

Expert Bios



Cindy Plavier-Truitt President & CEO

Cindy Plavier-Truitt has a 36-year tenure at Humanim 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.

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 a graduate of Leadership Maryland and Leadership Howard County. Cindy was inducted into the Circle of Excellence as one of Maryland's Top 100 Women. She currently serves as Chair of the Goucher College Board of Trustees as well as a board member for the Maryland Association of Community Services. She formerly served on the board for the Business Network for Offshore Wind and as the Acting President for the Baltimore Affordable Housing Trust Fund 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 positions 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 financial and accounting functions, 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.



Scott Deadrick

Vice President of Behavioral Support Services & Developmental Disabilities

Scott Deadrick is the Vice President of Behavioral Support Services and Developmental Disability Programs at Humanim. He holds a bachelor's degree in psychology from the University of Maryland and brings over 34 years of experience in providing services to individuals with disabilities, including 27 years directing Humanim's Behavioral Support Services Program. Scott develops and implements innovative models of behavioral support services in Maryland's Central Region, supporting thousands of individuals with I/DD and their families. He also designed and launched Maryland's first Statewide Behavioral Support Services program, which includes a mobile crisis team.

Scott has overseen the development of numerous grant-funded and fee-for-service programs, and he has extensive experience delivering crisis and support services to individuals with intellectual and developmental disabilities. For 27 years, Scott has served as Humanim's principal liaison to the Developmental Disabilities Administration's Central Maryland Regional Office, coordinating crisis evaluations and managing priority Behavioral Support Services cases across the region.

In 2021, Scott assumed leadership of Humanim's Meaningful Day/Developmental Disabilities Programs, including the Behavioral Stabilization Unit (BSU). The BSU serves behaviorally complex adults aged 21 and older with developmental disabilities, including those with Autism, intellectual disabilities, mental health conditions, and traumatic brain injuries. A passionate advocate for individuals with I/DD, Scott has participated in numerous statewide committees and has presented on applied behavioral analysis.



Jeff Edwards

Vice President of Technology Solutions

Jeff Edwards has worked at iScan, a Humanim Social Enterprise, for 33-years. He has helped employ 30-50 individuals with disabilities annually while scanning hundreds of millions of pages for federal, state, and county agencies, and private companies. Jeff received his undergraduate degree in psychology from the University of Delaware and completed graduate courses at North Carolina State University and Penn State University. He is also a graduate of Leadership Baltimore County. He is a former Board Member of Maryland Works, where he 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 a member of the Columbia-Patuxent Rotary Club.

Jeff co-founded eDoc Abilities, 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 has achieved both the CDIA+ (Certified Document Imaging Architect) and CIP (Certified Information Professional) industry certifications.

He is currently leading a new initiative for Humanim, which involves reselling a world-class document management system, DocuWare, to area businesses. It is the goal of this initiative to add new technical jobs for individuals with disabilities in the areas of software sales and support, while creating an additional revenue stream to help support other programs within Humanim. Towards this end, Jeff has been certified as a DocuWare Application Consultant (DAC) and DocuWare System Consultant (DSC).



Diana Ellis

Vice President of Strategic Partnerships & Development

Diana Ellis, Vice President of Strategic Partnerships and Development at Humanim, is a highly skilled nonprofit strategist and fundraiser with over 20 years of experience in the sector. Originally from Romania, Diana holds a bachelor's degree in business administration and an MBA from the University of Charleston (Charleston, WV). She has successfully created fundraising programs for two established organizations, generating millions through capital campaigns, board development, annual funds, grant funding, and special events. Diana is a graduate of prestigious leadership programs, including Leadership Maryland (class of 2017), GIVE Fellowship (class of 2021), and The Leadership Program (class of 2022), and was recognized as a Leading Women honoree by The Daily Record. She also serves on the Maryland Youth Apprenticeship Advisory Committee. Additionally, as a social entrepreneur, Diana has successfully managed a culinary social enterprise that provides job training and employment opportunities for individuals facing barriers to employment.



Rayna Fautleroy

Vice President of Quality Assurance and Corporate Compliance

Rayna Fautleroy is the Vice President of Quality Assurance and Corporate Compliance Officer at Humanim, where she has worked for over 30 years. In her current role, Rayna oversees the development and implementation of Quality Assurance and Corporate Compliance programs across all Human Services divisions. This includes responsibilities for staff training and education, auditing, data management, risk management, licensing and accreditation, and other activities aimed at ensuring compliance with regulatory and quality standards.

Rayna also leads Humanim's Central Admissions and Training Departments. She chairs both the internal Safety Committee and the Corporate Compliance Committee and oversees the Human Rights Committee. Her expertise includes HIPAA, Compliance Programs, Quality Assurance Programs, Internal Auditing, Data Management and Outcome Measurement, Incident Reporting and Investigations, and Licensing and Accreditation.



Jesse Guercio

Vice President of Business Intelligence, Data Analytics & Information Systems

Jesse Guercio, MBA, CNAP is results-oriented problem-solver with over 20 years of experience in the nonprofit and social sectors. He currently is 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 earned a Master of Business Administration from the University of Maryland College Park with a focus on Information Systems and Business Analytics, as well as a graduate certificate from Carnegie Mellon University's Heinz College's Chief Information Officer program. In addition, Jesse is a Certified Financial Modeling & Valuation Analyst, Certified Nonprofit Accounting Professional, and Certified Scrum Master. Jesse has served as a program and administrative surveyor for CARF International, an Expert Peer Reviewer for the Standards for Excellence Institute, and as a board member for a variety of nonprofits.



William B. McIntyre, II

Vice President of Workforce & Economic Development

William McIntyre is the Vice President of Workforce and Economic Development at Humanim. William 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 Prince George's County Public Schools. William 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.



Patrick Lloyd

Director of Community Development

Patrick Lloyd is the Director of Community Development at Humanim, where he plays a pivotal role in expanding affordable housing opportunities through the iHomes program, a private non-profit community housing development organization (CHDO). With a passion for creating positive change, Patrick began his career as a community organizer before transitioning into politics, where he gained diverse experience across campaigns at both local and national levels.

Before joining Humanim, Patrick spent five years at Maryland Works, where he made a significant impact in various roles, most recently directing the Employment Works Program. This initiative focused on helping Marylanders with disabilities and other barriers to employment, providing vital support and resources to those in need. Patrick holds a bachelor's degree in public policy from the University of Baltimore, which has served as the foundation for his work in both community development and advocacy.

Patrick's work is driven by his belief in the power of community and his unwavering commitment to breaking down barriers, whether it's through expanding access to housing or improving employment opportunities for individuals facing challenges.



Shannon Sipes

Director of Psychiatric Rehabilitation Services

Shannon Sipes, CPRP, serves as Director of Psychiatric Rehabilitation Services in the Behavioral Health Services department at Humanim. With over a decade of professional experience in the behavioral health and human services nonprofit sector, Shannon has excelled in diverse roles encompassing direct care, management and human resources.

A 2000 graduate of Washington College with a Bachelor of Arts in sociology, Shannon is also a certified trainer of the DLA-20 and an active Peer Reviewer for the Standards of Excellence Institute. Her commitment to leadership development is reflected in her membership with Leadership Howard County and her graduation from the Leadership Essentials class of 2019.

Shannon's dedication to excellence has been recognized through awards such as Humanim's Employee of the Year in 2017. She is deeply committed to enhancing the lives of vulnerable populations and passionately upholds Humanim's mission and vision.



Sandra Corbin

Director of Benefit Counseling Services

Sandra Corbin is the Director of Benefit Counseling Services at Humanim, holding degrees in social work and psychology from McDaniel College. She joined Humanim in 1986 as a Case Manager, quickly developing a passion for helping clients access and maintain Federal and State benefits. In 2017, Sandra became a Federally Certified Work Incentive Counselor, enhancing her ability to support individuals transitioning from benefits to the workforce.

Sandra has contributed to several social security demonstration projects and managed a multiyear grant that helped over 500 families obtain food stamps in Maryland's central region. She has trained staff and presented benefit and employment topics for organizations like the Carroll County Health Department and NAMI.

A dedicated community advocate, Sandra has served as a member and chair of the Howard County Commission on disabilities issues and is currently President of the Board of Directors for Heritage Homes Housing Consortium. Sandra's guiding philosophy is to make a meaningful difference in the lives of others.



Erica Goldman

Director of Community Integration Services

Erica Goldman is the Director of Community Integration Services at Humanim, bringing over 23 years of experience in the Human Services field. Throughout her career, Erica has worked in various capacities, including as the Manager of Personal Supports at Humanim, Intake & Case Coordination Director at Sheppard Pratt, and Resident Service Coordinator with the Housing Authority of Baltimore City. Her extensive background in public housing, human service agencies, and smoking cessation programs has shaped her passion for advocating for vulnerable populations, particularly youth, senior citizens, and individuals with developmental and intellectual disabilities.

Erica is a seasoned consultant and training specialist, with numerous peer-reviewed publications and presentations at various conferences. She is dedicated to mentoring and educating people about how to work effectively with diverse populations to improve their quality of life. A strong believer in the power of respect, understanding, and empathy, Erica is committed to empowering teams, driving progress, and fostering a culture of inclusion in the communities she serves. Her work is guided by a deep commitment to advocacy and service, making her a respected leader in the human services field.



William Stanley

Director of Developmental Disabilities Services

William Stanley is the Director of Developmental Disabilities Services at Humanim, where he has dedicated his career to supporting individuals with disabilities since 1993. After graduating from the University of Delaware with a B.A. in psychology and philosophy, William began his journey at Humanim as a Direct Support Professional in the Knott Project. He later pursued a master's in counseling psychology at Towson University, which he completed in 1998.

Over the years, William has held several key roles within Humanim, including Transitional Program Caseworker, Manager, and Director of Behavioral Consultative Services. In these positions, he trained staff in applied behavioral analysis practices to enhance the quality of life for those supported by Humanim. William has also been an instructor for various classes focusing on crisis prevention, de-escalation, and crisis management.

Currently, William oversees three Meaningful Day Programs, continuing to foster the personal growth and independence of the individuals in these programs. He is most proud of the lasting relationships he has built with both staff and those he supports, finding deep motivation in these connections to give his best every day.



Kate Leone

Director of Behavior Assessment & Consultative Services

Kate Leone is the Director of Behavior Assessment and Consultative Services. She received a B.A. in psychology from the University of Maryland, College Park and an M.A. in clinical psychology from Towson University. Kate has been a Board Certified Behavior Analyst since 2008 and has over 25 years of experience in the field of Applied Behavior Analysis. She received a Certificate in Non-profit Management from Drexel University. Kate successfully navigated the Behavior Support Services (BSS) Department through the Covid-19 pandemic by pivoting to virtual services. She has grown the BSS team from 3 clinicians to 8 clinicians and the department provides services to 1,600 people each year.



Matt Warble

Director of Community Behavioral Support Services & Manager of Behavioral Stabilization Unit

Matthew Warble is the Director of Community Behavioral Support Services and Manager of the Behavioral Stabilization Unit at Humanim. He began his career with the organization in February 2021 as the Supervisor of Registered Behavior Technicians, drawing on years of diverse experience in behavioral support. Matt's journey in the field began as an African Elephant trainer at the Maryland Zoo, before transitioning to work as a Behavior Specialist at the Kennedy Krieger Institute and Auburn School. In 2013, he shifted focus to serving adults with intellectual disabilities as a Support Service Coordinator, later managing the Behavioral Respite Unit at The Chimes.

Matt holds a bachelor's degree in psychology from the University of Phoenix, along with numerous certifications, including Registered Behavior Technician, MANDT Certification, and Certified Medical Technician. He has received several awards, notably, the 2009 Roni Gross "Service Excellence Award" Nominee from Kennedy Krieger Institute, 2015 "Torch of Gold" Award Recipient from the National Boy Scout Organization, and 2017 Chimes "GEM Going the Extra Mile" GEM of the Year Award.

In 2023, Matt played a key role in opening Humanim's Behavioral Stabilization Unit, offering support to individuals with complex behaviors. Outside of work, Matt is passionate about coaching soccer and spending time in nature. He is dedicated to helping others reach their potential and is proud of the positive impact he's made on the lives of those he serves.



Marisol Rodriguez

Director Workforce Development

Marisol Rodriguez is the Director of Workforce Development at Humanim, where she leads initiatives to empower individuals in achieving their professional goals and overcoming barriers to success. With a strong belief in the transformative power of education and opportunity, Marisol is dedicated to fostering personal and professional growth in the communities she serves.

Marisol focuses on maximizing employee potential, providing tools and support to tackle challenges effectively. She believes that when employees feel valued and trusted, they are more committed and engaged, leading to long-term success for both individuals and organizations.

Before joining Humanim, Marisol spent 25 years at Head Start, starting as a Family Services Worker and advancing to Manager and Director. Her roles at Head Start allowed her to make a lasting impact on families, supporting them in their journey toward self-sufficiency. Marisol holds a bachelor's degree and an associate of arts degree, reflecting her commitment to personal growth and helping others reach their full potential.



Tenequa Bryson

Director of Community Housing

Tenequa Bryson currently serves as the Director of Community Housing at Humanim, where she is part of a team focused on creating innovative solutions to enhance the lives of the individuals they serve. With over 27 years of experience in Residential Rehabilitation Programs, Tenequa is a Certified Psychiatric Rehabilitation Professional with a broad background in behavioral health, including adolescent and substance abuse rehabilitation.

Her expertise also extends to developmental disabilities and grant management. Throughout her career, Tenequa has successfully assisted over 100 clients in transitioning back into their communities and reconnecting with their families. She plays a key role in linking clients to vital community resources, housing, education, and employment opportunities.



Chanese Hoy

General Manager City Seeds

Chanese Hoy is the General Manager at City Seeds, where she combines her passion for food and service with a commitment to empowering individuals. She joined Humanim in August 2023, bringing a diverse culinary background that includes serving as a Personal Chef at Monte Nido, where she supported individuals battling eating disorders, and as a Chef/Kitchen Manager at Naval Support Activity Bethesda (Walter Reed). Chanese also has experience as a Food Service Business Manager for Common Market and Assistant Director of Dining Services at Citizens Care and Rehab.

A Certified Dietary Manager and SERVSAFE Proctor, Chanese holds several credentials that reflect her dedication to food service excellence. She has catered for high-profile clients like the New York Mets and Senators and was named Supervisor of the Year at Naval Support Activity Bethesda/Walter Reed in 2023.

Driven by faith, Chanese is passionate about making a meaningful impact and approaches her leadership role at City Seeds with a spirit of service, growth, and opportunity for all.



Aharon Denrich

Executive Chef City Seeds & School of Food

Aharon Denrich is the Executive Chef for City Seeds/School of Food, where he leverages over 30 years of culinary experience to transform lives through food. His journey began at eight years old, and by 17, Aharon entered the professional culinary world at Max's on Broadway in Baltimore. After graduating from The Culinary Institute of America, he honed his skills at Main Course Caterers and later opened his own successful restaurant in Baltimore, earning a coveted three-star review from the Baltimore Sun.

Aharon continued to innovate with Mr. Charles Market, gaining local acclaim for his unique approach to nouvelle home cooking. After serving as Executive Catering Sous Chef at Mothers Federal Hill Grille, he found his true calling at City Seeds, joining the team in 2017.

At City Seeds, Aharon not only oversees food production and menu development but also teaches culinary and life skills to individuals in Humanim's Day Program, empowering them through cooking. His work proves that food is more than nourishment— it's a path to a brighter future.



Tiffany Brand

Director of Production, iScan

Tiffany Brand is the Director of Production at iScan, where she has worked since October 2007, starting as a supervisor. Over her 18 years with iScan, Tiffany has developed a deep expertise in customer relations and team leadership. She has employed several individuals with disabilities and managed multiple critical federal and state contracts. She is responsible for ensuring that deadlines are met, and that staff consistently deliver high-quality images and accurate indexing, which contributes to numerous contract renewals after their initial terms.

Tiffany is known for her exceptional customer service and professionalism, having received positive feedback from clients. Passionate about helping others, she focuses on building her staff's confidence and skill development. Motivated by challenges, Tiffany is a dedicated leader with strong strategic planning abilities.

More Information

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