

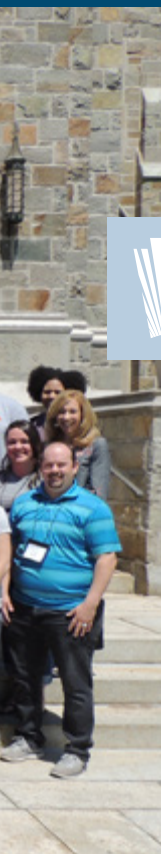


KEYSTONE
HUMAN
SERVICES

SRV
LEADERSHIP
GROUP
DIRECTORY



Keystone Human Services SRV Leadership Group Members



Keystone Human Services founded Keystone Institute to preserve, teach, and share the values and core principles of our vision of an inclusive world. The Institute provides extensive national and international education and consultation in the areas of deinstitutionalization, creating responsive community supports, Social Role Valorization, and respectful individualized planning.

The purpose of the SRV Leadership Group is to serve as leaders and developers of a community of Social Role Valorization practice among the organizations of Keystone Human Services and to build a critical mass of educators and implementers who are able to assist others to learn about and use Social Role Valorization.

Representing various agencies and departments across the organization, the employees listed below are available as coaches, resource guides and mentors as together we work to enhance the lives of vulnerable people through the principles of Social Role Valorization. Each member of this group has completed an intensive and advanced educator development course taught by the faculty of the Keystone Institute, on the theory and practice of SRV. All members have committed to continue their own learning, to strengthen their own skills and to use their capacities to fortify their respective agency and its employees.





ELIZABETH NEUVILLE

*Executive Director, Keystone Institute Director,
Keystone Institute India*

Elizabeth “Betsy” Neville serves dual roles as Executive Director of the Keystone Institute and Director of Keystone Institute India, dividing her time equally between the US and India. She was first introduced to the concepts of Normalisation in 1986, and then Social Role Valorization in 1988.

Betsy has worked extensively with the ideas of Normalization and Social Role Valorization (SRV) and provides training and consultation both nationally and internationally. She is fully accredited by the North American Social Role Valorization Council as a senior trainer of SRV. She has taught SRV and PASSING in Canada, across the United States, Ireland, the UK, Holland, Turkey, India, Azerbaijan, Romania, and the Republic of Moldova. She studied under the mentorship of Darcy Elks and Dr. Wolf Wolfensberger, the developer and foremost proponent of Social Role Valorization, and has, in turn, mentored and supported a

generation of people committed to personal human service to others. She also develops material and teaches on many topics beyond SRV and Person Directed Planning, including Hospitality, American Eugenics, Moral Treatment, Organizational Values in Action, and many other areas. Betsy is a co-founder of the International SRV Association, a global membership organization which is housed with Keystone Human Services.

Betsy has led the creation of a community of practice of Social Role Valorization across India, as well as a strong base of those skilled in person directed planning and approaches, mentoring next generation leaders and practitioners.

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PAMELA SEETOO

*Associate Director,
Keystone Institute*

Pam has been on the Keystone Institute faculty for over 15 years, currently serving as the Associate Director. She has worked to assist people to live rich, full community lives since 1990. Over the course of her life's work, she has assisted people to leave institutions and establish themselves in their communities, supported children and families within foster care and host home programs, provided service leadership, and focused on values-based education and facilitation.

Throughout her career, Pam has worked to educate others about the effects of social devaluation of vulnerable populations. She facilitates many presentations at a variety of Social Role Valorization (SRV) and related workshops, leads small group learning and has been a team leader at PASSING events. She develops and organizes an extraordinary employee development program for the Keystone Institute and serves as a mentor and role model to many others.

She has a strong interest in preserving and safeguarding the personal histories of people with disability and has developed workshops around this topic. Pam has been accredited as an SRV teacher by the North American Social Role Valorization Council. Pam has worked to assist people to live rich, full community lives since 1990. Over the course of her life's work, she has assisted people to leave institutions and establish themselves in their communities, supported children and families within foster care and host home programs, provided service leadership, and focused on values-based education and facilitation.



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MATTHEW NGUYEN

*Education Specialist,
Keystone Institute*

Matthew joined the Keystone Institute in 2016, and brings over 17 years of experience supporting people with intellectual disabilities to live everyday lives, developing services for individual people, and successfully managing individualized programs and services. He began studying and using Social Role Valorization during his early years working at Keystone, and has worked to implement the ideas in the lives of people he has supported. Matt is committed to leading by example, and has used his roles in organizational leadership to influence others to also learn about and apply the ideas of SRV. Matt presents at Social Role Valorization workshops, leads small groups at

workshops, and has team led at several PASSING workshops. Matt has also assisted with the implementation of the ideas of SRV through consultation and providing mentorship with teams and direct support workers. He believes that engaging in personal human services to others enriches both service workers, leaders, and vulnerable people who they serve.

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ELISA PARMER

*Education Specialist,
Keystone Institute*

Elisa joined the Keystone Institute in 2017. She has over 10 years of experience in direct service to people with intellectual disabilities, with a focus on understanding the negative life experiences that accompany devaluation and assisting people to grow into valued roles in order to create positive change, one person at a time.

Elisa presents and leads small group work at Social Role Valorization workshops and related events. She has mentored many colleagues in their knowledge and implementation of SRV, and has team led PASSING. Elisa is a gifted Graphic Facilitator and applies

these skills to assist people in building bright, capacity-based visions for their lives, to capture and communicate visual elements for educational events, and to assist service providers in planning initiatives. She desires to bring families and direct support staff together to cultivate strong, collaborative relationships.

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ELLWYN ANDRES

*Education Director,
Keystone Community Mental Health*



Ellwyn has been working in the community mental health field since 1979 and for Keystone Human Services Mental Health since 1983. Since 2000, he has been the Director of Professional Development at Keystone Mental Health Services, organizing and facilitating education and professional development for new and existing employees, participants, and members of the community.

Since his earliest days at Keystone, Ellwyn has been a student, implementer and teacher of the principles of Social Role Valorization. He was a member of the very first SRV Educator Development cohort and has mentored countless employees in their development

around the ideas, taught and group led at SRV and SRV related workshops, and presented the ideas at conferences for the Association of Psychiatric Rehabilitation Services.

Ellwyn has integrated the ideas of Social Role Valorization with important core ideas within the mental health in areas such as Psychiatric Rehabilitation, Suicide Prevention, and wellness Recovery Action Planning. Ellwyn finds that his deep understanding of the plight of devalued people and rigorous study of Social Role Valorization bring powerful and potent impact to these multiple other teaching roles.

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STACY BUCHMANN

*Director, Keystone Autism Services,
Cumberland County*



Stacy has been supporting adults with Autism Spectrum Disorder through her work at Keystone Autism Services since 2012, initially as a Behavioral Health Specialist and for most of her tenure as Director of Autism Services. As a Director she works directly with individuals to grow into valued roles, guides support staff to understand and utilize Social Role Valorization (SRV), and influences program policy and procedure to minimize systematic barriers to effective supports.

Stacy has acted as Report Writer for a PASSING workshop, facilitated SRV

study groups, and has presented and group led at several SRV workshops. She has a strong commitment to infusing the concepts of SRV into the policies, procedures, processes and every day work of those supporting vulnerable people.

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SOLEIL DANSU

*Rehabilitation Specialist,
Keystone Mental Health Services*

Soleil Dansu was first introduced to Social Role Valorization soon after he began working for Keystone Human Services in 2001. As a recent immigrant from Democratic Republic of Congo and newly engaged directly supporting people with mental disorders, he was immediately able to see the connections between social devaluation and the promise of valued social roles across societies and within his one life. Soleil attended advanced level workshops conducted by Dr. Wolfensberger in Syracuse, New York, including advanced, leadership level SRV and courses on the Philosophy of Personalism, applying these important ideas in many ways.

Soleil was a member of

the second SRV Educator Development Group at Keystone, which started in 2003, lending his voice and experiences to the development of each member of that cohort. He travelled to Rwanda, and used this time to meet with mental health institutions and rights groups to promote the concepts of SRV and encourage them to work towards a more rehabilitative model of service. Perhaps most compelling, for decades Soleil has worked side-by-side and with great commitment to support people with mental health disorders in their own homes and in the community to live full, independent lives.

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GENEVIEVE FITZGIBBON

*Deputy Director,
Keystone Human Services International (KHSI)*

Genevieve has devoted her two-decade professional career to the community inclusion of people with disability, and the fight for recognition of equal rights for all people, especially those who are most deeply marginalized. During her work within Keystone, she has supported the teaching and implementation of Social Role Valorization in Keystone's international programs, and has facilitated the sharing of these ideas in many places in the world, with a focus on eastern and central Europe and India. She has been an active participant in Keystone's SRV Leadership group, and attended the International SRV Conference in Providence, Rhode Island in 2015.

Genevieve joined the KHS SRV Leadership Group in 2015 and uses her knowledge and expertise to influence change on many levels — from impacting international policy change, to assisting people with disability to speak on issues of social justice, and to write, speak, and facilitate discussion groups on a variety of topics related to the interpretation of SRV into areas such as utilizing assistive technology for competency development, evidence-based inclusive practices in mental health, school to work transition for youth with emotional and behavioral disorders, and family strengthening and resilience.

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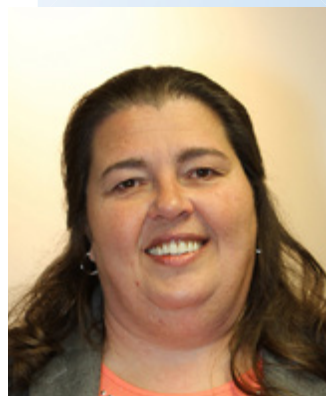
VICTORIA HOSHOWER

*Director of Quality Management,
Keystone Human Services*

Victoria Hoshower joined Keystone Human Services in 1990 and shortly thereafter committed to becoming a lifelong student of SRV. Victoria has attended a variety of workshops and has previously attended the SRV International Conference. She attended one of the last introductory SRV workshops in four days conducted directly by Dr. Wolfensberger and Susan Thomas in North Carolina, when “SRV 10” was first introduced. She had the privilege to hear Dr. Wolfensberger and Susan Thomas speak generally on the Principles of SRV in addition to many advanced workshops such as Sanctity of Life and Moral

Coherency. During her tenure with the organization she has held a variety of direct support, management and supervisory, as well as leadership positions, which has allowed her to assist others in gaining valued social roles for themselves. Over the years she has also assisted with SRV study groups and served as a group leader. In her current role as Director of Quality Management she strives to help others understand that outcomes, data and process improvements are directly and indirectly linked to those supported and their desire for the good things in life.

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ERNIE JOSÉ

*Learning and Organizational
Development Consultant*

Ernie joined Keystone in a direct support position in Lancaster, PA in August 1988. He worked in a small community residence until November 1989, when he joined the Human Resources Department in the position of Recruiter. He has served in several HR positions in Keystone since: as the HR Specialist for Lancaster and later for Family Support Associates, and the HR Director for Children & Family Services. Since 2012, he has been the Learning & Organizational Development Consultant. He first attended the SRV Workshop and PASSING in 1990 and has continued his study of the principles and has

served as an SRV leader and teacher for over two decades. He is proud of his direct support background and feels that combined with his deep knowledge of devaluation and the principles of Social Role Valorization, the experience made him more effective in his subsequent HR positions, and in articulating the mission, vision, and values of Keystone to the employees who participate in his leadership development workshops and trainings.

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ERICA KISHPAUGH

*Director,
Supported Employment Services*

Erica specializes in the Customized Employment process for Keystone Human Service's Central Region Intellectual Disability Services. She joined Keystone Human Services in 1995 as a residential services' direct support professional and held various positions within residential services. Throughout her career at KHS she has supported young adults to transition to adult life, assisted people to move out of institutions and into community, supported people to gain jobs in the community, and has used person-centered approaches to assist people to experience true home.

During her years in residential services, Erica was introduced

to Social Role Valorization, attended PASSING and became involved as an SRV leader. Erica's belief in the principles of SRV and her passion for seeing people live meaningful lives led to her involvement with employment support services in 2010. She played a key role in creating and implementing Keystone Human Services' Employment initiative which has afforded many people to leave congregated, segregated day settings and take on meaningful, competitive work roles.

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DAN MATHIEU

*Service Director,
Key Human Services*

Dan has been a longtime collaborator of the Keystone Institute. He began his work in human services in 1989, and joined Key Human Services of Connecticut in June of 2001. Dan completed his first Introduction to Social Role Valorization workshop in 2002 continuing his exploration of SRV through PASSING, the SRV Educator Development Course, as well as serving as an SRV Leadership Group member, a group leader and facilitator for several workshops.

Beginning in 2014 Dan has worked continuously to support many people to leave one of the large congregate institutions in his region. The

work of deinstitutionalization is a gift and passion of Dan's which he continues to assist people begin lives of promise and possibility as they enter into small community homes throughout western Connecticut. Dan has particular expertise in implementing Social Role Valorization ideas in designing and supporting post-institutional lives with a focus on imagery and competency enhancement.

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MATT MILLER

*Information Technology Systems Analyst,
Keystone Human Services*



Matt is a long time employee of Keystone, beginning his work in 1987 at a small community home. Whether working as a Direct Support Professional, Program Specialist, Service Director, Family Preservation Practitioner, Family Reunification Director, Quality and Training Director or Systems Analyst with the Application Group, Matt has always found the principles of Social Role Valorization to be relevant and helpful in his work. He was introduced to the ideas early in his career with Keystone, introduced to them by some of the earliest and most passionate proponents within Keystone. Soon after attending the Introduction to

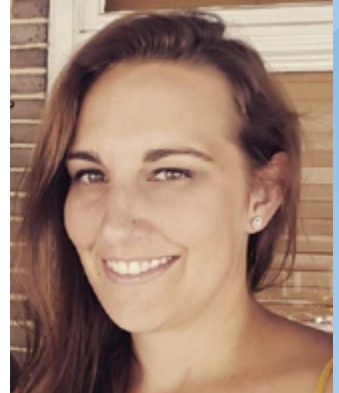
SRV course, he then followed up with a PASSING workshop which fundamentally altered his perception of personal human service and the delivery of support services to vulnerable individuals.

Matt was a member of the very first Educator Development Cohort and finds it a privilege have served on the SRV Leadership Group for the past 20 years. Matt has enjoyed the opportunity to help teach the concepts of SRV as well as to assist with keeping business initiatives focused on Keystone's Mission, Vision and those that Keystone Human Services supports.

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ANGELA PILARSKI

*Certified Investigator,
Keystone Human Services Lehigh*



Angie joined Keystone Human Services in 2014, currently serving as a Certified Investigator for Intellectual Disabilities Services in Lehigh, PA. Her first Introduction to SRV course in 2015 was just the beginning of what has been ongoing study and growing leadership around the ideas. Angie graduated from the SRV Educator Development Course in 2018. She recognizes the deep and heightened vulnerability the people we support live with and has developed a passion and spirit of advocacy for assuring that people who have difficulty communicating are assisted to express themselves

and be understood. Angie, along with Vicki Shaw, led an initiative to increase access to communication technology for the people served by Keystone. Her insight and advocacy serve as a true safeguard when she is supporting people through her work. Angie teaches the principles of SRV formally and informally, serving as role model, group leader and teacher both in her work and at educational events.

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KIMBERLY RIEGEL

*Clinical Specialist,
Keystone Human Services North Central*

Kim joined Keystone Human Services in 1999 and began learning about the concepts of SRV in 2001. She is currently working in the North Central region as a Clinical Specialist but has filled various roles within the agency including Program Director and Communication and Vocational Coordinator; her role as an SRV Leader consistently evident in all of her work. Kim regularly attends SRV related events locally and internationally to strengthen her own knowledge and she serves as a group leader and workshop facilitator to deepen others' understanding of some of the core principles

of SRV. She continues to lend her experience and expertise to the Keystone Institute, and serves as a powerful role model to many others, emphasizing the importance of vulnerable people's voices being heard, and assisting them to increase competencies, gain valued roles, and live lives that are meaningful and person-centered.

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VICKI SHAW

*Information Security Director,
Keystone Human Services*

A member of the SRV Leadership Group since 2017, Vicki Shaw joined Keystone Human Services in 2007 and is currently employed as the Information Security Director. As a student of SRV, Vicki has attended many related and advanced events including the SRV International Conference in Winnipeg, The History of Human Services, and Passing and encourages others to attend, learn, and to apply the teachings of SRV to all aspects of their work and daily life. Assistive technology is a particular area of interest for Vicki as she champions the adoption of

technology for everyone and applies her technical strength to assist people in finding and utilizing adaptive technology that meets their unique needs.

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SANDI SLEZAK

*Content Writer,
Keystone Human Services*

Sandi began studying Social Role Valorization soon after joining Keystone Human Services in 2008. Since then, she has led small groups at SRV workshops and has developed and facilitated multiple SRV Study Groups, developing content and leading rich discussions among Keystone's SRV graduates and leaders. In her role as a content writer on KHS's Communications team, Sandi has a particular interest in language and imagery and the power they have to shape mindsets. She is continuously viewing KHS's communications and branding through the lens of SRV to move the mission

forward and build a world where all people belong and are welcomed and respected. Sandi serves as a role model and expert to all associated with Keystone's external and internal communications to work toward congruity with SRV principles.



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MICHELLE SULTAN

*Education Consultant,
Keystone Human Services Downingtown*

Michelle joined Keystone Human Services as a Direct Support Professional in 2014. After serving briefly as a Program Supervisor, she moved into her present role as an Education Consultant for Intellectual Disability Services in Downingtown, PA. Her education on the principles of SRV education began in 2015 when she attended her first Introduction to SRV course. The ideas powerfully resonated with her own core beliefs about the potential and place for all people to offer their gifts and contributions to their communities. Driven

by that first course, she has continuously pursued and deepened her knowledge through multiple workshops and learning events and graduating from the KHS SRV Educator Development Course in 2018. Michelle finds the concepts of SRV to be foundational in developing curriculum for Keystone's workforce and relies on the ideas to guide and direct employee educational course content and processes.



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