - I learned from everyone. In terms of learning how to better support and elevate the voices of people who experience intellectual and developmental disabilities, the range of speakers and resources shared enriched my toolkit with many insights and tools to share with my organization to continue to break down barriers. Finally, the relationships built provided me with a new network of "call a friend!" This is a lifetime gift that I know I'll call on again and again as I continue to learn and lead in this field." ◆◆◆

National Leadership Consortium Staff and Advisors

National Leadership Consortium Staff



Kristen Loomis, MBA
Co-Director



Caitlin Bailey, PhD
Co-Director



Cory Gilden, PhD
Research and Evaluation Manager



Nicole Jones
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Monica Mesa-Alvarez, Ph.D ABD
Research Assistant

National Leadership Consortium Co-Founders and Advisors



Steven Eidelman, MBA, MSW
Co-Founder and Advisor



Nancy Weiss, MSW
Co-Founder and Advisor

National Leadership Consortium Advisory Committee

In 2024, the inaugural National Leadership Consortium Advisory Committee was formed. Seven leaders from across the country have come together to share their insight, expertise, and guidance to help us grow and continue to provide the training, support, and information needed by upcoming generations of field leaders.



Jose Avila
Dallas, TX



Nicholas DeMarco
Berlin, NJ



Heidi Hanes
Denver, CO



Donyale Hobson Garcia
Rockville, MD



Santa Perez
Las Vegas, NV



Kaela Talafili
Santa Rosa, CA



Edward Willard
Burlington, VT

Looking Forward in 2025

As we head into 2025, we are enthusiastically continuing our efforts to grow our reach and efforts so that more leaders have opportunities to learn, develop, and build lasting relationships. Our 2025 strategy focuses on four key areas that include Outreach and Marketing (getting better at sharing our work and impact), Inclusiveness and Accessibility (internally as our team grows and in our trainings and work), Network Engagement and Growth (to make sure that leaders who are and will be part of our network get the resources, information, and development support they want from us), and Operational Streamlining (so that our team feels supported to do their best work in ways that align with their strengths and passions).



"I came in not knowing what I was going to expect and had in mind the Leadership Institute was just going to be a lecture. However, I left with a different perspective and with knowledge on how to be a better leader supporting our DSP's and the people we support." ◆◆◆

A Few 2025 Projects That Will Help Us Meet Our Goals



UnlockGA HCBS Advocacy Support

Systems change project funded by the GA DD Council

Technical support and facilitation to grow and develop HCBS advocacy efforts in Georgia



Keys of Leadership Workshop Series

Series of virtual workshops that will be held in winter and spring 2025

Online workshops that will help build key skills needed for the complex role of leading in our field



Leadership Coaching

One on one executive coaching with National Leadership Consortium faculty

Leadership coaching with field experts that can help leaders hone their values and passion to maximize their leadership impact



Research on the support needs of LGBTQ+ people with disabilities

Research project funded by the Ohio DD Council

In depth assessment and analysis of the experiences and needs of LGBTQ+ people in Ohio, in partnership with LGBTQ+ leaders

"Before the Leadership Institute, I felt very unsure of myself in this role. I did not feel that I was a proper fit and I felt very alone. While in the Leadership Institute, I found a group of people that reassured my intent and my purpose - I do belong in this role and I have a vision for the disability services field that matters and my role is important. I am so happy I came to this and I wish it was even longer! The Leaders who spoke were very informative and inspiring. I'm eager to begin working with coaches and being connected to an even larger network of changemakers, which was my secondary purpose of attending this Leadership Institute." ◆◆◆



"When I first signed up, I wasn't sure what to expect but being part of the Leadership

Institute has been an incredibly rewarding experience. The program has provided me with a deep understanding of history, past and current actions, and has challenged me to grow as a leader to carry on the important work of those who came before me. The hosts, guest speakers, researchers, and the groups I had the opportunity to work with were all amazing and truly inspiring. This has been the best leadership training I've ever received. While there is still much work to be done in creating a fully inclusive society, I am feeling optimistic about the future after seeing these advocates and allies actively involve people with disabilities in choosing the lives they want to live." ◆◆◆





“The Leadership Institute effectively balanced presentations, guest speakers, networking, and individualized challenges into one valuable week of learning. By tailoring this training to Developmental Services, the impact of the training and the ability to apply the knowledge directly to our existing work plan is phenomenal. The sessions were well organized, the National Leadership Consortium’s Community of Practice is extremely helpful to allow us to access the session recordings (as I will be viewing them again) and the exercises. I appreciate setting us up for networking opportunities. This was a very rewarding experience. Bravo!” ◆◆◆

“The Leadership Institute was a full course meal served with opportunities to not only look at the system, your organization but also inward at yourself to see the in depth ways that you can be an integral changemaker while connecting with so many others across the country learning from them as well as imparting information and knowledge to them - it is one of the best meals added to the recipe book of our system’s success.” ◆◆◆



"The Leadership Institute was a transformative experience that equipped me with the tools and insights to become a more effective and impactful leader. The program's focus on strategic thinking, emotional intelligence, and team building combined with the opportunity to learn from experienced mentors and peers created an invaluable learning environment. I highly recommend this program to anyone seeking to elevate their leadership abilities and make a positive difference in their organization and community." ◆◆◆



**2024
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