

board of directors



Brad Saathoff, Chair
Chief Executive Officer
Black Hills Works (Rapid City, South Dakota)

Brad Saathoff came to the human services field after a career in the business world where he was inspired by the work that employees with disabilities provided to the workplaces he supervised. He joined Black Hills works in 2002, serving as Vice President of Agency Services for BH Services, the Black Hills Works' division that oversees federal contracts. In 2008, Brad was named CEO. In both positions, he has put his business background to work obtaining outcomes for people with disabilities in all areas of their lives, including employment, community living skills, day habilitation and recreation, and health. Black Hills Works is the fourth largest non-government employer in Rapid City with the scope of the organization being woven into the Rapid City community fabric in thousands of ways through its workforce of over 540 employees and the more than 600 individuals with disabilities that Black Hills Works supports.



Vanessa Ferguson, Vice Chair
Senior Vice President of Workforce Development
PCSI (Austin, Texas)

Vanessa Ferguson has been both a product and a shaper of the AbilityOne program since 1996. Beginning her journey with an AbilityOne direct labor job, she advanced to become the PCSI Senior Vice President of Workforce Development in 2019. Throughout her career, Vanessa has inspired, educated, encouraged, and advocated for the cause in both word and deed, embodying the mission of PCSI. Vanessa's creation of the Community Employment Program (CEP) within PCSI has led to the placement of more than 3,500 people with disabilities into competitive integrated employment outside of PCSI, ensuring they receive the holistic support necessary to thrive. Vanessa Ferguson's unwavering dedication to improving the lives of people with disabilities and Veterans showcases her as a beacon of inspiration and a powerful advocate for positive change.



Denise Jones, Secretary/Treasurer

President & Chief Executive Officer

The Resource Center (Jamestown, New York)

A certified public accountant, Denise Jones joined The Resource Center in 1990 as the organization's first internal auditor. In 1997 she was named Finance Director, and she worked in that capacity until becoming Chief Financial Officer and Assistant Executive Director for Administrative Services. Three years later, she was promoted to COO and Associate Executive Director. She became CEO in 2015. Denise is consistently cited for her leadership in Western New York by Buffalo Business First, and for 2022 was named in the top 75 of the 250 most powerful people, and among the most powerful women, in Western New York. The Resource Center is the largest nonprofit and one of the largest employers in Chautauqua County and has 1,600 employees. Denise is very engaged in policy issues in New York State.



Mohsen Badran, Director

President & Chief Executive Officer

ACCSES New Jersey (Trenton, New Jersey)

Mohsen Badran has spent more than 30 years serving people with disabilities in three states: New York, Georgia, and New Jersey. He started his career with Goodwill Industries of Greater New York and Northern New Jersey, where he spent 22 years before he accepted the position of CEO at Goodwill of Savannah, GA.

During his tenure in NY, he served on the board of directors of NYSID and worked very closely with ACCSES New Jersey. In January 2017, Mohsen was appointed to lead ACCSES New Jersey, a state-wide association that provides leadership and support to more than 40 community-based organizations, in addition to administering the state set-aside program, which employs approximately 2,000 individuals with disabilities. Throughout his career, Mohsen has demonstrated the ability to grow business for the units he headed and has developed a track record of assembling and developing strong management teams. Born and raised in Egypt, Mohsen holds a Bachelor of Science and Engineering degree from Alexandria University.



Michael Carnright, Director

Director of Commercial Operations

CW Resources (New Britain, Connecticut)

Michael has served more than three decades with CW Resources, starting his career as a direct support professional and moving through the ranks to his current position. Michael has never shied away from a challenge; often designing unique services for individuals with complex needs and believing that taking reasonable risks are part of being successful in business and in life. Within his various roles he has supervised and managed all aspects of employment and day services, gained a thorough knowledge of workforce development, and successfully navigated work site development and oversight. Michael has supported and

mentored a number of CW Resources advocates and actively participates in advocacy efforts at both the state and national levels. As a parent of an adult child with a disability, he also brings to the board an intimate knowledge of the disability service system, and the continuing need to expand opportunities for all people with disabilities.



Ken Crum, Director

President & CEO

ServiceSource, Inc. (Oakton, Virginia)

As a ServiceSource employee for more than two decades, Ken has diverse expertise in both management of large operational programs and community rehabilitation services. Over the years, he has been involved in many elements of ServiceSource programs, including day and employment services, overseeing complex AbilityOne contracts, and senior executive leadership. He has shown proven success in building innovative programs and creative partnerships to advance the mission of community-based services to change the lives of program participants, their families, and ultimately the communities in which they live.



Ann Gillmore, Director

Corporate Vice President

Peckham, Inc. (Lansing, Michigan)

Ann Gillmore joined Peckham, one of the largest community rehabilitation organizations in the State of Michigan, in 2005. Peckham provides people with physical, cognitive, behavioral and socio-economic challenges with a platform to demonstrate their abilities, learn new skills, participate in work and enjoy the rewards of their success. Individuals gain greater self-confidence and improved self-image as they strive to reach their full potential. Ann is Peckham's primary policy analyst for disability employment issues at both the federal and state levels. In her role, Ann provides direction and support across Peckham for a wide variety of mission-directed tasks, including public policy, advocacy, resource development, recruiting and upward mobility, innovative program design, research and evaluation, program quality and analysis, and special projects. Ann co-chairs the joint Competitive Integrated Employment Subcommittee for the National Council of SourceAmerica Employers and the National Association for the Employment of People Who Are Blind, which brings together leaders from nonprofits across the country to discuss CIE and other issues related to modernization of the AbilityOne Program. Ann earned a Bachelor of Arts from Northwestern University, and a Masters in Social Work and a Masters in Public Policy from Northwestern University. Prior to joining Peckham, Ann worked in both business and human service agencies including a start-up nanotechnology firm, an advertising agency, a homeless shelter and an immigration law firm.



Danny Hoover, Director
Chief Operating Officer
Diversified Enterprises (Tifton, Georgia)

Danny Hoover is a strong and informed voice on disability issues, particularly with respect to providing services in rural areas. Danny has worked in the disability field for more than 20 years. His primary focus has involved person-centered planning and supports. He is passionate about empowering people to live and work independently in vibrant communities. He also has significant experience in working with state and local legislators in Georgia on public policy concerns and works to create connections that will provide a broad range of services, supports, and choices for people with disabilities. Danny is active on multiple boards, including the Tift County Council on Child Abuse (President), the Tift County Homeless Coalition, and Georgia APSE (Vice President). He is a big believer in the power of collaboration in bringing great ideas to fruition.



Hannah Liedkie, Director
President & Chief Executive Officer
Opportunities Unlimited, Inc. (Lewiston, Idaho)

Hannah is President – CEO of Opportunities Unlimited, Inc. (OUI). This 50-year-old disability support agency provides a full array of services for people with disabilities, including vocational training, developmental therapies, residential habilitation, behavioral intervention, and personal care services. Hannah explored the long-term care field due to her commitment to the dignity of the people served. She found her true calling in the non-profit sector serving people with disabilities. Working as a Targeted Service Coordinator provided opportunities for Hannah to hone her advocacy skills which led to her becoming CEO of OUI, where she continues to change. Hannah has worked with many legislators to pass legislation to benefit the people OUI serves. Currently, she is working with the Idaho Workforce Development Council to develop a registered apprenticeship for Direct Support Professionals. She serves on the Idaho Nonprofit Center Board of Directors and is an elected official, serving the City of Lewiston as a Nez Perce County Commissioner.



Dr. Jennifer Camota Luebke, Director
President & Chief Executive Officer
Relay Resources (Portland, Oregon)

Dr. Jennifer Camota Luebke is the President and Chief Executive Officer of Relay Resources, a leading social enterprise in the Pacific Northwest with a mission to cultivate meaningful employment for people with disabilities. Relay Resources employs more than 700 team members in their janitorial, landscaping, document services, and supply chain solutions businesses, and manages over 900 affordable housing units with over 1,600 residents in the Portland Metro area. Before Jennifer's appointment to Relay Resources, she served as the Senior Vice President and Chief Workforce Inclusion Officer for PRIDE Industries based in the greater

Sacramento area. Jennifer led Pride's workforce inclusion programming strategy and operations to develop competitive, integrated, community-based employment pathways for people with disabilities.



Rebecca Sanford, Director

**President & Chief Executive Officer
Adelante (Albuquerque, New Mexico)**

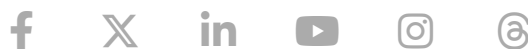
Rebecca Sanford leads one of New Mexico's largest social service nonprofits. Adelante started in 1978 and has grown to have a positive impact on thousands of New Mexicans annually, including people with disabilities, seniors, and people with disadvantages. With a spirit of innovation, a commitment to clients and customers, and working in collaboration with other organizations, Adelante is dedicated to moving New Mexico forward. Adelante operates on a Social Enterprise model, which blends the practices of business, entrepreneurial values, and a social mission. Rebecca earned a Masters degree in Accounting from the University of New Mexico. She also holds a Masters of Science degree in Industrial/Organizational Psychology and a Bachelor degree in Business/General Management with a minor in Economics from the University of Tennessee at Chattanooga. Rebecca began her career at Adelante as the VP of Human Resources in 2012. In 2016, Rebecca was promoted to Chief Administrative Officer and was responsible for Accounting, Finance, Human Resources, Facilities, IT, and Marketing, prior to becoming CEO.



Jim Zahora, Director

**Chief Executive Officer
TAC Industries (Springfield, Ohio)**

Jim joined TAC Industries in the fall of 2019 after decades of experience in manufacturing as well as experience in expanding services and programs for individuals with developmental disabilities. Prior to joining TAC, Jim served as the Advanced Robotics Business Unit Leader for Gem City Engineering Company and previously was President of Noble Tool Corporation, both in Dayton. At the time he joined TAC, Jim was Vice President of the Montgomery County Board of Developmental Disabilities. A strong advocate, Jim is deeply committed to helping create a world where there are no barriers to any individual with disabilities pursuit of their dreams.



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