

**Brady
Foster
Powers**

Office: Indiana Institute on Disability & Community
Center on Community Living & Careers
Indiana University
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Work Experience

Research Associate

4/2019 – Current Indiana University, Indiana Institute on Disability & Community, Center on Community Living & Careers, Bloomington, IN

- Provide technical assistance and training to vocational rehabilitation staff and employment services providers utilizing both on-line and face-to-face modalities. Create and develop on-line curriculum, training videos, and provide in-person training programs in the areas of supported employment, benefits analysis, Vocational Rehabilitation orientation, specialty, and core courses and Employment First. Create best practice tools and outcome measurements for training courses to assist learners. Develop and provide Family Employment Awareness Training (FEAT) for transitioning youth and their families. Certified Benefits Information Network (BIN) Liaison and serve as backup to Program Coordinator as statewide trainer. Certified as a Community Partner Work Incentives Counselor (CPWIC) on a federal level. Serve on Indiana Institute's Committee on Equity, Diversity, and Inclusion Committee and the Safety Committee.

Event Planner/Owner

1/2000 – Current Events by Brady – Event Planning, Greenwood, IN

- Owner of small business providing event planning for weddings, private parties, corporate events and catering. Assess needs of individuals or corporations on their visions of celebrations and events. Provide accurate, timely and efficient planning for events and collaboration on end results as well as adhere to strict budgetary guidelines. Strong customer service driven company with satisfaction of individuals served. Excellent flexibility, ability to multitask, mediation to achieve overall outcomes.

Chief Executive Officer

5/2017 – 3/2019 Help the World Foundation, Indianapolis, IN

- Provide day-to-day leadership and management that mirrors the adopted mission and core values of the agency. Responsible for driving the agency to achieve and surpass sales, profitability, cash flow and business goals and objectives. Responsible for the measurement and effectiveness of all processes internal and external. Provide timely, accurate and complete reports on the operating condition of the agency. Spearhead the development, communication and implementation of effective growth strategies and processes. Collaborate with the management team to develop and implement plans for the operational infrastructure of systems, processes, and personnel designed to accommodate the rapid growth objectives of our organization. Motivate and lead a high-performance management team; attract, recruit and retain required members of the executive team not currently in place; provide mentoring as a cornerstone to the management career development program and succession planning. Assist in raising additional capital at appropriate valuations to enable the agency to meet sales, growth, and service needs. Foster a success-oriented, accountable environment within the agency nationwide. Represent the agency with clients, investors, business partners and other stakeholders. Oversee accreditations/certifications nationwide for the agency and be overall Compliance Officer for the agency. Oversee the Employment Services Department throughout US. Possess the following competencies; leadership, strategic thinking, results driven, business acumen, decision making, financial management.

Director of Programs

2/2016 – 5/2017 Chaucie's Place, Carmel, IN

- Oversee program and curricula development for all existing and new programs. Created and led special events and fund development through two major fund raisers for agency. Managed volunteer recruitment, appreciation, retention program for both external and internal volunteer groups. Supervised the staff and helped lead them to professional development and growth, as well as programmatic growth. Tracked and reported program data as well as grant data. Assisted Executive Director with grant writing, press releases and communication to the local service communities. Led team to be diverse, creative and to be problem solvers who can make decisions and be accountable for their actions. Developed programs and processes for those programs to be documented to secure the future of Chaucie's Place. Supported the fiscal budget and ensured the programs were falling in budget guidelines. Networked with community leaders and partners to leverage Chaucie's Place position in the service communities.

Regional Director, Indianapolis, Lafayette & Muncie Regions

11/2011 – 1/2016 Bridges of Indiana, Indianapolis, IN

- Directed and led complete operations of 24 counties in Indiana surrounding the cities for the agency for residential and community services. Supervised staff providing direct and indirect services to individuals with mental and physical disabilities, as well as the aging population. Adhere to the State of Indiana regulations and guidelines and coach to these regulations for ethical and quality service delivery to all clients and families served. Select regional staff through diversity and industry standards as well as educate and train on diversity and industry standards. Lead a team to be diverse, creative, clinical and to be problem solvers who can make decisions and advocate for their clients and be accountable for their actions. Determine budgets and fiscal decisions for the service region of over 3.5 million. Guide a team for positive interactions, diversity, change and professional development through client interactions and customer service. Lead agency on strategic planning and development as well as new program development. Direct Employment Services, Residential & Community Services, Music & Recreational Therapies.

Director, Employment Services

10/2008 – 10/2011 Abilities First, Middletown, OH

- Led and directed the day to day operations of the Employment Services Department – consisting of Vocational Evaluations, Community Based Assessments, Job Development, Job Coaching, Job Retention, Enclaves, Project Search – Atrium, Project Search – Ohio Casualty, Project Life, Work and Independence Transitioning (WAIT) Services – After School Program, WAIT Day Program, Work 101 Classes and Tutoring. Develop strong relationships with consumers, families, guardians, Rehabilitation Services Commission, Department of Developmental Disabilities (ODDD) and local businesses. Produced and lead quality trainings to meet Commission for Accreditation of Rehabilitation Facilities (CARF) and ODDD standards for all staff, in all arenas. Tracked measurements and outcomes of each program. Set budgets of over 2 million, staff trainings & development, coverage of programs, curriculum development, department goals, agency goals for each program and assist in strategic planning for agency. Served on Leadership Team, Human Rights Committee, and Chairman of Diversity Committee, the Disability Collaborative and CARF Compliance Officer. Completed Letters of Intent & Requests for Proposals.

Education

5/2000 Administration, Counseling & Educational Studies

- Emphasis in Student Personnel in Higher Education – Counseling Track, ECU, Richmond, KY

- Master's Degree

Degree consists of 27 hours of counseling courses and 6 hours of Student Affairs courses: Training/Courses in Counseling Diverse Populations, Lifestyle & Career Counseling, Crisis & Abuse Counseling, Death & Grief Counseling, Counseling Theory & Practice, Process & Basic Techniques of Counseling, Educational Research, Tests & Measurements and Group Counseling. Internships in Leadership Development and Judicial Affairs

7/1998 Speech Communication and Theatre Arts, ECU, Richmond, KY

- Bachelor's Degree

Skills

Conflict Management, Creativity, Counseling, Diversity & Inclusion, Leadership Development, Organization & Prioritization, Flexibility & Time Management, Training & Development, Communication, Goal Setting, Public Speaking, Effective Listening, Mediation & Resolution, Ability to Adapt to Change, Empathy, Project Management

Memberships & Volunteer Organizations

- Association of People Supporting Employment First (APSE), 2019 – Present
- Indiana Association of People Supporting Employment First (IN-APSE), 2019 – Current
- Association of Community Rehabilitation Educators (ACRE), 2019 – Current
- Hamilton & Hancock County Prevent Child Abuse Indiana Councils, 2016-2018
- Hamilton, Hancock, Marion County Systems of Care, 2016-2018
- Stewards of Children, Child Sexual Abuse Training Facilitator, 2016 – Current
- Smart Steps: A Body Safety Program for Children Trainer, 2016 – 2018
- VP of Fundraising, Indianapolis Arts Chorale Board of Directors, 2017-2019
- VP of Fundraising & Social Director, Cincinnati Men's Chorus Board of Directors, 2003-2009