



## Join us on Congratulating Karen Lee on her 30th Anniversary at SEEC!

Karen has been described as a mover and shaker from the time she came on the scene in Maryland. If an idea anywhere in the state was new and considered progressive, Karen would make sure that she was learning about it, adapting the best parts that fit for the people supported at SEEC, and would often find herself in leading further change in that direction.

Karen is known for not taking the standard or easy way out in providing services, seeking policy change, or keeping her organization at status quo. These characteristics have provided Karen and SEEC with some uphill climbs and challenges to which she has stayed committed to successful ends. The efforts that Karen has led have genuinely increased quality in SEEC, local providers, Maryland services, and national administrations and agencies.

Karen remains on top of current research, learning all she can about moving SEEC's supports and strategic operations toward increased quality, engages in any way she can to benefit the Maryland system, and continues to be a sought after presenter, trainer and consultant nationally.

Karen has had many accomplishments over the years, but we wanted to list just a few:

- In 2016, at the request of Bernard Simons, Deputy Secretary of the Maryland Developmental Disabilities Administration (DDA), Karen Lee was appointed to a 16-month DDA Fellowship for Employment Policy. Karen successfully led the development of Maryland's Employment First Strategic Plan.
- In 2016, through Karen's leadership and support for best industry practices, SEEC was awarded the National Alliance for Direct Service Professional's national Moving Mountains distinction that recognizes organizations using leading practices in direct support workforce development that result in improved outcomes for people with disabilities.
- In June, 2016, Karen Lee was awarded the Public Policy Advocate Award from the Association of People Supporting Employment First at its annual conference in June. In that same year, she was named a 2016 "Most Admired CEO" by Maryland's The Daily Record.
- In 2017, Karen Lee was named a U.S. Department of Labor's Employment First State Leadership Mentoring Program Subject Matter Expert (SME) in the field of Employment First Policy and Practice. Karen provides the consultation and technical assistance to providers throughout the country who aspire to transform their services from facility-based to community-based person-centered customized supports here in Maryland.

- And in December 2019, TASH, a nonprofit advocate for inclusion and the human rights of people with significant disabilities, recognized Karen Lee as the recipient of the 2019 Marc Gold Award for Employment the 2019 TASH Conference in Phoenix, AZ.

Under Karen's leadership, SEEC has experienced tremendous growth in terms of the number of people supported, the size of the staff, and the breadth of services. (When she started at SEEC it was a small agency serving ten people with a staff of four and a budget below \$100,000!) She is incredibly knowledgeable and well respected in the disability field and has made a huge difference in the lives of many. If you see Karen, please congratulate her on her 30 year anniversary with SEEC! We are very proud of all that she's done in the past three decades in advocating for people with intellectual and developmental disabilities!

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