



215 Brighton Ave, Allston, MA 02134 • (617) 505-4823 VP • (617) 254-4041 TTY/V • (617) 254-7091 Fax

DEAF, Inc. Announces Executive Director Search Supported by Innivee Strategies, Inc.

March 16, 2021

DEAF, Inc. launched the search for the next Executive Director and has secured the services of Innivee Strategies, Inc. an experienced Deaf-owned and led organizational development consultant that provides executive search services. Sharon Applegate, the departing Executive Director, announced her retirement on February 27, 2021:

<https://deafinonline.webflow.io/executive-directors-retirement-announcement>

Innivee Strategies, Inc. will guide the DEAF, Inc. throughout the search process with Shane Feldman, CEO, and Kellynette Gomez, who will serve as the focus group facilitator. The search includes the development of a leader profile to describe the type of leader that the organization's stakeholders want DEAF, Inc. to hire. There will be three focus groups, community & stakeholders, staff, and the board which will take place throughout March 2021. The prospectus which will include information about the organization, job description, and leader profile will be released in April 2021. The deadline for applications will be at the end of June and interviews will take place in July 2021. The search schedule is subject to change.

The DEAF, Inc. community and supporters have the opportunity to participate in the development of the leader profile! Please [click on the survey here](#) and respond the questions by March 31, 2021:

"It is an honor to lead the search to find a new Executive Director to continue the success and legacy built by Sharon Applegate. DEAF, Inc. provides incredible services that make a remarkable difference in the lives of the community that they serve in Massachusetts. Our search services aim to build a process that creates trust and confidence in the search and selection of the next Executive Director" said Shane Feldman, Innivee Strategies, Inc. CEO.

"DEAF, Inc. is thrilled to partner with a Deaf-owned and led business to search for the next Executive Director, we have the utmost confidence that we will find a compelling new leader who will continue to fulfill our ambitious mission," said Wesley Ireland, DEAF, Inc. Board President. "We want to thank the DEAF, Inc. search committee for their volunteer time in supporting the search process by building it and ensuring that the finalists who we choose fit the vision for the new leader as expressed in the upcoming leader profile."

Field Offices:

Hyannis 765 Attucks Lane,, Hyannis, MA 02601
Lawrence Riverwalk, 370 Merrimack, Bldg. 5, 2nd Fl., Lawrence, MA 01843
New Bedford 888 Purchase Street Bay 1, New Bedford, MA 02740
Salem 35 Congress St., Suite 220, Salem, MA 01970



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The DEAF, Inc. search committee members who will participate in the interview process prior to the finalist recommendations to the DEAF, Inc. board are:

- Wesley Ireland
- Lucille Traina
- Shana Gibbs
- Sheryl Spera
- Diana Goldfarb
- Carol Hilbinger

If you have questions about the search process, please contact deafincsearch@innivee.com. Please watch for updates at the DEAF, Inc. and Innivee Strategies websites at www.deafinonline.org/ and www.innivee.com as well as both organizations' social media.

About DEAF, Inc.

Founded in 1977, DEAF, Inc. is a Massachusetts community-based, multi-service nonprofit run by and for people who are Deaf, DeafBlind, Hard of Hearing, and Late-Deafened. Our mission is to inspire people to achieve personal and professional goals through accessible programs and services. We build bridges across communities by increasing communication access and awareness.

About Innivee Strategies, Inc.

Innivee Strategies provides a systemic framework for organizations to facilitate a strong strategic direction toward the desired vision. Our services include Executive Search & Transition, Governance Training & Consulting, Strategic Planning, Executive Support Systems, Leadership Development, and Guided Facilitation. Please visit our website at www.innivee.com to learn about our clients and their testimonies about how our services have benefited their organizations.

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