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ARRM Announces 2026 Legacy Leader Award Winners

EAGAN, Minn. – ARRM announced today that it will recognize three industry leaders with its second annual Legacy Leader Award during its Leadership Conference in Brainerd, Minn. in September.

As Minnesota's largest trade association for organizations providing home and community-based services, ARRM established the Legacy Leader Award in 2025 to recognize the industry's preeminent leaders and their enduring impact on those they have served. The three recipients this year set themselves apart from their peers for their commitment not only to their organizations, but also ARRM and the disability services industry as a whole.

The 2026 Legacy Leader Award winners are Connie Menne, Vice President of Operations at REM Minnesota (Sevita); Lynne Megan, CEO/Executive Director of TSE, Inc.; and Terri Williams, Founder and Chair of Mains'l Services.

"This year's awardees represent the far-reaching impact of person-centered care, which became a cornerstone of our industry over the last 40 years," said Sue Schettle, CEO of ARRM. "They have all dedicated their careers to service, and all of us will benefit from their hard work for decades to come."

The awardees represent over 120 years of combined service to the disability service industry and have been heavily involved with ARRM by serving on its committees, dedicating countless volunteer hours to support the organization's mission, leaving a lasting impact on their colleagues and people served.

"It has been an honor to work alongside Connie, Lynne, and Terri, and I'm looking forward to recognizing them formally next month," said Rita Wiersma, President of ARRM's Board of Directors. "As an industry, we have been so fortunate to have their leadership, expertise, dedication, and advocacy for so many years. I'm glad we can shine a light on these three outstanding individuals."

About This Year's Legacy Leader Awardees

Connie Menne is the Vice President of Operations at REM Minnesota (Sevita) and has served the disability services industry for 41 years. Connie's legacy is distinguished by her commitment to advocacy and advancement of person-centered principles in Minnesota and beyond. Connie has also served several terms on ARRM's Board of Directors, including a term as President from 1998-2000, and has volunteered her time on numerous ARRM committees and task forces. Connie's nominator wrote: "Connie's career spans one of the most transformative periods in disability services history. She was a pioneer during Minnesota's transition from institutional models of care to community-based services, helping shape a system that recognizes every individual's right to live, work, and thrive in their community, something that moves her still."

Lynne Megan is the CEO/Executive Director of TSE, Inc. She has served the disability services field for 46 years, and has been involved with ARRM's committees since 1983. Lynne served on the ARRM board for almost 20 years, beginning in 1984. Lynne's leadership extends beyond ARRM, reaching from local engagement with a coalition of other Minnesota-based organizations to the state and national level, and she has supported hundreds of individuals in their pursuit of fulfilling lives. Her nominator explained, "Lynne's impact is evident in the countless individuals who now experience greater independence, confidence, and belonging because of her efforts. It is reflected in the staff she has mentored, the systems she has strengthened, and the community she has helped shape. Her story is one of dedication, impact, and inspiration."

Terri Williams is the founder and Chair of Mains'l Services, which was born from Terri's personal commitment to improving the lives of people with disabilities. In addition to growing Mains'l from a small HCBS organization in Minnesota in the 1980s to an organization that reaches from coast to coast today, Terri has been a tireless supporter of ARRM. She served as ARRM's Board President from 1994-1996 and worked to advance ARRM's policy goals at the state and national levels. Terri's nominator wrote: "Terri's vision has always been a world that works for everyone. She has spent her career building organizations, mentoring leaders, and changing systems so that people with disabilities can live richer, more self-directed lives. True to the promise she made as a college student in 1973, her vow to build a better world for those with disabilities and beyond continues to play out today, in those she has mentored and the systems she's helped redesign. Our world is a better place because of Terri Williams."

About ARRM

ARRM is a nonprofit association of nearly 200 provider organizations, businesses and advocates dedicated to leading the advancement of home and community-based services supporting people living with disabilities in their pursuit of meaningful lives. Founded in 1970, ARRM continues to lead advocacy and training for positive industry reforms that support Minnesotans with disabilities through supporting community inclusion and representing home and community-based services providers.

About the Legacy Leader Award

ARRM believes that a legacy is an individual's enduring impact on those they've served. Legacies are not accidental but a deliberate result of thoughtful actions which placed those they've served at the center of their leadership style. In recognition of these individuals, the ARRM Legacy Leader Award was established in 2025 to honor our finest and most influential leaders. All recipients will have delivered noteworthy leadership in their lifetime and can be recognized by their ability to empower and influence others towards positive impacts. Nominees must have provided at least 10 years of direct service to ARRM and must have impacted the wider health and human services industry.

The Legacy Leader Award joins ARRM's other awards, the ARRM Cares Award, which honors Direct Support Professionals, and the Presidential Award, which honors legislative champions.

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