



NEWSLETTER

Seeking Employment, Equality and Community
for People with Developmental Disabilities

SEEC E-Newsletter February 2026

From the Desk of Karen Lee, SEEC's CEO

Welcoming New Leadership to Strengthen Our Mission

At SEEC, leadership matters most when it helps us stay grounded in our mission while responding to a changing world. As expectations around employment, community inclusion, and long-term supports continue to shift, we are thoughtful about who helps guide this work forward.



I am pleased to welcome a new member of the SEEC leadership team whose experience is rooted in partnership, listening, and building systems that work for people, not the other way around.

To help introduce him to our broader community, I sat down with **Allan Sheahan**, our new Director of Community Employment Network (CEN), to talk about why he joined SEEC and how he approaches leadership during times of change. In his new role, Allan will oversee transition services, community engagement, and employment services.

A Conversation with Allan Sheahan

Allan was drawn to SEEC at this moment in his career because of the organization's reputation for national leadership and innovative services that support true community inclusion. He sees SEEC as a place that is willing to go beyond "standard services" and push the field forward—particularly in areas that are often underutilized, like assistive technology.

Just as important to Allan was SEEC's organizational culture. He was impressed by the way the executive leadership team operates—with transparency, openness, and collaboration—and by the fact that people are encouraged to respectfully disagree and work through ideas together. "That kind of environment," Allan shared, "is where innovation actually happens."

Person-Centered Practice in Real Life

Person-centered practice is a phrase that gets used frequently in human services, but for Allan, it has very real, day-to-day meaning.

“At its core, it’s about listening and learning,” he said. “Listening to the person about what matters to them and what they want to accomplish.” That commitment doesn’t stop with the people SEEC supports—it extends to staff, families, and partners outside the organization as well.

Allan also emphasized the difference between supporting someone and doing things for them. While stepping in may feel helpful in the moment, it doesn’t always lead to long-term success. Instead, he believes in walking alongside people—coaching, guiding, and holding them accountable as they work toward their goals.

Leading Through Challenge and Change

The disability services field is facing ongoing workforce shortages, funding pressures, and shifting policy expectations. Allan approaches leadership in this environment the same way he approaches service delivery—by listening first.

“There are a lot of people affected by these challenges,” he said. “It’s important to understand the impact from all sides and work toward solutions together.” For Allan, leadership also means ensuring SEEC has a seat at the table, advocating for change, and helping shape solutions rather than simply reacting to them. He noted the importance of SEEC’s leadership—particularly CEO Karen Lee—being engaged in those conversations, which he sees as critical to navigating what lies ahead.

“These challenges aren’t going away,” Allan shared. “We have to adapt, and we have to find new ways forward.”

Learning from Strengths, Opportunities, and Solutions

As Allan begins his work at SEEC, he is most excited to learn from the people SEEC supports, their families, and the talented staff across the organization. He is approaching this learning with three guiding questions: What are our strengths? Where are the opportunities? And what solutions can we create together?

This mindset reflects Allan’s solution-driven approach and his love of building efficient systems that have a real impact on people’s lives. He is especially interested in identifying opportunities for innovation—new ways of working, collaborating, and creating meaningful change in community employment.

Allan describes leadership as an inverted pyramid, where his role is to support the success of services by supporting staff. “If staff have what they need to succeed,” he said, “the people we support succeed too.” He is eager to meet with team members, hear how things are going, and maintain an open-door policy rooted in collaboration and shared problem-solving.

“I want to make a difference,” Allan said—and SEEC is thrilled to have him doing just that.

Looking ahead

SEEC continues to evolve in response to the world around us—whether it’s shifting policies, workforce realities, or the growing urgency for inclusive employment and community living. What does not change is our commitment to partnering with people to live lives of choice, connection, and purpose.

Please join me in welcoming Allan Sheahen to SEEC. I’m confident his leadership will strengthen our work and support the incredible people, families, and staff who make our mission real every day.

With appreciation,
Karen Lee
CEO, SEEC

SEEC's DSP Making a Difference: Daisy Degraft-Amanfu



Daisy demonstrates exceptional strength in the Employment & Employment Services competency. The recent feedback from the family of someone SEEC supports highlights not only her outstanding collaboration during a particularly complex period, but also the professionalism, initiative, and consistency she brings to her role every day.

Daisy stepped in immediately to support an individual through multiple complicated employment-related processes. She anticipated needs, communicated clearly with all involved parties, and ensured that every requirement and deadline was met. Her initiative in scheduling necessary appointments and preparing draft documentation reflects a level of commitment and understanding that goes well beyond routine support.

What stands out most is how well Daisy knows the people she supports. Her ability to accurately reflect an individual's job responsibilities and workplace expectations demonstrates both strong technical skills and a genuine investment in long-term success. This approach is consistent with Daisy's overall work ethic: she is intentional, dependable, and deeply person-centered in her support.

Daisy's actions matter because they directly strengthen stability and confidence in employment. Her support prevented potential setbacks, reassured family members, and ensured continued alignment with workplace expectations. **Thank you and congratulations, Daisy!**



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