A message from the
President and CEO

Dear Families and Friends,

It is appropriate that the theme of this issue of Messenger is “Looking to the Future.” Although we continue to celebrate our 50th anniversary, Melmark continues to renew its commitment to helping those individuals with disabilities who we serve.

In this issue, you will read about the facilities infrastructure improvements happening in Massachusetts and Pennsylvania, which will not only improve how we deliver our services, but will also ensure that our campuses are models of treatment and educational excellence in the field. The on-campus improvements continue in Berwyn, and the Clavin Auditorium construction is underway in Andover.

Also, you will read about the exciting events held throughout the Melmark community over these past few months. From the amazing Dream Maker’s Ball that raised a record amount, to our “Golden Graduates” and Spring Festival, to a visit from a Boston Philharmonic Orchestra String Quartet which actively engaged our students in Massachusetts.

You will read about our $20 million capital campaign, Promises to Keep...The Campaign for Melmark, as it continues to forge ahead; you will meet Joe Duffey, a Melmark parent in Pennsylvania who is a longtime advocate for Melmark and was recently named as Finance Chairman for Melmark, Inc., and recently joined Melmark Services as a board member.

Our commitment to advocacy continues with the latest news on the Centers for Medicare and Medicaid Services Rule and how it will affect our adults in Pennsylvania. We continue to build relationships with politicians and lawmakers who are learning more about the life-changing impact Melmark has on the children and adults in our care and their families.

Lastly, you will read about the ongoing exceptional research being conducted by our staff in Massachusetts and Pennsylvania, and how it is furthering the field of Applied Behavior Analysis.

Our look to the future is bright, thanks to your continued support of the children and adults at Melmark.

My warmest personal regards,

Rita M. Gardner, M.P.H., LABA, BCBA
President and CEO

ON THE COVER: Melmark New England recently launched a community-based day support and vocational day program, the first of its kind in the Merrimack Valley. See page 9 for more information.
Joe Duffey and his entire family have been devoted members of the Melmark community since 2000. The relationship began when Joe, and his wife, Donna, were reviewing programs that would address the increasingly complex behaviors of their youngest daughter, Maddie. Upon visiting Melmark and witnessing the dedicated staff, and the individualized educational and treatment models being implemented, Joe and Donna knew that Maddie would excel.

Based on Maddie’s clinical needs, she has participated in a range of Melmark’s children’s and adult services. This has allowed Joe and his family to see firsthand the staff’s dedication and the personalized assessment, data collection and evidence-based focus for each program.

“Donna and I are constantly impressed by the unselfish love, commitment and talents shared by the staff in support of Maddie, and all of the children and adults served,” Joe says. “We are very pleased with all of Melmark’s programs and services and fondly refer to the staff as ‘Melmark’s Heroes.’”

Joe’s first leadership role at Melmark was serving with Donna as co-chairs for the Dream Maker’s Ball in 2012 and 2014. They continued as co-chairs for this year’s Dream Maker’s Ball, celebrating Melmark’s 50th Anniversary, which raised over $328,000 in support of the children and adults served by Melmark.

A Philadelphia native, Joe started his career working with his father in his family’s retail heating and air conditioning business. Joe earned a Bachelor of Business Administration degree from the Wharton School of the University of Pennsylvania, and a Master of Business Administration degree from the Harvard Graduate School of Business Administration.

In 1991, Joe started Compass Management Partners (CMP), which serves as a partner with non-active ownership groups of privately owned businesses. CMP oversees all aspects of a company’s operations including strategy, planning and management of professional services, and regulatory needs.

Joe has served as the Finance Chairman of Melmark, Inc., and was recently appointed as the Finance Chairman of Melmark Services. In this governance role, he, the Finance and Audit committee, and Board members will offer the senior management team guidance and support in financial reporting, budget planning and fiscal policies consistent with Melmark’s overall mission. Joe feels that continuing to provide our staff with the resources and training necessary to effectively support those we serve will require creative solutions and input from the entire Melmark community. With Melmark’s strong clinical reputation and commitment to quality services, Joe looks forward to helping to develop opportunities for those we serve and their families, staff members, and others interested in Melmark’s programs.
Lightening the Load Foundation

Melmark was recently awarded a grant of $510,000 from the Lightening the Load Foundation. The Foundation’s focus is supporting programs that give staff the appropriate tools for them to provide the best services to their constituents.

The Foundation’s interest in Melmark was strongly encouraged by Mickey Flynn, Chairman of the Melmark Charitable Foundation Board and Campaign Cabinet member. Representatives from the Foundation toured Melmark in December, after which, Melmark was recommended to submit a grant proposal. The Lightening the Load Foundation’s grant to the Promises to Keep Campaign is dedicated to staff education and professional development.

Aligning special projects with funding opportunities

It’s not unusual for Melmark New England (MNE) educators and clinicians to brainstorm new initiatives, curriculum delivery methods or utilization of technological applications that could have a positive impact and long-term benefit for their students and others.

As Melmark embraces a collaborative and supportive work environment, staff members can often be found pitching their ideas and aspirations to leadership staff. With its encouragement, these special projects are researched and fine tuned, and more often than not, charitable support from foundations and corporations is sought.

One recent example resulted in a $25,000 grant from the Massachusetts Attorney General’s Office through a corporate settlement. With this support from the AG’s office, MNE staff will develop a software application that will enhance the role of the speech and language pathologist. The application will be designed to assist parents and other educators in “teaching” their child or student how to best use an augmentative communication device.

The application will also utilize predictive modeling garnered from years of experience and research at MNE, which will enable the child to move more quickly through the communication process from pictures to icons to words. Expanding the reach of the school beyond its four walls to children and adults nationwide and beyond is possible through this extension of MNE’s programs and services.

We are excited by the ideas our staff generate and the opportunity to help make them a reality.

Specifically, the grant will:

- fund a new staff trainer/educator who will be responsible for training staff on site in our residential programs;
- fund an additional staff position that will allow Melmark to initiate an Educational Outreach and Consultation Program for school districts in Pennsylvania, much like the program that has been successful at Melmark New England;
- provide much needed support to build upon our existing Expert Speakers Series; and
- support Educational Technology in the new Conference Center planned for the Main Building.
Promises to Keep…The Campaign for Melmark exceeds $17 million

Melmark’s Dream Maker’s Ball, held on April 16, was a grand celebration of Melmark’s 50-year anniversary. The evening was filled with gratitude and the recognition of individuals who have made a difference in sustaining and advancing Melmark’s mission since its founding, touching thousands of lives and making an impact on countless families.

It was also a perfect opportunity to report that the Promises to Keep Campaign had reached a new milestone, now reporting over $17.8 million in commitments toward the $20 million goal.

Denny Willson, Chairman of the Campaign Cabinet, challenged the audience with the goal of completing the Campaign and reaching our $20 million goal in this, our 50th year. “Reaching this goal at this time,” he added, “will reinvigorate our mission for Melmark and enable us to start the next 50 years with all of our promises met.”

Following Denny, Rita Gardner, President and CEO, added her charge to those in attendance. In closing she said, “Tonight, I ask you, will you help us continue the dream—will you be our partners in progress—the ones who help us keep moving ahead, as we continue reshaping how individuals with disabilities are valued, treated and served in the future? I am confident in and grateful for your support. I absolutely look forward to Melmark’s next 50 years.”

The Promises to Keep Campaign has now raised 89 percent toward its goal. Melmark is grateful for the great show of support for this transformational initiative and urges everyone to consider how they can partner with us to reach our goal in this, our 50th anniversary year. Turn to page 8 for more photos of the Dream Maker’s Ball!

Construction Update

Construction of the Clavin Auditorium is underway in Melmark New England. Demolition began in the basement space, in preparation for the installation of a state-of-the-art learning environment for professional development, graduate training and staff education. A center, load-bearing steel beam was removed, and new steel beams were installed across the ceiling expanse.

Construction crews are working this summer to construct a stadium-style classroom with seating for 100, complete with A/V technology to ensure that MNE’s offerings are delivered in an environment conducive to learning.

Thank you to Mary Gene and John Clavin, their family and friends for leading this fundraising effort!
Volunteers, board members and Melmark staff gathered together at Aronomink Golf Club in Newtown Square, Pennsylvania, in May to celebrate the 2016 volunteer award recipients and to recognize members of The Paul and Mildred Krentel Legacy Society.

**Volunteers of the Year:**
Jim and Louise Elkins
Dick and Nancy Kauffman

**Corporate Partner of the Year:**
Shire Pharmaceuticals

**Community Partner of the Year:**
Chester County Concert Band

The Paul and Mildred Krentel Legacy Society

In addition to honoring volunteers, we also recognized members of The Paul and Mildred Krentel Legacy Society. This group includes donors who have named Melmark in their wills, helping ensure the organization’s ongoing success for decades to come.

((from left) Mickey Flynn, Chairman of the Melmark Charitable Foundation Board; Jeffrey A. Morrison, Vice Chairman of the Melmark Charitable Foundation Board; Nancy Kauffman, Janet Rotoli, Peter Troy, Vice President, Business Operations; Claudia and Dennis F. Willson, Board Member, Melmark Charitable Foundation and Chair of the Promises to Keep Campaign Cabinet; and Rita Gardner, President and CEO (Legacy Society members recognized but not present were Diane Troy and Frank Bird, Chief Clinical Officer).

To learn how you can make a planned gift to Melmark, contact John J. Schlesinger, CFRE, Director of Major Gifts and Planned Giving, at 610-325-4792 or jschlesinger@melmark.org.
We are grateful for our many corporate and community partners who assist with projects, big and small, throughout our community. Below is a look at just some of the ways volunteers are making an impact at Melmark.

Leaving their mark at The Meadows
As extensive construction continues on Melmark PA’s campus, participants in The Meadows and Meadows Too programs had the chance to leave their handprints in cement outside The Meadows building. It was a perfect time to leave a lasting remembrance of the construction progress.
In April, Melmark held the Dream Maker’s Ball, its biennial black tie event at the Hyatt at The Bellevue in Philadelphia. This year’s Ball raised over $328,000, and marked a major milestone as guests celebrated Melmark’s 50 years of supporting children and adults with intellectual disabilities. Over 500 family members, business leaders and friends attended the evening which kicked off with a cocktail party, a silent auction and a wish table, where guests could donate directly to their favorite Melmark programs.

CBS3’s Ukee Washington served as emcee for the evening, as speakers, including Rita Gardner, President and CEO, shared the impact of Melmark’s mission and the goals for the organization’s future. During the evening, the Krentel family was recognized, including original Melmark resident, Melissa. Washington presented Melissa with an Oscar for being Melmark’s leading lady. The statue was crafted by the same company that produces the Academy Awards.

The Connelly Foundation received Melmark’s inaugural Golden Hero Award, which made its debut in honor of Melmark’s founders, Paul and Mildred Krentel. The award honors individuals or organizations that, through selfless acts of compassion, courage, leadership and commitment, transform lives and expand opportunities for people with special needs.

The Melmark Humanitarian Award was presented to Bob and Kathy Trainor, parents of Katie, a young girl who was part of the Melmark family for many years before her passing. Bob and Kathy founded the Dream Maker’s Ball and have remained committed to Melmark’s mission of creating a better world filled with compassion and opportunities for children and adults with disabilities.

Recognized at the event were Peter Troy, Vice President for Business Operations, and Bob Marcus, Melmark’s retiring Board Chair. Also recognized was Dr. Joanne Gillis-Donovan, President and CEO Emeritus, who, while working with a team of professionals in Pennsylvania and New England, forged a vision for the future to expand Melmark into an organization serving more than 1,000 children and adults from 10 states, and employs more than 900 professionals.
In response to the overwhelming demand for appropriate adult day services, and with strong encouragement from current and former Melmark New England (MNE) families and the Massachusetts Department of Developmental Services (DDS), MNE has established a community-based day support and vocational day program. The first of its kind in the Merrimack Valley, the program is specifically designed to address the unique needs of adults severely affected by autism and others with challenging behaviors. This program is based in the community.

Thanks in large part to the generous charitable support and commitment of the Peter and Elizabeth C. Tower Foundation, the program officially opened in November 2015, at The Riverwalk, in Lawrence. An Open House in January attracted many current and former Melmark families, staff members and community members. Massachusetts Senator Barbara L’Italien, a devoted MNE supporter, was on hand to make a few remarks as well.

Five ABA-trained direct care staff work alongside the program director, registered nurse, and other therapists as required by an individual’s Individual Support Plan. The program provides intensive staffing based on their individual service plans.

Each day, young adults engage in activities of daily living, exercise, community-based vocational opportunities and community outings that include, but are not limited to: shopping excursions, local hikes, bowling, trampoline parks, laser tag, mini-golf, local farms and beaches, and museums, historical and cultural sites.

Adult participants continue to learn and demonstrate a variety of skills to meet the demands of an ever-changing work force. Those adults served perform maintenance activities at multiple office premises and related areas, office support in medical and dental practices, and supporting warehouse distribution centers, among other community work assignments. The individuals are currently engaged in part-time paid employment or volunteer services for community partners including Hampton Inn, 99 Restaurants, a private dental practice, West Congregational Church, and Salvatore's Restaurant at Riverwalk.

Currently, the program serves 10 young adult students. Based on an active stream of referrals and the community’s interest in the program, we began to expand the program space in spring 2016. This expansion and enhanced space will allow us to reach a full capacity of 45 adult students by the end of the year.
Krista’s success story

Krista’s journey at Melmark New England (MNE) began at age 12 when she entered the newly opened school, located at the time in a Woburn office park. Krista’s behaviors of aggression, property destruction, non-compliance, self-injury and loud vocals, along with a lack of safety and activities of daily living (ADL) skills and an inability to communicate had made her current out-of-district placement no longer viable.

These challenging behaviors isolated Krista from her peers. Accessing the community for even necessary medical appointments had become a monumental task for us, her family.

With the benefit of the clinical expertise of Melmark staff, improvements in Krista’s behavior became evident, greatly impacting her quality of life and ours as a family. Krista reached the Sweet Sixteen milestone and also moved into Methuen House where her behaviors were able to be more consistently addressed. Parent training was made available and helped keep us on the same path as her MNE team.

When Krista turned 22, her time at Melmark came to an end. We were disappointed that no suitable adult day program placements were provided for our consideration. The focus of Krista’s new placement was maintenance of her acquired skills. Our hope for her to continue to make further gains was not an option. At that time, no vendor was willing to develop a program which we felt had suitable training, monitoring of staff and documentation of progress. Though Krista proved to be somewhat resilient, we were beginning to see her lose skills she had spent many years at Melmark to acquire.

Some years later we were excited and relieved to get the news that MNE was expanding to serve adults with autism beyond a residential program.

Krista now resides in the adult residence in Tewksbury and attends Melmark’s newly created, community-based adult day program in Lawrence. With the support of a knowledgeable and dedicated staff, we see Krista’s rates of challenging behaviors continue to decrease as she is guided and encouraged to learn new skills. She is once again able to participate in a variety of inclusive activities which include her peers and family.

We appreciate that Melmark staff always treats Krista and her family in a professional, transparent, respectful and collaborative manner. We will forever be grateful for the opportunity that they have given Krista to lead a full, inclusive and exciting life!

(We thank Krista’s mom, Nadine, for writing about her experiences with MNE!)
When Bryan was admitted to Melmark’s Residential Treatment Facility (RTF) in September 2014, he was no longer attending school. His self-injurious behavior was so intense and frequent that he was receiving instruction in the basement of his home. He was unable initially to be screened for the residential program at Melmark on campus because he refused to get out of his parent’s van, instead engaging in aggression toward his mother and striking himself in the head repeatedly.

Upon admission, Bryan showed little functional communication, except for some gestures that were difficult for staff to interpret. During his initial months at Melmark, Bryan would attempt to strike his head with his fists or bang his head against the floor or walls thousands of times a day. During this time he required frequent physical support to maintain his safety, and he could not safely be served within a classroom with other children.

Over the course of the following year, his clinical team worked hard to uncover the functions of Bryan’s challenging behavior and to teach him the necessary replacement skills and new behaviors. His direct care staff worked diligently to assist Bryan and keep him safe, often with significant challenges.

Today, Bryan goes to school in a classroom with four other students. Over the past six months, he has only required physical support to keep him safe four times. He now reliably utilizes functional communicative responses such as the exchange of icons to express his needs and wants safely, and often goes entire days without an instance of self-injury. His ability to communicate has dramatically improved his life. Bryan has had frequent successful weekend trips home with his parents and is beginning the process to be transitioned from Melmark’s RTF program to a less-restrictive educational placement, and a return home to live with his parents.

Bryan’s future goals include continuing his work on communication and improved compliance skills with the school bus. His team simulates the bus ride experience using a van, and has Bryan go through the bus line, leading to increased success during transportation times!

“Bryan’s progress is unbelievable; it is so good... The whole team working together with Bryan is great. We came from California and came from many different organizations in California and Pennsylvania, and Melmark is the best for Bryan... Without Tim [Nipe] and Ann Marie [DiPietro], I don’t think that Bryan could have made so much progress. Before, I couldn’t spend more than four seconds with him, now he wants to socialize with me. I really feel like he has changed.”

— Xiaoyi He
Bryan’s mother
U.S. Pennsylvania Senator

U.S. Senator Bob Casey Jr. (D-PA) recently visited Melmark, and was able to see The Melmark School and adult programs in action. Senator Casey, a member of the Senate Education Committee, began the morning with a policy discussion attended by Rita M. Gardner, President and CEO, Dr. Joanne Gillis-Donovan, President and CEO Emeritus, and Joe Zakrzewski, Chief Financial Officer. After speaking with program directors and touring classrooms, Senator Casey spent some time in The Meadows, where he was presented with a dried flower arrangement by Molly and Doug.

Special Olympics

Melmark was proud to host Ayman Wahab of Special Olympics International-Middle East and North Africa, and Matt Aaron of Special Olympics Pennsylvania, this spring, as they visited with persons served and staff, and toured the programs. Ayman’s goal was to observe a model that he and his partners could replicate all over the Middle East and North Africa. We were honored that he selected our site to be part of his U.S. itinerary. We were also pleased to welcome Michael Christopher Tabakin of IHI International, who served as Director of Quality Management and Advocacy at Melmark, and accompanied Ayman while he was on campus.

Expert Speaker Series Events

Melmark Annual Conference
Friday, September 9
8 a.m. to 4 p.m.

Melmark offers continuing education programs for parents, staff and professionals in the communities we serve. These include:

• Expert speaker series in Applied Behavior Analysis
• Annual Conference
• Trainings and workshops

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As you may know there are new federal regulations for Adult Services set forth by the Centers for Medicare and Medicaid Services (CMS). Melmark is starting to develop our transition plan to meet the goal of these regulations. These CMS Rules apply to 10 Home and Community-Based Services Medicaid programs in Pennsylvania. The Adult Autism Waiver, Consolidated Waiver, and Person/Family Directed Supports Waiver will affect our adults. If your loved one does not fall under any of these waivers, he or she is not currently affected. For example, Melmark’s ICF-funded programs are not subject to these regulations.

CMS has given each state until March 17, 2019, to come into compliance with this federal regulation; performing a federal review of each plan as it is completed. Once each state plan is approved, the state will work with providers like Melmark to plan their transitions. Each provider transition plan must also be approved by the state. We anticipate a lengthy process involving state reviews of regulations and certification standards, provider assessments, interviews with participants and families, and on-site visits. The primary goal of the CMS plan is to reduce isolation, decrease congregate settings, and to not have contiguous environments for individuals who receive disabilities services. The federal rule is a significant move away from the campus-based settings, and per the new regulations, reimbursements for the majority of services in those settings will be disallowed after 2019.

Melmark works to ensure each person under our care continues to receive the very best clinical services possible in a warm, home-like environment. Community meetings were held this summer at Melmark for family members who learned more about these regulations and how they will affect their loved ones in the future. Melmark anticipates having its draft transition plan in early 2017. For more information or if you have any questions, a link to the new federal requirements has been provided: http://www.dhs.pa.gov/citizens/hcbswaiver.

Pennsylvania wage initiative: A challenge grant

For years, Melmark along with the many area human services providers and Pennsylvania Advocacy and Resources (PAR), our trade association, have pressed Harrisburg to provide additional funds to increase direct care staff wages with little success. There are times when rather than waiting for government to act, an organization needs to demonstrate its financial commitment to affect change. Melmark recently rolled out a wage adjustment to ensure that all employees are paid at least $12 per hour, affecting a large number of employees on campus. This pay adjustment, a $750,000 initiative for Melmark, took place at the beginning of March, and employees saw the difference in their April 1st paychecks.

Impacted by this wage adjustment are: Residential Aides (Adult and Children’s Services), Behavior Technicians, Lead Residential Aides, Adult Residential and Vocational ABA Counselors, Adult Vocational Workshop Assistants, Adult Day Program Workshop Aides, Healthcare Service Specialists, and Environmental Services Attendants.

Melmark’s Human Resources Department reviewed hiring, retention and turnover data from 2010 to 2015 and found that the bonus programs that were in place had little or no impact on retention of employees. Several bonus programs have since been eliminated, and those funds have been reallocated to the wage initiative. The hope is that this increase will entice new individuals to apply, offer a pay scale that is higher than the other, local providers and reduce employee turnover, resulting in more consistent and better-staffed programming.

“The response to the initiative was overwhelmingly positive, with many employees personally thanking Leadership for recognizing their hard work,” says Lindsey Dunn, Senior Director of Human Resources. “The appreciation was wide spread and the overall feedback was that employees feel like important, valued participants in fulfilling Melmark’s mission.”

Rita Gardner, President and CEO, has received the commitment of a $500,000 challenge grant ($250,000 for two years) to support this initiative. It is planned to reach out to families and major donors for support to meet this challenge.
**Director of Healthcare**

Melmark PA recently welcomed Danielle Block, M.H.A., B.S.N., RN, to the position of Director of Healthcare. “Melmark is an awesome organization, and I am very happy to be part of such an outstanding team,” Dani says. “The nursing team will continue to provide the highest quality care for all clients we serve to fulfill Melmark’s mission and vision. Melmark’s clients have already touched my heart in more ways than I could ever have imagined.”

Dani has 20 plus years of nursing experience of acute care hospital experience, and long-term geriatric care. Most recently, Dani served as Nurse Manager of two sites at MossRehab, which is part of the Einstein Health Network and is the largest provider of inpatient and outpatient physical medicine and rehabilitation in the Philadelphia region. Dani began her career at Einstein as a Clinical Manager for Critical Care in 2009.

**Director of Advancement**

Michael J. Talarico, M.Ed., has been appointed as the Director of Advancement of Melmark PA. He succeeds Ellen Donohoe, who served Melmark with grace, drive and compassion for the mission for nine years, and was part of a committed team leading the most current successful Capital Campaign in Melmark’s history.

Mike most recently served as the Director of Institutional Advancement and Communications at The Tatnall School, an independent, coeducational college preparatory school for students from age three through grade 12, near Wilmington, Delaware.

At Tatnall, Mike oversaw the entire advancement operation, including running a successful annual fund program, soliciting major gifts, administering proper stewardship, planning and executing events. He was also responsible for overseeing all school internal and external communications, advertising, and marketing at the school, which has an enrollment of over 600 students.

**Board of Directors appointments**

Larry Cancro, who has served on Melmark’s Board of Directors since 2003, was recently elected as Melmark’s Chairman of Melmark Services, Melmark, Inc., and Melmark New England, Inc. Board of Directors. His leadership and commitment to Melmark over these past 13 years has been inspiring. He has worked tirelessly in the areas of legislative advocacy and fundraising, on behalf of Melmark NE, where his daughter receives services. In addition to his role at Melmark, Larry is the Senior Vice President/Fenway Affairs for the Boston Red Sox. He also serves as the President of the New England Chapter of Autism Speaks, and is a Board member of the Greater Boston Convention and Visitors Bureau.

We are also pleased to announce that Maureen McMahon, M.D., has been elected to serve in a new role as Vice Chairwoman of Melmark Services, Melmark, Inc., and Melmark New England, Inc. Maureen has served on the Board for the past five years and has a daughter who receives services at the Melmark Pennsylvania division. Maureen is a pediatric physician serving primarily in Villanova, Pennsylvania, and has garnered several awards in her field. She has faculty appointments at Thomas Jefferson Medical College and has several published works.

We are very grateful to Bob Marcus for his leadership, commitment and support as the Chairman of the Board for the past 19 years. He has served as a Board member since 1993 and will continue in that role for Melmark, Inc.
Melmark News

Moving up

Melmark NE and Melmark PA appoint Executive Directors

To further Melmark’s vision of becoming a Center of Excellence for all services at our New England and Pennsylvania facilities, we are pleased to announce that Helena Maguire, M.S., LABA, BCBA, and Karen Parenti, M.S., Psy.D., have been appointed Executive Directors in New England and Pennsylvania respectively.

In these positions, the Executive Directors will oversee the development and implementation of programs and services, as well as the daily operations for each site. They will develop strategic objectives and provide leadership to direct reports in order to assure the achievement of these objectives. Helena and Karen will also support the CEO and Board of Directors through various committees and activities, and assume responsibility for excellence in care and delivery of all services, daily operations, policy development, quality assurance, risk management, regulatory compliance, and fiscal integrity in Andover and Berwyn.

Helena Maguire, M.S., LABA, BCBA

Helena Maguire served most recently as Senior Director of School Services at Melmark NE. Her focus included the development of residential programs, school-based site, and consultation activities to public schools. Helena also developed the nationally recognized staff training and supervision systems that are currently used across the New England and Pennsylvania programs. Helena’s primary role at Melmark NE has been overseeing all clinical, educational and operational residential school functions. She joined Melmark NE in August 1998, during the initial development of the New England program, as the Director of Education, Training, and Professional Development.

Helena has served as a consultant to local public schools and collaboratives, specializing in the areas of severe behavior disorders, parent and teacher training, and strategies for successful inclusion. In addition to her programmatic roles, she has served as a technical expert to the state-wide Restraint and Seclusion Committee on reducing restrictive procedures in the state of Massachusetts.

Helena is an Adjunct Professor at Endicott College and the University of Massachusetts/Boston, and is an instructor for a five-course graduate series on Applied Behavior Analysis. She is currently completing her doctorate in Applied Behavior Analysis through Endicott College.

Karen Parenti, M.S., Psy.D.

Karen Parenti joined Melmark PA this spring as Senior Director of Adult Services. Karen, who has worked in a leadership capacity in the not-for-profit human services field for almost 25 years, began her career as a direct care staff in a large residential treatment facility, and her connection to those she serves is what keeps her grounded and focused. Karen worked as an operational and clinical Senior Leader, overseeing and growing residential, day, in-home and outpatient programs for children and adults with acquired and traumatic brain injuries, intellectual and developmental disabilities, and Autism Spectrum Disorders. She has extensive experience working in continuous quality improvement and was in charge of licensing and accreditation, policies and procedures, clinical operations, investigations, family advocacy, and risk management.

Additionally, she has been a clinical trainer, teaching crisis prevention and intervention, dual diagnoses, ethics and boundaries, abuse prevention, and behavioral strategies, and serves as an adjunct faculty member at Camden County Community College. More recently, she was in charge of a major rehabilitative center of excellence that provided occupational, cognitive, rehabilitative, physical, and speech therapies, in addition to assistive technology, and neuropsychological therapies and assessments to the community and local hospitals.
that visual schedules, independent work stations and curriculum plans all pointed to systems that were working as they should; a great indicator that the principles of Applied Behavior Analysis were being followed and carried out.

With the proper research, supervision and training, progress can be demonstrated everywhere. We appreciate Freddie’s willingness to spend his vacation volunteering for the Global Autism Project and to share his knowledge of ABA and autism services with the students and families of Sorem, India.

Freddie represents Melmark’s “Mission First” in all parts of life on and off the job.

Making a global mark
Volunteering in India

MNE’s Freddie Scibelli in India

Last December, while many of us were shopping, decorating and cooking for our respective holiday celebrations, MNE Clinical Coordinator, Freddie Scibelli, BCBA, was headed to India as part of the Global Autism Project’s SkillCorps volunteer team.

The Global Autism Project works to build local capacity to provide services to individuals with autism in underserved communities worldwide.

Arriving in Delhi after a 14-hour flight, Freddie and his fellow team members began the journey to Chandigarh. The hazy sun and smog-filled air of India was unsettling to even the most seasoned traveler. Upon reaching Sorem, the six-member team was anxious, yet nervous, to begin work at a local school. As soon as they walked through the school doors, all of the jitters and worry about their mission quickly faded. Muscle memory kicked in as they greeted staff and students.

Students displayed a strong level of social awareness and independence; helping each other out when needed. Even though the staff-to-student ratio was not as generous as he was accustomed to, Freddie noted
Congratulations to the Class of 2016, who hold the distinction of graduating in Melmark’s 50th anniversary year. They are our “golden graduates.” These graduates have made great strides and have achieved much. We wish them well as they continue to build on what they have learned here at Melmark.

Scenes from Fenway Park
Led by Melmark New England parents and Promises to Keep Campaign cabinet members, John and Mary Gene Clavin, a reception for prospective donors and friends was hosted in Fenway Park’s Partners Suite in June.
This year’s annual Spring Festival also celebrated Melmark’s 50th anniversary. There was an anniversary cake, decorated by members of the Meadows and Meadows Too, horse-drawn carriage rides, carnival-style food and ice cream. The highlight of the day was the “Greatest Hits” performed by The Melmark Players.
Sharing research

Conferences and presentations

Among the other conferences and presentations that have been hosted or attended by MNE and PA educators and clinicians, they recently collaborated on four poster sessions and seven symposia at the 2016 Association for Behavior Analysis International (ABAI) Convention, held in Chicago.

Lauren Carter, M.Ed., BCBA, presenting at ABAI, May 2016

National Autism Conference
New Jersey, October 2015

Association of Professional Behavior Analysts
Conference, March 2016

Rocco Gambone, M.Ed., presents his research and findings at the Melmark PA Poster Day

Boston Philharmonic String Quartet visits MNE

Founded by Benjamin Zander in 1975, the non-profit Boston Philharmonic Orchestra (BPO) is dedicated to fulfilling a vision of “passionate music making without boundaries” featuring student, professional and amateur musicians. Their Crescendo! Program brings music education and mentorship to classrooms and after-school programs across Greater Boston.

Thanks to our devoted board chair and parent, Larry Cancro, MNE was connected to the BPO earlier this year. Our appreciation is extended to their staff members, Michael Zildjian and Alex Goodin. As Crescendo!’s Program Director, Alex worked with MNE staff to create a string quartet performance that would engage all of the students, musically and in active participation during the performance.

In May, a string quartet comprised of four undergraduate students from the New England Conservatory played to a captive audience; from classical music to Disney favorites, the students and audience members were enthralled.

String Quartet from the Boston Philharmonic plays for students

Enjoying the music
Save the Dates!

Joybells Perform at the Appaloosa Festival

**September 3, 2016**  
Skyline Ranch Resort  
Front Royal, VA

Hubert J.P. Schoemaker Classic

**October 3, 2016**  
St. Davids Golf Club, Wayne, PA  
Gulph Mills Golf Club, King of Prussia, PA  
Waynesborough Country Club, Paoli, PA

fore Melmark New England Golf Tournament

**September 12, 2016**  
Andover Country Club, Andover, MA

Second Annual Classic Car Show and Melmark Craft Fair and Bake Sale

**October 1, 2016**  
Melmark New England  
461 River Road  
Andover, MA 01810