



2025 STRATEGIC PLAN

The 2025 Strategic Plan document contains the following information:

- About Us
- Note on 2024 Success
- Board of Directors
- Election Cycles
- Committee Descriptions
- Goals for 2025

Learn more about Texas APSE at <https://txapse.org/about-us>
and email us at TXAPSE@APSE.ORG

ABOUT US



The National Association of People Supporting Employment First is the only national organization focused exclusively on Employment First. Employment First means that people with disabilities should have the same opportunities to work as anyone else.



Vision: All people with disabilities have competitive employment in an inclusive workforce.

Mission: TX APSE advances employment and self-sufficiency for all people with disabilities.

Values: We believe that everyone can and should work, and have the dignity of determining their career path.



2024 SUCCESSES

Texas APSE devoted 2024 to building relationships and recognition in the state as a leading expert in Employment First policy. Our Board and members are made up of Texans with diverse experiences in providing services, advancing policy and regulations, and finding competitive, integrated employment opportunities as self advocates.

This last year, our Board members showed up to testify at a Texas Joint Budget Hearing for Texas Workforce Commission. We gave public comment on pre-vocational services in select waiver programs to the Texas Health and Human Services Commission. We collaborated with the Texas Workforce Commission vocational rehabilitation staff to review and provide feedback on Employment First data. We campaigned for a federal budget increase for vocational rehabilitation services. We celebrated National Employment Awareness Month with a second annual Texas APSE conference. Finally, we launched ourselves into 2025 by developing our new strategic plan, a new chapter president, 3 new Board members, and public comment on the proposed phase out of subminimum wage.

With a strong Board, new and eager minds, and plenty of opportunities to advance Employment First, we cannot help but look forward to 2025!





BOARD MEMBERS

Chapter President Lauren Gerken

President Elect Jamie Moyer

Past President Britni Miles

Treasurer Stephanie Sokolosky

Secretary and Public Policy Committee Chair Norine Gill

Professional Development Committee Chair Lucy Gafford

Communications Committee Chair Andrea Houghes

Joe Sanchez

Linda Levine

Shelbi Davenport

Liana de la Cruz

Tenika Combs

Mileasha Rizan

Ashton Gregory

Dana MacDonald

Ex Officio (Non-Voting) Members Ron Lucey

Roni Jo Frazier

ELECTION CYCLES



1

November, 2025

- Bitini Miles
- Lucy Gafford
- Chris McCormack
- Lauren Gerken
- Ashton Gregory

2

November, 2026

- Linda Levine
- Stephanie Sokolosky
- Norine Gill
- Jamie Moyer
- Shelbi Davenport
- Tenika Combs

3

November, 2027

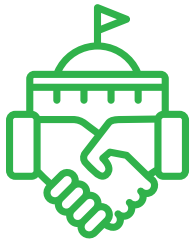
- Andrea Houghes
- Joe Sanchez
- Liana de la Cruz
- Mileasha Rizan
- Dana MacDonald

Election Details

- There are 3 Board position cycles to on elect each November. If the Board is not at capacity and the board members up for reelection would like to stay on, then we do not need to host an election, but we can choose to do so if there are candidates.
- Officer positions are: Past-President, President, President-Elect, Secretary, Treasurer. Officer positions are voted onto the Board and filled internally by a Board vote. New positions are 3-year terms the can be re-accepted indefinitely.
- Non-members can run for the Board, but upon joining the Board, they must join APSE.
- All board members need to have an current APSE membership
- Board Capacity: min 6- max 20
- Ex- Officio members can be appointed or elected for 3-year terms
 - Current Ex Officio: 2023-2026: Roni Jo Frazier and Ron Lucey

5

COMMITTEE DESCRIPTIONS



Public Policy

This committee works on advocating for policies that support Employment First at the local, state, and national levels.



Membership

This committee works on recruiting and retaining members for TX APSE and providing them with benefits and resources.



Professional Development

This committee works on providing training, such as our annual statewide conference and certification opportunities for employment professionals who work with people with disabilities.



Communications

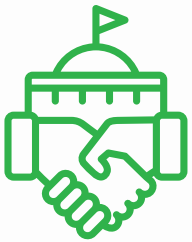
This committee works on spreading the word about Employment First and TX APSE through social media, newsletters, webinars, podcasts, and other platforms.

GOALS FOR 2025



Membership

- Recruit at least 1 additional ex-officio member
- Create a membership heat mat
- Recruit members from independent school districts
- Recruit members from the Texas Education Agency
- Connect with family members of people with disabilities and encourage them to be members
- Host a members mixer at the 2025 conference



Public Policy

- Identify legislative champions to educate about Employment First and FTE during the 89th legislative session
- Track legislation relating to employment for people with disabilities during the 89th legislative session, and give comment as needed
- Develop a cross-agency vision statement for Employment First for our website
- Make policy recommendations to the Governor's Committee on People with Disabilities

GOALS FOR 2025



Professional Development

- Partner with advocacy organizations to provide policy and advocacy training for Texas APSE members
- Host the statewide Texas APSE conference in September 2025



Communications

- Identify 4 ideas for a social media post and a newsletter at each board meeting



Financial Sustainability

- Establish Texas APSE with a statewide bank
- Partner with the Governor's Committee on People with Disabilities to access funds for accommodations
- Add fees to webinars that offer CEUs