

Bret Vaks

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Scranton, Pa 18505

413-464-5140
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- Experienced and knowledgeable non-profit social services professional with over 35 + years' experience in Autism & IDD services
- Program creator with history of starting new/needed services from nothing or expanding existing services to meet clientele/community needs
- Community partnership builder with ever-expanding network of service providers, community stakeholders, and legislative advocates.
- Effective communicator and advocate with a passion for bringing invested parties together to solve problems
- Nationally recognized disability expertise and training acumen

✓ Executive leadership & supervision	✓ Public speaking and professional development training
✓ Multi-million-dollar budget management	✓ Coalition building and investment
✓ Program developmental and implementation	✓ Change management
✓ Professional staff hiring, development & training	✓ Service referral development & maintenance
✓ Fundraising and grants acquisition	✓ Public policy and legislative advocacy
✓ Marketing & communications	✓ Media & press relations (PR)
	✓ Strategic Planning & service need foresight
	✓ Compliance

2026-

A1 Service Coordination Clinical Supervisor

- Oversee daily clinical operations and ensure compliance with healthcare regulations.
- Provide supervision, guidance, and support to clinical staff.
- Develop and implement treatment plans for clients based on clinical assessments.
- Monitor and evaluate staff performance and provide regular feedback.
- Conduct regular staff meetings and training sessions.
- Ensure accurate documentation and record-keeping of all clinical activities.
- Coordinate with other departments to ensure integrated service delivery.
- Review and update clinical policies and procedures.
- Manage client caseloads and ensure timely and effective service delivery.
- Facilitate communication between staff and management.
- Handle escalated clinical issues and client complaints.
- Track and report on clinical metrics and outcomes.
- Participate in recruitment, hiring, and onboarding of new clinical staff.
- Maintain up-to-date knowledge of best practices and industry standards.

2026

The University Of Scranton Part Time Faculty for Counseling & Human Services

- Instructor For Cognitive Disabilities Undergraduate Class

2023-2026

Westchester Independent Living Center

Regional Resource Development Specialist NYC Region

- Responsible for the development, management, administration, and monitoring of the NHTD Waiver for the NYC Region including Manhattan, Brooklyn, Bronx, and Queens for 60 Waiver Service Providers.
- Work closely with DOH to disseminate public information regarding the Waiver's ability to meet the needs of individuals with Disabilities and Seniors.
- Respond to calls from individuals with Disabilities and Seniors, family members, advocates,

- professionals, and others requesting information regarding Waiver Services.
- Provide resource information and education regarding the community-based needs of individuals with Disabilities and Seniors.
- Interview prospective participants who have indicated interest in returning to the community.
- Meet with prospective Waiver participants to explain the Waiver philosophy and services and make a preliminary non-financial determination of appropriateness for the waiver.
- Make referrals to available resources in the community if an individual is determined not eligible for the Waiver.
- Track referrals and intakes.
- Maintain an informational database vital to the analysis of the effectiveness of the NHTD Waiver.
- Assess and identify Regional Waiver and non-waiver service capacity to meet the demands for Waiver participation in the contracted area and report to DOH.
- Provide data to DOH regarding regional needs, outcomes, quality assurance and improvement and cost savings as part of quarterly reports and at other times upon request.
- Develop and implement a comprehensive outreach campaign to recruit Waiver Service Provider.

2021-2023

Optimum Choice Services Service Coordinator

- Assists participants in the development, implementation, and monitoring of all services in a client-centered and individualized Service Plan part of the NHTD & TBI Waivers
 - Initiate and oversee the assessment and reassessment of the participant's level of care and on-going review of the Service Plan
 - Provide intensive case management services including crisis intervention, risk reduction and emergency referrals to ensure the participant's health and welfare
 - Provide direct care management services, maintaining accurate and verifiable documentation of all services rendered.
 - Gather information needed for applicants to be approved as waiver participants by RDC.
 - Assist clients/ legal guardians with applications and paperwork for and management of benefits, financial, housing, or other related areas as needed.
 - Develop comprehensive service plans, PPOs, and all other required DOH paperwork for participants assigned.
 - Monitor implementation of each client's service plan and provide ongoing review of the plan's overall effectiveness in compliance with all state requirements and regulations.
 - Maintain a minimum monthly face-to-face contact with each client served.
 - Formally review and submit a revised service plan as the applicable Waiver directs.
 - Maintain client records for a minimum of 7 years after termination of Waiver services.
 - Ensure the assessment of the need for a nursing facility level of care is completed annually.
 - Coordinate and facilitate team meetings semi-annually and as requested by clients receiving services from TBI/NHTD Waiver programs.
 - Participate in staff meetings and other Care Coordination department activities and mandatory training.
- Ensure compliance with all applicable local, State, and Federal regulations and agency policies.

2020-Present

Independent Consultant-Expert Witness

- Provide expert testimony in civil litigation focusing on Abuse and Wrongful Death cases against people with Autism, IDD and Mental Illness that occurs in Group Homes, Day Programs and other settings operated by private entities and organizations.

Community Resource Navigator

SCAP

2020-2021

- Assist members of the general population; people living with AIDS/HIV; members of the LGBTQ community; people with Mental Illness; people with Autism and or IDD without OPWDD funded services; all living in poverty in Schenectady, NY maintain permanent housing, mental health and/or addiction treatment services, legal assistance, employment services, transportation and other necessary community resources as needed including assistance with applying for accommodations for college housing and college course testing.
- Negotiate with Landlords and Property Management Companies on behalf of clients secure housing with reduced rent as a third party.
- Agency topic expert for Autism/IDD:
 - Attend IEPs with families living in Poverty with children with Autism or IDD
 - Attend SSA Hearings with families living in poverty related to securing SSI for their children with Autism or IDD.
 - Work with families to find appropriate diagnostic testing services when their children may not have been accurately diagnosed with Autism or other Behavioral-related Disabilities.
 - Develop Training Curriculum on Autism for families living in poverty with children with Autism and or IDD.

The Arc of Monmouth

Senior Director of Programs and Services

2018-2020

- Direct all Agency Community Based Programs with a Total Operating Budget of \$15,500,000.
- Direct two College Enrichment Programs in conjunction with Brookdale Community College for individuals with Intellectual Disabilities and or Autism with an operating budget of \$172,000 and 5 staff.
- Direct Residential Services including 12 group homes and independent living programs with an overall operating budget of \$8.5 Million and 140 staff.
- Direct Adult Day Services including 5 day programs with an overall operating budget of \$4.4 Million and 40 staff.
- Direct the Work Opportunity Center with an overall operating budget of \$1.5 Million and 20 staff..
- Direct the Recreation Department and Individualized Budget Day Program (TAZ) with a combined budget of \$500,000 and 10 staff.
- Direct the Supported Employment Department with an operating budget of \$500,000 and 8 staff.
- Direct the Agency Maintenance Department.
- Create and Implement Medicaid Billing processes and all related financial and management practices and policies across all domains of the organization including QA, HR, Community Based Programs and Accounting Departments due to statewide transition to fee for service model from contract reimbursement model.

The Family Resource Network

Vice President Behavioral Services

2015-2018

- Created Intensive In Home Applied Behavioral Analysis (ABA) Program for children with Autism in Monmouth, Ocean, Hudson, Mercer, Somerset and Essex Counties with an operating budget of \$2 Million.
- Supervise 50 direct reports.
- Manage HR On-boarding process including recruitment for all new hires

2008-2015

Training and Consultation Specialist

The Elizabeth M Boggs Center

Rutgers Robert Wood Johnson Medical School

New Brunswick, NJ

- Provide a Wide Array of Specialized Training Seminars in Autism Spectrum Disorders, Intellectual Developmental Disabilities, Mental Illness and Traumatic Brain Injury within the Framework of Person-Centered Philosophy.
- Develop, Implement and Evaluate Programmatic Curriculum, Instructional Design and Course Assessment for seminars and workshops to departments within the State of New Jersey, School Districts and Social Services & Human Service Agencies.
- Provide Technical Assistance to Social Service Non-profit Agencies on Management and Social Work-related topics.

Primary Instructor Non-profit Professional Development Seminars & Selected Workshop Presentation Topics

- Employment Specialist Introductory Level
- Employment Specialist Advanced Level
- Crisis Training
- Understanding Autism
- Understanding Mental Illness
- Strategies for Working with People with Co-occurring Mental Illness/ Developmental Disability
- Positive Behavior Supports in Supported Employment
- Understanding Brain Injury
- Strategic Planning
- Customer Service
- Supports for Managers in Community Supports I, II, & III

PUBLICATIONS

Vaks, B. (2010). Review of "Activity Schedules for Children with Autism", *The NADD Bulletin*, 13(6) 110.

Vaks, B. (2012). Answering the Call Putting the Body to Work, *The Christian Citizen*, 2 (Fall) 22.

Baker, D., & **Vaks, B.** (2013). Supported Employment for Persons with Intellectual or Developmental Disabilities and Mental Illness. *The NADD Bulletin*, 16(5), 92-99.

Baker, D., & **Vaks, B.** (2015). *Employment for People with Intellectual or Developmental Disabilities and Challenging Behaviors*. In Way leads on to way: Paths to employment for people with intellectual disability (pp. 267–295). Washington, D.C.: American Association on Intellectual and Developmental Disabilities.

2011-2013

Adjunct Instructor

Keuka College

Keuka Park, NY

Primary Instructor Graduate Classes/4 Semester Hours

- Managerial Economics
- Statistics for Action Research
- Decision Making for Managers

2007-2008

**Director Of Day Services
The Center for Family Support
Paramus, NJ**

- Manage four-day programs for 80 adults with Autism
- Supervise seven direct reports
- Oversee program budget of \$2.5 Million
 - Increased program budget by \$330,000
 - Policy Development

2005-2007

**Program Director
St. John's Community Services
Hamilton, NJ**

- Manage five group homes for people with Intellectual Dishabilles and Autism
- Supervise five direct reports
- Oversee program budget of \$2.4 Million

2002-2005

**Cerebral Palsy Association
Assistant Director Residential Services
Edison, NJ**

- Manage six group homes for medically involved adults with Intellectual Disabilities
- Supervise six direct reports
- Oversee program budget of \$1.5 Million
- Policy Development

1999-2002

**Charles River ARC
Employment Specialist/Case Manager
Boston, MA**

- Job Development for 5 adults with Autism
- Job Coaching for 15 adults with Intellectual Disabilities and Autism

1992-1999

**GKL Events
Director Fundraising/Special Events
Honolulu, HI**

- Organizing and event planning of craft fairs for nonprofit organizations
- Raised a total of \$50 Million for organizations

1990-1992

**Arc of San Diego
Employment Specialist
San Diego, Ca**

- Long term follow along and independent living supports for 25 adults with Intellectual Disabilities and Autism

EDUCATION

MBA: Centenary College

Bachelor of Science-Human Services Counseling: Lesley University