

# Expert Bios



## Henry Posko

President + Chief Executive Officer

Henry Posko has served as the President and Chief Executive Officer of Humanim for over 40 years and has presented Humanim's work on social impact both nationally and internationally. He was named Innovator of the Year by the Baltimore Daily Record and received the Wave Maker Award as a Developer from the Urban Land Institute. Posko also received the Associated Black Charities Champion Award for his work in racial and economic equity.

With his leadership, the Humanim team has been recognized with many awards for their work in completing a \$25,000,000 historic adaptive reuse for workforce development, including the national award for Most Innovative Adaptive Reuse, by the National Housing and Rehabilitation Association. Most recently, Henry was selected to become a member of the Maryland Business Hall of Fame by the Maryland Chamber of Commerce, a recognition of his outstanding leadership.

Henry is a graduate of the University of Baltimore and received his Master's degree from Loyola College. He is a former Chairman of Leadership Maryland, Maryland Works, and the Horizon Foundation, as well as a graduate of three local and state leadership programs. Henry has presented on board development at the National Community Leadership Conference and has been the facilitator for the local youth leadership program. He is on the National Trust for Historic Preservation and City first Bank Tax Credit Advisory Boards in Washington D.C. Henry is also a thesis advisor for the Social Design Center at the Maryland Institute College of Art, and a founding board member of Revere Bank. His leadership has resulted in key state legislation for workforce development, social enterprises, and employment for thousands during his tenure in the Washington-Baltimore region.

In 2020, Henry will complete his Ph.D in Organizational Development.



## Cindy Plavier Truitt

### Chief Business Officer

Cindy Plavier Truitt has been at Humanim for over 25 years and currently serves as the Chief Business Officer. As CBO, she oversees all Baltimore Regional Operations, Marketing, Public Relations, Fund Development, and Business Development. Cindy has overseen the recent expansion and management of a \$6 M Social Enterprise Division within Humanim which includes four social impact businesses within the construction, food service, technology, and logistics industries.

Cindy received both her Bachelor's and Master's degrees from Goucher College as well as a Certificate of Advanced Graduate Study from Johns Hopkins University. She is also a graduate of Leadership Maryland and Leadership Howard County. Cindy is actively invited to participate in, present, and consult on issues related to workforce development, social enterprise, disability, community development, and racial justice. Cindy has presented internationally and nationally on workforce development and social enterprise, including at the 2012 Social Enterprise World Forum in Brazil, the Pitch Contest at the 2013 Social Enterprise World Forum in Calgary, and the Maryland Offshore Wind Delegation Study Tour to Denmark.

Cindy has served on the board of Leadership Howard County, Leadership U, Suited to Succeed and the Neighborhood Design Center, is currently the immediate past Chair of the Social Enterprise Alliance, Maryland Chapter, on the advisory board of Baltimore Racial Justice Action, and the board of the Business Network for Offshore Wind. Cindy was named Child Advocate of the Year for Howard County, Top 100 Women in Maryland 2006, 2009 and 2015, and received numerous awards for her work on The American Brewery Project.



## Lori Somerville

### Chief Operating Officer

Lori Somerville has been serving as Chief Operating Officer at Humanim for nearly 20 years and came to Humanim by way of a merger with Vantage Place in 1998. She received her undergraduate degree in Psychology from Towson University and a Master's in Organizational Development from Johns Hopkins University. Lori is a graduate of Leadership Howard County and Leadership Maryland. She currently serves on the United Way Community Partnership Board and the Maryland Works Board of Directors. Lori has also served as a board member for the Community Behavioral Health Association, the National Family Resiliency Center, the Association of Community Services, Supported Living, Inc., and as a Commissioner on the Community Services Reimbursement Rate Commission.



## Danny Frasco

**Chief Financial Officer**

Danny Frasco, CPA, is the Chief Financial Officer of Humanim. Danny comes to Humanim with many years of progressively responsible position in Finance and Accounting across varied industries and companies. He served most recently as Divisional CFO and Chief Investment Officer for Commercial Development and Investments, LLC. Danny has experience at all levels of the financial and accounting function, including strategic planning, budgeting, financial forecasting, reporting, management of partner and lender relationships, and cash flow modeling. He is a leader of process improvement through technology implementations as well as providing a broader understanding of operating results and projections. Danny holds a Bachelor's Degree in Business Management from the University of Maryland Global Campus.



## Karen Booth

**Vice President of Behavioral Services**

Karen Booth, CPRP, is the Vice President of Behavioral Services at Humanim. Karen holds over 25 years of experience working with the disabled population. Her work at Humanim includes overseeing the Mobile Crisis Team, Psychiatric Rehabilitation Day and Residential Programs, Healthy Transitions, Community Support Services, Supported Living, and McKinney Programs. Karen is a graduate and member of Leadership Anne Arundel, and Leadership Maryland. She serves as treasurer of the Central Maryland Regional Transportation Board, secretary of the Board of Transitional Housing Resources, and is on the Board of Directors of Heart Smart: Cardiac Support and Education Foundation. She also served on the Howard County Behavioral Health Task Force.



## Jeff Carroll

### Vice President

Jeff Carroll is a Vice President at Humanim and oversees our construction-related social enterprises working to turn urban blight into a sustainable employment pathway for returning citizens. He is the creator of Details Deconstruction, a Humanim Social Enterprise, and oversees it and its sister enterprise Brick + Board. Jeff has worked with the Humanim team and its many partners (Baltimore City Housing, Maryland Housing, the U.S. Forest Service, and several for-profit partners) to grow these enterprises from start-up to a collective \$4,800,000 operation which has employed 190 people from Baltimore's toughest neighborhoods. Details Deconstruction and Brick + Board have been recognized locally and nationally for innovation, social impact, and community partnership.

Jeff currently provides coaching and technical assistance to organizations, agencies, and municipalities that want to replicate the work in Baltimore, and regularly serves as a speaker and panelist. Jeff holds an MBA from Johns Hopkins Carey Business School, is a Legacy LEED AP, and serves on the board of the Maryland Works.



## Scott Deadrick

### Vice President of Behavioral Support Services

Scott Deadrick is the Vice President of Behavioral Support Services. Scott holds a Bachelor's degree in Psychology from the University of Maryland and has over 29 years of experience providing services to individuals with disabilities, including the last 23 directing Humanim's Behavioral Support Services Program. Scott was responsible for the development and implementation of a new model of providing behavioral support services in the Central Region of Maryland which supported thousands of individuals with I/DD and their families over the past 23 years. Additionally, Scott designed and implemented the first Statewide Behavioral Support Services within Maryland which was inclusive of a mobile crisis team. Scott has been responsible for the development and implementation of numerous grant funded and fee for service programs. He has extensive experience with the delivery of crisis and support services for individuals with intellectual and developmental disabilities, and has been Humanim's principal liaison to the Developmental Disabilities Administration's Central Maryland Regional Office for 23 years in effecting crisis evaluations and addressing priority Behavioral Support Services cases throughout Maryland's Central Region. Scott is a true advocate for those with I/DD and has participated in numerous statewide committees as well as presented on the topic of applied behavioral analysis.



## Jeff Edwards

**Vice President of iScan**

Jeff Edwards has been the Vice President of iScan, a Humanim Social Enterprise, for 24 of his nearly 30-year tenure. He has helped employ 30-50 individuals with disabilities annually while scanning hundreds of millions of pages for federal, state, county and private companies. Jeff received his undergraduate degree in Psychology from the University of Delaware, completed graduate courses at North Carolina State University and Penn State University, and is a graduate of Leadership Baltimore County. He is a former Board Member of Maryland Works, served on both the Finance and Nominations Committees, and has received the Friend of Maryland Works award and Employer of the Year award. Jeff was a founding member of the Baltimore County Department of Social Services Job Network and served on their Advisory Board. He was on the management team of the Howard County Leads Club and was a member of the Columbia-Patuxent Rotary Club. Jeff co-founded eDocAbilities, a national network association comprised of non-profit document management companies, was a member of ARMA, and currently represents iScan in its membership in AIIM ([www.aiim.org](http://www.aiim.org)). Jeff is both CDIA+ (Certified Document Imaging Architect) and CIP (Certified Information Professional) certified.



## Diana Ellis

**Vice President of Strategic Partnerships and Development**

Diana Ellis is the Vice President of Strategic Partnerships and Development at Humanim. Born and raised in Romania, Diana earned her Bachelor's degree in Business Administration and a MBA from the University of Charleston (Charleston, WV). She is also a graduate of Leadership Maryland Class of 2017. Diana is an invaluable nonprofit strategist and natural-born fundraiser with over 14 years of professional experience in the nonprofit sector and fundraising. As an entrepreneur at heart, Diana has started fundraising programs from the ground up within two established organizations raising millions of dollars through capital campaigns, board development, annual fund campaigns, grant funding, and special events.



## Rayna Fauntleroy

### Vice President of Quality Assurance

Rayna Fauntleroy is Humanim's Vice President of Quality Assurance and Corporate Compliance Officer. Rayna is a Licensed Clinical Social Worker and has been employed at Humanim for over 25 years. In her current role, Rayna is responsible for the development and execution of Quality Assurance and Corporate Compliance programs for all Human Services divisions within the agency, including staff training/education, auditing, data management, risk management, licensing and accreditation, and various other activities designed to measure and monitor compliance with regulatory and quality standards. Rayna also supervises Humanim's Transportation Services and Records Management. Previously Rayna was the VP of Behavioral Health Services as well as Clinical Services, where she provided leadership and oversight of the Behavioral Health Division, including community based behavioral health rehabilitative and support services, inpatient psychiatric services, and outpatient clinical services.

She currently chairs four internal committees - Quality Improvement, Consumer-Community Advisory, Safety, and Corporate Compliance. Rayna is an expert in the topics of HIPAA, Compliance Programs, Quality Assurance Programs, Internal Auditing, Data Management & Outcome Measurement, Incident Reporting and Investigations, as well as Licensing and Accreditation.



## Kanika Feaster-Gordon

### Vice President of Workforce Development

Kanika Feaster-Gordon is the Vice President of Workforce Development at Humanim and has been an advocate for quality career training and employment opportunities in Baltimore for over 15 years. Through her career in business development and program management, she holds expertise in workforce development programming, career readiness training, and community/mass recruitment outreach strategies.

Kanika oversees adult and youth career training programs at Humanim, as well as initiatives that examine the role of race, equity and inclusion in workforce services and employer hiring practices. She currently serves as the Community Relations Chair on the Board of Le Mondo - a non-profit arts collective theater company, and was recently appointed by the Mayor's Office of Employment Development to the Baltimore Workforce Governance Committee. Kanika is regarded as a powerful voice and strong community activist who is passionate about building pathways to economic equity, opportunity, and independence.



## Nancy McCarthy

**Controller + Vice President of Finance**

Nancy McCarthy, CPA, is the Controller and Vice President of Finance at Humanim. Before joining Humanim, Nancy was the Controller at a start-up non-profit integrative health center in Gaithersburg. She received her undergraduate degree in Accounting from the University of Maryland, College Park. She began her finance career in corporate accounting, established and operated a printing company for 12 years with her husband, and worked in public accounting as an auditor before becoming a non-profit accounting specialist and Certified Healthcare Financial Professional (CHFP).



## Judi Olinger

**Vice President of Developmental Disability Services**

Judi Olinger is the Vice President of Developmental Disability Services at Humanim, as well as the President & CEO for iHomes, Inc. (a Howard County private non-profit community housing development organization established by Humanim to provide affordable housing options to individuals with disabilities). Judi has over 30 years of experience providing services to individuals with disabilities and has developed and managed nearly 200 units of affordable housing throughout Maryland with private and public funding.

She holds a Bachelor's degree in Psychology, a two-year certificate from the University of Maryland in "The Development and Financing of Affordable Housing," and a certification in Health Care Compliance. She is a graduate of Leadership Baltimore County (Class of 2000) and Leadership Maryland (Class of 2013) and has been a member of the Mt. Airy Planning Commission since 2013. Most recently, Judi was appointed by the Howard County Council to the Commission for Transitional Youth with Disabilities and to the Board of Directors for the Maryland Association of Community Services.



## Jesse Guercio

**Director of Behavioral Health Services**

Jesse Guercio, MBA, CAP, CFMVA, CPRP, CNAP is a 17-year professional in the behavioral health and nonprofit fields and is currently the Director of Behavioral Health Services for Humanim. He obtained a Bachelor of Science in Psychology from the University of Maryland Baltimore County and has completed interdisciplinary graduate work in clinical psychology and evolutionary biology. He has also earned a Master of Business Administration from the University of Maryland College Park with a focus on Information Systems and Business Analytics.

Jesse is a program and administrative surveyor for CARF International, an Expert Peer Reviewer for the Standards for Excellence Institute, and has served on various nonprofit boards over the years. Jesse holds several internationally recognized certifications, including Certified Analytics Professional, Certified Nonprofit Accounting Professional, Certified Financial Modeling and Valuation Analyst, and Certified Psychiatric Rehabilitation Practitioner.

His areas of focus and expertise are in data and decision analysis, statistical and decision modeling, data information systems, business development and analysis, and nonprofit funding and financial management.



## Max Pollock

**Director of Brick + Board**

Max Pollock is the Director of Brick + Board, a Humanim Social Enterprise which gives new life to reclaimed building materials while harnessing the salvage industry toward meaningful social impact. With a BA in American Culture from the University of Michigan, as well as a MS in City Design and Social Science from the London School of Economics, Max is an urban planning and building materials expert. He has years of experience in architecture with a focus and expertise in vintage building materials and techniques.



## Jason Sandoval

### Director of City Seeds

Jason Sandoval is the Director of City Seeds, Humanim's Culinary Social Enterprise. Jason has over 20 years of experience driving successful business operations and enhancing corporate and military productivity – both food related and non-food related. He possesses a wide range of knowledge and experience that allows him to contribute toward the success of any event. Jason has been a Presidential Executive Chef for both President Bush Jr. and President Obama, and an Executive Chef for 10 years after which time he served as a Department of Defense Safety, Food & Health inspector. Upon leaving the military, Jason worked for Portfolio Hotels and Resorts as a Regional General Manager overseeing 22 hotels and 48 food and beverage facilities across the country. He joined the City Seeds team close to a year ago overseeing all aspects of the enterprise.



## Winifred Winston

### Director of Workforce Development

Winifred Winston is the Director of Workforce Development at Humanim. Winifred holds more than 10 years of experience in career services in both higher education and high school Career Technology and Education. Most recently, Winifred was an administrator of a special education school. Winifred previously worked as the Economic Inclusion Program Coordinator for a local organization to hire residents from targeted zip codes in Baltimore City. Having worked as a HR recruiter and career services professional, she brings a wealth of professional connections across multiple industries.

Winifred holds a Master of Science in Human Resource Development from Towson University, a Bachelor of Science in Mass Communications from the University of North Carolina at Pembroke, and an active Global Career Development Facilitator, GCDF, licensure.

As a city resident committed to service, Winifred is a State Leader with Decoding Dyslexia Maryland and co-founder of the Baltimore City Chapter that provides support and resources to parents of struggling readers and their children.

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# More Information

**Website** | [humanim.org](http://humanim.org)

**Blog** | [humanim.org/blog](http://humanim.org/blog)

**Annual Report** | [humanim.org/annual-report](http://humanim.org/annual-report)

**Humanim Leadership** | [humanim.org/who-we-are/#post-34](http://humanim.org/who-we-are/#post-34)

**Press Kits/Logos/Brand Guidelines** | [humanim.org/media-kit](http://humanim.org/media-kit)

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*Additional Information + High Res Images Available Upon Request*

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