



Guild Senior Leaders

Amy C. Sousa, PhD, Chief Executive Officer

Amy, who has committed her career to the health and safety of families, came to The Guild for Human Services after five years as executive director of Wediko Children's Services, a nonprofit organization headquartered in Boston.

Prior to joining Wediko, she served as executive director of the National Organization for Victim Assistance, interim executive director of the New Hampshire Coalition Against Domestic and Sexual Violence, and public policy manager for the Pennsylvania Coalition Against Domestic Violence. Additionally, Amy has been a technical assistance provider for the U.S. Department of Justice's Office on Violence Against Women, consultant to the Environmental Protection Agency and graduate fellow in the Office of U.S. Sen. Edward M. Kennedy.

Amy's research has been published in the professional journals *Symbolic Interaction* and *Disabilities Studies Quarterly*. She has been on the faculty of Boston College and the University of Massachusetts Lowell. Her advocacy has taken her throughout the United States and to destinations around the world, including Ghana, Togo, Benin and Morocco.

A native of New Hampshire, she received a BA and PhD from Boston College and an MSc from the London School of Economics and Political Science.

Michael J. Clontz, MSW, LICSW, Chief Operating Officer

Michael serves as the chief operating officer, overseeing Guild staff charged with quality assurance, compliance and quality control, staff training and development, human resources, student records, health records data privacy, and administration.

Michael most recently served as the director of Boston programs at Wediko Children's Services after joining the school-based services group in 2002 as a clinician and consultant. He started at Wediko in the summer program in 1996 while also working at Boston's McKinley School.

Michael earned his MSW from the University of Vermont and his BA in international studies from the University of North Carolina in Chapel Hill, his hometown.

Maureen Costello-Shea, MEd, Chief Program Officer

As chief program officer, Maureen oversees the school and adult residential programs with a focus on ensuring The Guild provides safe, therapeutic homes for all students and adult residents. She brings to the Guild more than 25 years of experience as both a manager and consultant for organizations supporting children and adults with disabilities, and a lifelong commitment to improving the quality of life for individuals with disabilities.

Prior to joining The Guild, Maureen served as vice president of a public sector management consulting firm that worked with school systems across the country. She also worked in a variety of capacities for the state Department of Developmental Services, managing both facility- and community-based residential services.

She received her MEd in intensive special education from the University of Vermont's Center for Developmental Disabilities and a BA in special education from Simmons College.

Maureen is treasurer of the board of L'Arche Irenicon, a residential community that supports adults with developmental disabilities, and serves on the Human Rights Committee at American Training.

Mark Green, Chief Advancement Officer

In his role, Mark leads the organization's philanthropic revenue growth and oversees its comprehensive development program. He brings a wealth of experience in the non-profit sector with more than 20 years of experience leading high-performing fundraising teams. Mark started his career in direct service. He was a residential counselor with Germaine Lawrence Schools and then an anti-violence counselor with Emerge, Inc. After a decade on the program side, Mark began as a one-person department with the Gay Men's Domestic Violence Project. He then led fundraising departments at regional offices for Jumpstart for Young Children and Reading Partners.

Throughout his career, Mark has focused on partnering with individuals, organizations, and communities to ensure every person has the opportunity to live their fullest life. He earned a Bachelor of Science in business administration from Bentley University.

Jennifer Magnuson, MA, BCBA, Chief Clinical Officer

Jennifer oversees a team of 20 direct-care providers and is responsible for the creation, implementation, evaluation and integration of clinical supports and techniques for students and adults with developmental and intellectual disabilities, mental health disorders, and autism.

Beginning in 2014, she served as a behavioral consultant at the Eastern Massachusetts consultation division of the May Institute in Randolph, where she worked with parents, teachers and other support specialists to design and implement behavior plans for students with a wide variety of backgrounds. She earlier worked as a clinical services coordinator in behavioral psychology at the Kennedy Krieger Institute in Baltimore, and was a teacher and educational case manager at the May Institute's Center for Child Development.

Jennifer has completed coursework toward a PhD in psychology from Syracuse University, earned her master's degree in applied behavior analysis from Northeastern University and received her bachelor's in psychology from Eastern Nazarene College. She is a board-certified behavior analyst. Jennifer's scholarly work has been presented in books, conferences and journals such as *Developmental Neurorehabilitation*.

Ivette Rodriguez, MS, Chief Financial Officer

Ivette serves as chief financial officer at The Guild after spending two years as CFO/director of operations at Wediko Children's Services. Prior to that, the New York native worked at Heading Home, a homeless services provider, as the director of finance. During her 12-year tenure there, she played an integral role in program design and expansion.

Ivette earned her MS in organizational leadership/non-profit from Wheelock College and a BS in business administration from Eastern Nazarene College.

Annie Willis, MS, BCBA, Chief Education Officer

Annie is responsible for the delivery of The Guild School's educational programming, including academic, vocational and related services. She joined The Guild School as chief education officer in July 2019 after serving as principal at the Valley Collaborative Elementary School in Tyngsboro, where she served about 80 students and supervised 70 staff.

She has deep knowledge and experience in special education and has administered IEPs, overseen school budgeting, managed referrals for appropriate placements, and was instrumental in developing an effective integrated model for treatment of students with emotional and behavior issues.

Annie joined the Valley Collaborative in 2007 as a classroom teacher and lead BCBA before being promoted to principal in 2012. Earlier in her career, she worked as a behavior consultant at Boston ABA and as a teacher, classroom supervisor and educational coordinator at the May Institute. Annie has also served as an adjunct professor at Fitchburg State University, where she taught a course titled Behavior Analysis in Applied Settings.

Annie earned her bachelor's degree in psychology with a specialization in neuropsychology from the University of Massachusetts Amherst and her master's in applied behavior analysis from Northeastern University.