

1. Tell us a little bit about your background and how you're using your past experiences in your new role.

I graduated college with a degree in Psychology from Siena College. I then completed my graduate degree from The College of Saint Rose with a Master's in Education specializing in Community Counseling. I worked in/around Albany during this time at various day camps and schools for children with specific behavioral and emotional needs.

I moved back to New Jersey and began my professional career as a social worker at Willowglen Academy where I worked with children with intellectual and developmental disabilities and teens with mental health challenges. I then accepted a job in the Vernon Township School District as a child study team social worker. I worked with families and students who were placed in out-of-district placements in specialized schools. It is a pleasure to work with many of these families again now at SCARC. While working in Vernon, I attended New York Law School at night and completed my law degree. I practiced law at the law firms of Fitzgibbons & Goovaerts and Laddey, Clark & Ryan, LLP and then started my own firm where I specialized in guardianship law. Not only did I assist families in becoming guardian for their loved one, but I accepted several appointments to serve as guardian for people living in nursing homes. It was also at this time that Richard Olsen (then President of the SCARC, Inc. Board of Trustees) and Richard Lecher reached out to me to ask if I was interested in joining the Board. That was in 2003.

I have been blessed to be involved with SCARC for almost my entire professional career. Since 2003, I have served on the SCARC, Inc. board as a Presidential Appointee, an Officer and as Chair. I also joined the SCARC Foundation Board and served as a Member, an Officer and President as well. It was also always a pleasure to serve as a court-appointed attorney for several pro se guardianship cases filed by parents working with the SCARC Guardianship Services Pro Se Legal Advocacy program. In 2017, the CEO of SCARC Guardianship Services, Linda McConville, announced her retirement. This announcement made me pause and consider whether working for SCARC would be possible. I was familiar with SCARC's Mission and certainly believed very strongly in their philosophy and the manner in which they assisted families. I was hired by SCARC Guardianship Services in 2018 and remained there for 5 amazing years. In 2022, Richard Lecher announced he would be retiring from SCARC, Inc. after 50 amazing years. It is an honor and a pleasure to step into Richard's shoes and work to continue his legacy and help SCARC navigate the future. I am blessed to work with an amazing team of executives as well as a very supportive Board, staff, families, and individuals. I look forward to helping build and mold SCARC into continuing on as a progressive leader of programming for individuals with intellectual and developmental disabilities. The future is full of new opportunities for

programming, work, supports needed by families, and residential options. I look forward to leading SCARC as we take advantage of these opportunities.

2. What do you see as the top challenges and opportunities for SCARC under your leadership?

I don't think it comes as a surprise to anyone reading this that staffing existing and new programs is the current top challenge for SCARC. We have entered a new world of determining the best recruiting methods, the benefits that are most attractive to our staff, and finding pools of people who want to work in our industry. We want to make sure that our staff is paid competitive wages, receive deserving benefits, that they feel appreciated and respected for the hard work they do, and are able to work in an environment that supports them and allows them to work hard and live their personal lives.

3. What do you want individuals with IDD, their families and the residents of Sussex County to know about you and your vision for the weeks and months ahead?

I want individuals, families and our community to continue knowing and relying on the fact that SCARC is the place to go for an A+ level of service. I want our community to know that SCARC is listening to them regarding the types of services and programs they want, and that we will continue to be available, open, and hopefully an exciting and comfortable place to come for help and programming.