# **Brady Foster Powers**

Center on Community Living and Careers

Indiana Institute on Disability and Community at Indiana University

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**EDUCATION**

MA 1998-2000 Administration, Counseling, & Educational Studies

Eastern Kentucky University, Richmond, Kentucky

BA 1994-1998 Speech Communication & Theatre Arts

Eastern Kentucky University, Richmond, Kentucky

**PROFESSIONAL EXPERIENCE**

2019 – Present **Research Associate**

Indiana Institute on Disability and Community, Center on Community Living and Careers, Indiana University, Bloomington, IN

* Provide research, 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 and virtual 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, teach beginner and advanced BIN Liaison courses, Social Security Work Incentive course, and serve as back up to the Project Coordinator. Certification as a Community Partner Work Incentives Counselor (CPWIC) on a national and federal level. Provide technical assistance, curriculum development, and training to Indiana Secondary Transition Resource Center (INSTRC), monitor state Individual Education Plans (IEPs) for IN Department of Education. Conduct interviews and data collection with the National Core Indicators (NCI) Project with the Center for Collaboration and System Change (CCSC) and individuals receiving waiver services in Indiana. Serve as the Chairperson of the Indiana Institute’s Committee on Equity, Diversity, and Inclusion (EDI) Committee since 2022 and was a founding member and on the IIDC Safety Committee. Serve as the Income-Based Training Projects Director.

2000-Current **Event Planner/Owner**

Events by Brady, Martinsville, 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 and adhere to strict budgetary guidelines. Strong customer service driven company with satisfaction of individuals served. Excellent flexibility, ability to multi-task, mediation to achieve overall outcomes.

2017-2019 **Chief Executive Officer**

Help the World Foundation, Indianapolis, IN

* Provided 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 fore the measurement and effectiveness of all processes internal and external. Provided timely, accurate, and complete reports on the operating condition of the agency. Spearhead the development, communication, and implementation of effective growth strategies and processes. Collaborated 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 the organization. Motivated and lead a high-performance management team; attracted, recruited, and retained required members of the executive team. Provided mentoring as a cornerstone to the management career development program and succession planning. Assisted in raising additional capital at appropriate valuations to enable the agency to meet sales, growth, and service needs. Fostered a success-oriented, accountable environment within the agency nationwide. Represented the agency with clients, investors, business partners, and other stakeholders. Oversaw accreditations/certifications nationwide for the agency and was overall Compliance Officer for the agency.

2015-2017 **Director of Programs**

Chaucie’s Place, Carmel, IN

* Compiled reports addressing the alignment of state standards and standardized tests for K-12 public schools across the U.S. Directed 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 each year. Managed volunteer recruitment, appreciation, and retention for both external and internal volunteer groups. Supervised the staff and helped lead them to professional development and growth, as well as programmatic growth. Supervised Social Work Internship Program. Tracked and reported program data as well as grant data for the agency. 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, evidence-based, and 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’s position in the service community and fund-raising community.

2011-2015 **Regional Director, Indianapolis, Lafayette, & Muncie Regions**

Bridges of Indiana, Indianapolis, IN

* Directed and led complete operations of 24 counties in Indiana for the agency for residential, therapeutic, and community services. Supervised staff providing direct and indirect services to individuals with mental and physical disabilities, as well as the aging population. Adhered to the State of Indiana regulations and guidelines and coached to these regulations for diverse, ethical and quality service delivery to all clients and families served. Selected regional staff through diversity and industry standards. Led a team to be diverse, creative, clinical, and to be problem solvers who can make decisions and advocate for their clients. Determined budgets and fiscal decisions for the service region of over 3.5 million. Guided a team for positive interactions, diversity, systematic change, and professional development. Lead agency on strategic planning and development through new program development in IN and other states. Trained directors and assistant directors in the state of Indiana and Colorado. Directed Employment Services, Residential & Community Services, Music & Recreational Therapies.

2008-2011 **Director of Employment Services**

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. Developed strong relationships with consumers, families, guardians, Rehabilitation Service Commission, Ohio Department of Developmental Disabilities (ODDD), and local businesses. 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 assisted in strategic planning for the agency. Served on Leadership Team, Human Rights Committee, and Chairman of the Diversity Committee, Chairman of the Disability Collaborative, and was CARF Compliance Officer for the agency.

2003-2008 **Manager of Assessment Services & SMART LAB**

Easterseals Work Resource Center, Cincinnati, OH

* Supervised team that performed vocational assessments, community-based assessments, and other employment related services. Built curricula and programs to meet needs of the agency. Trained and provided professional support and mentoring for teams. Developed and maintained outcomes and data for the service programs, as well as annual budgets. Served on the agency Leadership Team. Lead of CARF surveys for the programs and services. Assisted to develop programs and curricula for SMART LAB by introducing hydroponics and other technology-based research and programs for transition-aged youth.

**LICENSES AND CERTIFICATIONS**

2020 – Current Community Partner Work Incentive Counselor (CPWIC)

**TEACHING**

2023-Current Center on Community Living and Careers, IIDC, Indiana University

 *Work & Disability: Benefits, Incentives, and Assets*, blended course

2022-Current Center on Community Living and Careers, IIDC, Indiana University

*Supported Employment: Developing Natural Supports*, blended course

2022-Current Center on Community Living and Careers, IIDC, Indiana University

*Discovery for Employment Services*, blended course

2021-Current Center on Community Living and Careers, IIDC, Indiana University

*Employment Consultant Training with and Emphasis on Customized Employment*, blended course

2020-Current Center on Community Living and Careers, IIDC, Indiana University

 *Basic Benefits Information Network Liaison*, blended course

2020-Current Center on Community Living and Careers, IIDC, Indiana University

 *Advanced Benefits Information Network Liaison*, blended course

2020-2022 Center on Community Living and Careers, IIDC, Indiana University

 *Social Security Work Incentives*, blended course

2019-2021 Center on Community Living and Careers, IIDC, Indiana University

 *Employment Specialist Training,* blended course

2019-2020 Center on Community Living and Careers, IIDC, Indiana University

*Supported Employment: Developing Natural Supports,* blended course

**E-LEARNING COURSES**

**Powers, B.,** Abramenka, V., Ausbrook, W., Buckley, C., Clark, S., Stafford R., Tijerina, J. & J. Updike, (2020). Trauma informed care and vocational rehabilitation [online learning course]. Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**Powers, B.**, Clark, S., Abramenka, V., Ausbrook, W., Buckley, C., Stafford, R., Updike, J., Tijerina, J., & Held, M. (2020). Formerly incarcerated individuals [online learning course]. Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**Powers, B.**, Clark, S., Abramenka, V., Ausbrook, W., Buckley, C., Stafford, R., Updike, J., Tijerina, J., & Held, M. (2020). Personality disorders [online learning course]. Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**Powers, B**., Clark, S., Buckley, C., Stafford R., Abramenka, V., Ausbrook, W., Updike, J., Tijerina, J., & Held, M. (2020). Effective Strategies for Working with People with Substance Abuse Disorders [online learning course]. Bloomington, IN: Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**Powers, B.,** Buckley, C., Clark, S., Stafford R., Abramenka, V., Ausbrook, W., Updike, J., Tijerina, J., & Held, M. (2020). Visual impairment [online learning course]. Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**Powers, B.**, Stafford R., Abramenka, V., Ausbrook, W., Buckley, C., Updike, J., Tijerina, J., & Held, M. (2020). Brain injury [online learning course]. Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**Powers, B.,** Buckley, C., Abramenka, V., Ausbrook, W., Clark, S., Stafford R., Tijerina, J. & J. Updike, (2020). Autism, empowerment, and employment - foundations [online learning course]. Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**Powers, B.**, Buckley, C., Abramenka, V., Ausbrook, W., Clark, S., Stafford R., Tijerina, J. & J. Updike, (2020). Autism, empowerment, and employment - application. [online learning course]. Indiana University, Indiana Institute on Disability and Community, Center on Community Living and Careers.

**PUBLICATIONS**

Buckley, C., **Powers, B.** (2022). Targeted Motivational Interviewing techniques assist the process of verbal de-escalation in vocational rehabilitation. Journal of Vocational Rehabilitation, 56(3), 217-222.

**PRESENTATIONS AT PROFESSIONAL MEETINGS**

**Powers, B.** & Buckley, C. (2022). *Verbal De-escalation and Listening Skills: Keys to Supporting Individuals with Challenges in the Workplace*.Presentation at the Arkansas APSE Conference, Hot Springs, Arkansas.

**Powers, B.,** Buckley, C., Block, S., Level, S. (2022). *Motivational Interviewing Spirit and OARS*. Presentations at the 2022 Regional Vocational Rehabilitation staff trainings. Quarterly regional with a targeted audience of Vocational Rehabilitation professionals in Indiana.

**Powers, B.** (2022). *Customized employment and vocational themes through a world café view.* Presentation for Florida APSE State Conference.

**Powers, B.**, Corbin, A. (2022). *Social Security benefits and ABLE accounts.* Presentation for Patins EXPO Conference.

**Powers, B.**, Corbin, A. (2022). *Transition-aged youth, benefits, and ABLE accounts.* Presentation for Indiana Special Olympics State Conference.

**Powers, B.**, Buckley, C. (2021). *Verbal De-escalation and Listening Skills: Keys to Supporting Individuals with Challenges in the Workplace.* Presentation at the National APSE Virtual Conference.

**Powers, B.**, Corbin, A. (2021). *Benefits and ABLE accounts: working together for your future.* Presentation at the Facing the Future Together Conference.

**Powers, B.** (2021). *Getting to know BIN (Benefits Information Network).* Presentation for INARF Direct Service Professional’s Professional Development Series.

**Powers, B.** (2020). *Breaking it down: systematic instruction & task analysis.* Presentation for INARF Direct Service Professional’s Professional Development Series.

**Powers, B., Buckley, C.** (2020). *De-escalation in Employment Settings: Training and Demonstration on De-escalation Techniques.* Presentation at the National APSE Virtual Conference.

**Powers, B.** & Buckley, C. (2019). *The Darth Vader/Princess Leia De-escalation Simulation.* Presentation at the IN-APSE Conference, Indianapolis, Indiana.

**Powers, B.** (2019). *Goal writing & data collection.* Presentation for IN-APSE State Conference.

**SELECTED PROFESSIONAL MEMBERSHIPS AND SERVICE**

Association of Community Rehabilitation Educators (ACRE) Board of Directors, 2023 – Current

National Association of Benefits and Work Incentives Specialists (NABWIS) 2020 - Current

Association of People Supporting Employment First (APSE), 2019 – Current

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 (PCAIN) Councils, 2016-2018

Hamilton, Hancock, Marion Counties, Systems of Care, 2016-2018

Stewards of Children, Child Sexual Abuse Training Facilitator, 2016 – 2020

Smart Steps: A Body Safety Program for Children Trainer, 2016 – 2019

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