

Accra Leadership Team



Colin Raymond was appointed Chief Executive Officer of Accra in June 2025, bringing deep leadership experience in healthcare operations, organizational development, and service-driven innovation. As CEO, Colin is responsible for guiding the strategic direction of Accra, ensuring the organization continues to deliver high-quality, individualized homecare services to people with disabilities, older adults, and families across Minnesota.

Throughout his career, Colin has demonstrated a deep commitment to improving access to care for people who are often underserved by traditional healthcare systems. His leadership is grounded in the belief that operational excellence must be matched with human-centered values—and that meeting people where they are is essential to delivering equitable, effective care.

Before joining Accra, Colin held national and regional leadership roles at prominent healthcare organizations including U.S. Renal Care, ChenMed, and DaVita Kidney Care. His work in these settings involved managing complex operations, building and mentoring high-performing teams, and driving improvements in patient outcomes and organizational performance. Colin also served in the United States Army, where he led special projects and operational teams as an Executive Officer and Platoon Leader—experience that honed his skills in discipline, systems thinking, and service-based leadership.

At Accra, Colin is leading the organization through a period of dynamic change and growth in the homecare sector. With the demand for home-based care accelerating nationwide—driven by an aging population, policy reform, and a growing preference for community-based living—Colin is focused on scaling Accra's capacity while preserving the mission-driven culture that has defined the organization for more than 30 years.

Colin's approach as a leader is to listen first, collaborate across teams, and remove barriers that stand in the way of meaningful, compassionate care. He is passionate about building a more responsive, inclusive, and sustainable future for homecare in Minnesota—and ensuring that the individuals and families who rely on Accra continue to receive the care, respect, and independence they deserve.



John Dahm, Executive Chairman

John Dahm, who has worked at Accra for more than 20 years and served as CEO from 2011 to June 2025, is Accra's Executive Chairman and serves in an advisory role to the executive leadership team.

Under his leadership as CEO, Accra helped transform the homecare industry in Minnesota to meet the ever-evolving needs of Medicaid enrollees better. John has created processes that make it easier to access services and set a strategic vision to serve more communities, helping Accra fulfill its mission of improving lives by providing individualized home care services and support to people living at home.

John is a visionary leader with a passion for serving others and providing the best care possible. By creating processes that make it easier to access services, setting a strategic vision to serve more communities, and leading a team of the most compassionate and intelligent people in the industry, John's passion is helping Accra fulfill its mission of improving lives by providing individualized home care services and support to people living at home.

John sees firsthand the impact Accra has on individuals, families, and communities throughout Minnesota. Under his leadership, Accra is transforming the industry to better meet the ever-evolving needs of those who require homecare services and support to live at home.

Working in healthcare has exposed John to people whose realities and day-to-day lives are very different than his own. This perspective drives John to lead with empathy as a core value. Whether it's through scaling up a service, or building up great people, John knows that meeting people where they're at is a critical component of advancing the mission of Accra and meeting the needs of those it serves.

Prior to joining Accra, John served as controller and finance director at Partners in Community Supports, a nonprofit social services organization and licensed fiscal support entity. In addition to almost two decades in the home care and nonprofit industry, John spent three years as a controller and Chief Financial Officer in the IT consulting field and six years in the agriculture industry. John's extensive accounting background has allowed him to build a strong and financially sound foundation for Accra.

John has a bachelor's degree in business administration and accounting from the University of South Dakota. When not working, you can find John cruising through

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bike trails, engrossed in a good book, or curiously engaged in conversation with someone new.



David Hancox, Chief Administrative Officer & Interim Chief Operating Officer

David joined Accra in 2014, where he leads the coordination of government affairs and community partnerships, as well as executive support for Accra's business priorities and administrative functions. His passion for this work started in middle school, and he's been advocating for people with disabilities ever since.

David operates from an independent living philosophy that truly empowers people instead of forcing a dependency on one person or system.

Prior to joining Accra, David served more than 17 years as Executive Director of the Metropolitan Center for Independent Living (MCIL) in St. Paul. During his tenure, MCIL grew to serve more than 30,000 individuals with disabilities annually, employ more than 200 individuals and expanded its annual budget by more than 400%.

David has more than 45 years of varied experience in the disabilities field. He has served on more than 40 nonprofit disability, social justice, and arts-related boards of directors throughout his career, often in leadership roles.



LeAnn Frette, Chief Solutions Officer

LeAnn Frette started with Accra in 2006 and supported the growth of the company by building out its financial operating systems and practices.

In 2014, Frette was named Chief Financial Officer, and over a decade in that role, she leveraged numbers and IT systems to help make employees' jobs easier, eliminate duplication of effort, and advance Accra's mission of improving the lives of Minnesotans through individualized homecare services.

In 2024, Accra appointed Frette as the organization's first Chief Solutions Officer. In this role, Frette partners with leadership on all operational and strategic issues, and she provides recommendations based on financial analysis and projections, cost identification and allocation, and revenue/expense analysis.

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Prior to joining Accra, she worked as a Microsoft Dynamics SL consultant for Boyer & Associates, focusing on accounting software implementations and support for nonprofit organizations in the Twin Cities.

LeAnn holds a bachelor's degree in business administration in accounting from Iowa State University.

LeAnn enjoys the Minnesota Renaissance Festival and traveling to other Renaissance Festivals across the U.S. LeAnn is also a big Disney World fan.



Amy Hilsen, Chief Human Resources Officer, SHRM CP

Amy Hilsen has led Accra's Human Resources Department for over seven years. She is a certified Human Resources Professional who brings an innovative mind and strategic lens to the work.

Amy has been an advocate for direct support professionals throughout her career and believes that those most impacted should be deciding the care that they want and need.

She brings this same passion to her work at Accra and strives to create an organization that supports helping people reach their greatest potential.

Amy is actively involved in her community and is passionate about supporting women, veterans, and people with disabilities.

She currently mentors HR professionals through the Twin Cities Society for Human Resources Management chapter, is a "Women on Point" alumna, serves as a Customer Advisory Council Member for Fairview Health Services and was awarded a Patriotic Employer Award in 2019.

Amy received her Bachelor of Applied Science in community psychology from Saint Cloud State University.

In her spare time, Amy enjoys training for her next half marathon and volunteering with service dogs who support individuals with disabilities and veterans.



Timothy Jones, Chief Technology Officer

Since joining Accra in early 2020, Timothy Jones has directed the organization's IT department, while strengthening and expanding Accra's technological capabilities. In January 2023, Jones took the next step in that journey when he was promoted to Chief Technology Officer.

As CTO, Tim focuses on developing and executing technology strategy, which includes leveraging technology to improve Accra's services, enhance efficiency, and increase Accra's return on mission. Jones collaborates with the Accra executive team to implement appropriate technology solutions, driving innovation and leading Accra's digital transformation. He also develops long-term plans and strategies related to Accra's technology needs in terms of security and innovation.

While overseeing Accra's IT and development teams, Tim guided Accra's successful transition to hybrid and remote work during the pandemic. He managed the development of the Accra Access portal and a new home care and client profile technology solution called AccraFinity, which enhanced the flexibility of Accra's data systems and increased visibility into operational performance for Accra leadership. He has also commenced the development of an Accra mobile application.

Jones has nearly 30 years of IT experience. Previously, he worked in an array of technology positions, including IT Director at Christensen Farms, a large midwestern agricultural company. He spent 16 years in software consulting leadership, software development and business advisory services. He was instrumental in the start-up and operations at Boyer & Associates, as well as work with other consulting firms. Jones' vast experience has brought Accra helpful outside-the-industry perspectives.

Tim attended Winona State University, where he earned a Bachelor of Science degree in business administration with a minor in accounting.

With a passion for taking on new challenges and learning how things work, Tim frequently takes up DIY projects around his home and hobby farm. He also enjoys spending quality time with his large family, and partaking in outdoors activities such as exploring nature, fishing, and planting trees.



Chad Derner, Chief Financial Officer

Chad Derner was named Chief Financial Officer at Accra in September 2024. With 25 years of experience in the healthcare and financial fields, Chad manages Accra's accounting and billing departments, oversees all financial activities and operations, and provides strategic guidance to leadership.

Chad's career in healthcare has been split between payer and provider organizations, and he has expertise in driving the growth of technology-focused healthcare organizations. He has served in leadership roles for more than 15 years, including four years as Finance Director at Revo Health. Chad also worked at UnitedHealth Group for 12 years, serving in several finance roles, including Finance Director for OptumTech.

Deeply motivated by Accra's mission to improve lives, Chad identifies opportunities to optimize financial strategies across all of Accra's business ventures. He plays a critical role in ensuring that Accra fosters financial excellence and strategic growth throughout the organization.

Chad's work as a consultant exposed him to many diverse and wide-reaching challenges and opportunities facing health care organizations today, so Chad knows that Accra's needs and environment are constantly changing. He believes that ethical technological innovation and interdepartmental collaboration are key to helping Accra pivot in the short-term and evolve to best serve our clients in the long-term.

Chad earned a Bachelor of Science degree in finance from St. Cloud State University. Beyond the office, Chad enjoys spending time with his wife, two children and two dogs. He relaxes by immersing himself in captivating reads and explores the wonders of nature through backpacking adventures.

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