

Expert Bios



Cindy Plavier Truitt

President & CEO

Cindy Plavier-Truitt has been at Humanim for over 30 years and currently serves as the President & CEO.

Prior to becoming CEO, Cindy served as Humanim's Chief Business Officer from 2014 to 2020, during which she established and oversaw the organization's Baltimore regional operations, as well as the launch of its social enterprise division. As Chief Development Officer from 2003 to 2014, Cindy helped lead Humanim's award winning renovation of the American Brewery Building in East Baltimore. Prior to that, she served as Vice President of Clinical Services, where she oversaw program development for individuals with intellectual/developmental disabilities and behavioral health needs, including the expansion of Humanim's mental health services and establishing the first statewide behavioral support services in Maryland. She is also a founding member of Humanim's Inclusiveness Committee, and continues to play a pivotal role in the organization's equity initiatives.

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 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. She is frequently invited to present and consult on issues related to workforce development, social enterprise, disability, community development, and racial justice.

Cindy has served on the board of Leadership Howard County, Leadership U, Suited to Succeed and the Neighborhood Design Center. She was named Child Advocate of the Year for Howard County, Top 100 Women in Maryland 2006, 2009 and 2015, and has received numerous awards for her work on The American Brewery Project. She is currently a commissioner on the Baltimore City Affordable Housing Trust Fund Commission and a member of the board of the Business Network for Offshore Wind, with a focus on employment and training opportunities.



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.



Bill McIntyre

Vice President of Workforce and Economic Development

Bill McIntyre is the Vice President of Workforce and Economic Development, at Humanim. Bill has a long career working in the non-profit, private and government sectors. Growing up in East Baltimore, he has a passion and love for the City, workforce development and finding innovative solutions to workforce challenges. His career began as a science teacher in the Baltimore City Public School system as well as in the Prince George's County Public Schools. Bill has a strong background overseeing workforce development programs as well as leading national expansion efforts. He has an undergraduate degree from Lincoln University as well as a graduate degree from Johns Hopkins University.



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.



Scott Deadrick

Vice President of Behavioral Support Services

Interim Vice President of Developmental Disability 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). 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.



Jesse Guercio

Vice President of Business Intelligence, Data Analytics and Information Systems

Jesse Guercio, MBA, CAP, CFMVA, CPRP, CNAP is a 17-year professional in the behavioral health and nonprofit fields and is currently the Vice President of Business Intelligence, Data Analytics, and Information Systems. Jesse previously served as 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.



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).



Michelle Williams

Vice President of Human Resources

Michelle Williams is the Vice President of Human Resources at Humanim. Before joining Humanim, Michelle was the Executive Director of Human Resources at Baltimore City Community College. Her 23 years of Human Resources experience encompass policy design, project management, labor negotiations, conflict resolution, training and development, and talent recruitment and selection.

Michelle received a B.S. in Business and Healthcare Administration at Sojourner-Douglass College, and dual master's degrees in Human Resource Management and Public Administration at Towson University. She also holds a certification in advanced management at the University of Baltimore, maintains membership with the Society of Human Resource Management (SHRM), College and University Professional Association for Human Resources (CUPA), National Associations of African Americans in Human Resources (NAAHR) and is considered a Subject Matter Expert (SME) in employee and labor relations, training/education, compensation, and talent acquisition. She is also an adjunct professor at the University of Maryland, where she teaches human resources and business courses.

With roots planted in "The Greatest City in America," Michelle can be found volunteering her time throughout her hometown of Baltimore. She serves as the human resource professional board member for Mi-Casa Su-Casa Behavior Health Services, Co-chair for Baltimore City Women's Commission for Employment, Economic Development, and is a mentor and coach through Girls' Empowerment Mission Program (GEM).

More Information

Website | humanim.org

Blog | humanim.org/blog

Annual Report | humanim.org/annual-report

Humanim Leadership | humanim.org/who-we-are/#post-34

Press Kits/Logos/Brand Guidelines | humanim.org/media-kit

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Additional Information + High Res Images Available Upon Request

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