

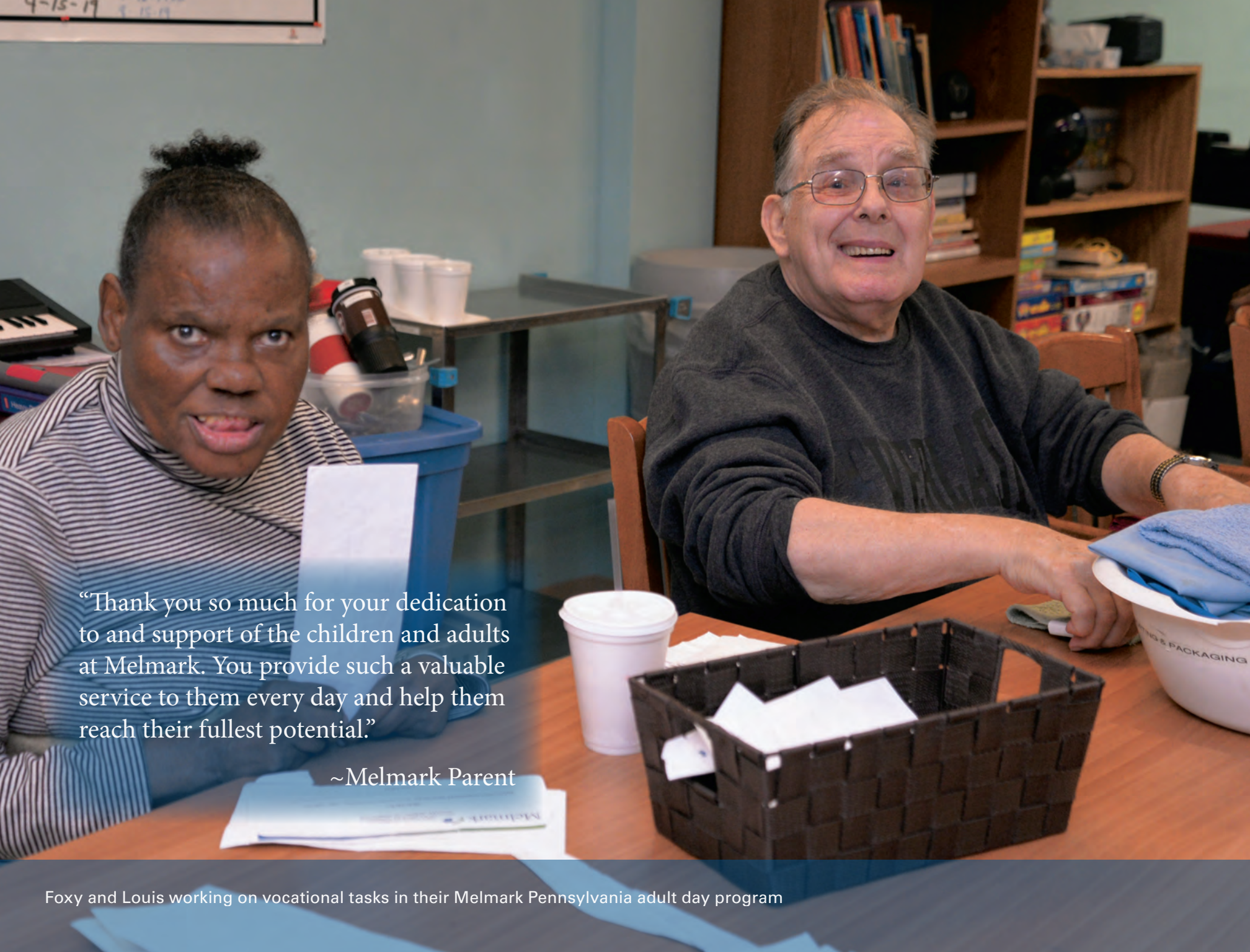
CLASSROOM

Melmark 

Mission First. Every Individual. Every Day.

2019

Your Gifts | Our Mission | Their Success



“Thank you so much for your dedication to and support of the children and adults at Melmark. You provide such a valuable service to them every day and help them reach their fullest potential.”

~Melmark Parent

Foxy and Louis working on vocational tasks in their Melmark Pennsylvania adult day program

Dear Friends,



**From the President
and CEO**

Your support of Melmark's mission and the individuals we serve has never been as crucial as it is today. This report shows the impact of your gifts throughout the past year and celebrates the successes of the individuals we serve. It also outlines the organization's current and future mission – a mission that has not changed through the COVID-19 pandemic, although the way we deliver it has changed greatly.

Your support of Melmark's service divisions in Pennsylvania, New England and the Carolinas plants the seeds for tomorrow. For all of Melmark's divisions, those seeds nurture sustainability for our children's and adult programs (Pennsylvania and New England) during a time of unprecedented expenses and lost revenue caused when states mandated day programs closed in response to the pandemic.

In Pennsylvania, your gifts support several mission-critical projects, including the active new school, which will provide our students and teachers the optimal environment for learning, skills growth and safety. The new school also provides greater fiscal security for adult programs, which were already operating at a loss before the pandemic. In order to continue Melmark Pennsylvania's high-quality adult services, we are actively raising funds for a \$30M to \$40M endowment. This will cover shortfalls in the adult program model and ensure preparedness for future financial crises. This will be in addition to other fundraising activities. The COVID-19 pandemic has confirmed to us the need for additional financial resources during difficult economic times to maintain the viability of our adult services.

In New England, our donors are planting the seeds for a brighter tomorrow, as we continue to expand and raise the quality of service delivery systems throughout the country by disseminating and replicating the Melmark Model of Program Development and Clinical Treatment. Melmark's proprietary software, EnvisionSMART™, will continue to positively affect the lives of countless individuals as practitioners and educators, utilize the branded software program. EnvisionSMART™ and Melmark's four-book series incorporates organizational behavior management (OBM) systems of Applied Behavior Analytic services built on scalable solutions to assist in delivering high quality education, professional development, training, healthcare, applied research and behavioral services to individuals with autism, intellectual and developmental disabilities.

In the Carolinas, the room for growth is exponential, as so many children do not currently receive the Free Appropriate Public Education (FAPE) to which each child, regardless of his or her learning and behavioral differences, is entitled. Your support helps us expand opportunities in North and South Carolina to grow our school services there, at a sustainable rate.

While all of us look forward to so many opportunities, I would be remiss if I did not point out the deep impact COVID-19 has had on the entire organization. The middle pages of this report include the more than \$1 million impact of virus mitigation measures, the purchase of personal protective equipment (PPE), hazard or 'hero' pay, as we call it, ongoing sanitizing and program area cleaning processes, losses due to decreased reimbursements, and a less than ideal economic outlook for not-for-profit organizations. I am grateful to the individuals and foundations who have already stepped forward to close that financial gap.

In addition to the COVID-19 pandemic, our dedicated staff have continued to put mission first throughout the painful, important focus on racial justice across the US. Speaking out against injustice and advocating for equality for all have remained intertwined with Melmark's mission since its founding in 1966. We stand with our staff, individuals, families and friends in stopping violence against and demanding equality for people of color. We look forward to launching a corporate responsibility page on our new website, which will highlight Melmark's ongoing work to extend services and resources to those individuals, families and communities who do not receive equal opportunities due to the color of their skin. We remain united in the peaceful demand for real change.

I must take this opportunity to recognize every staff member of Melmark's community, from our direct care workforce to our leadership across the divisions. Our employees, through this period, have remained focused on Melmark's core commitments and mission-first work. I have never been more proud of our teams. For those of us who have worked behind the scenes during the pandemic to keep Melmark on its best course, the work of our direct support professionals is incredibly motivating to do our very best. I am committed to continuing to lead Melmark's highly skilled staff, through measures built on the framework of scientific data and evidence-based practices, through these challenging times.

A handwritten signature in black ink, reading "Rita M. Gardner". The signature is fluid and cursive, with a large initial "R".

Rita M. Gardner, M.P.H., LABA, BCBA

“As the parent of a child with autism and an employer of adults with autism, I have seen firsthand how important it is to have vocational support at an early age. Melmark’s vocational education program sets the bar high in everything it does. As a family and a community business, we cannot express enough how much value Melmark’s vocational program provides to so many in need.”

~Melmark Parent



Justin putting away clean dishes during his work in Melmark New England's Vocational Program

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Rishik exercising with his walker, alongside his staff, Fatmata Bangura, at Melmark Pennsylvania



Tyler working on reading skills with Kelly Anglin, Special Education Teacher, at Melmark New England



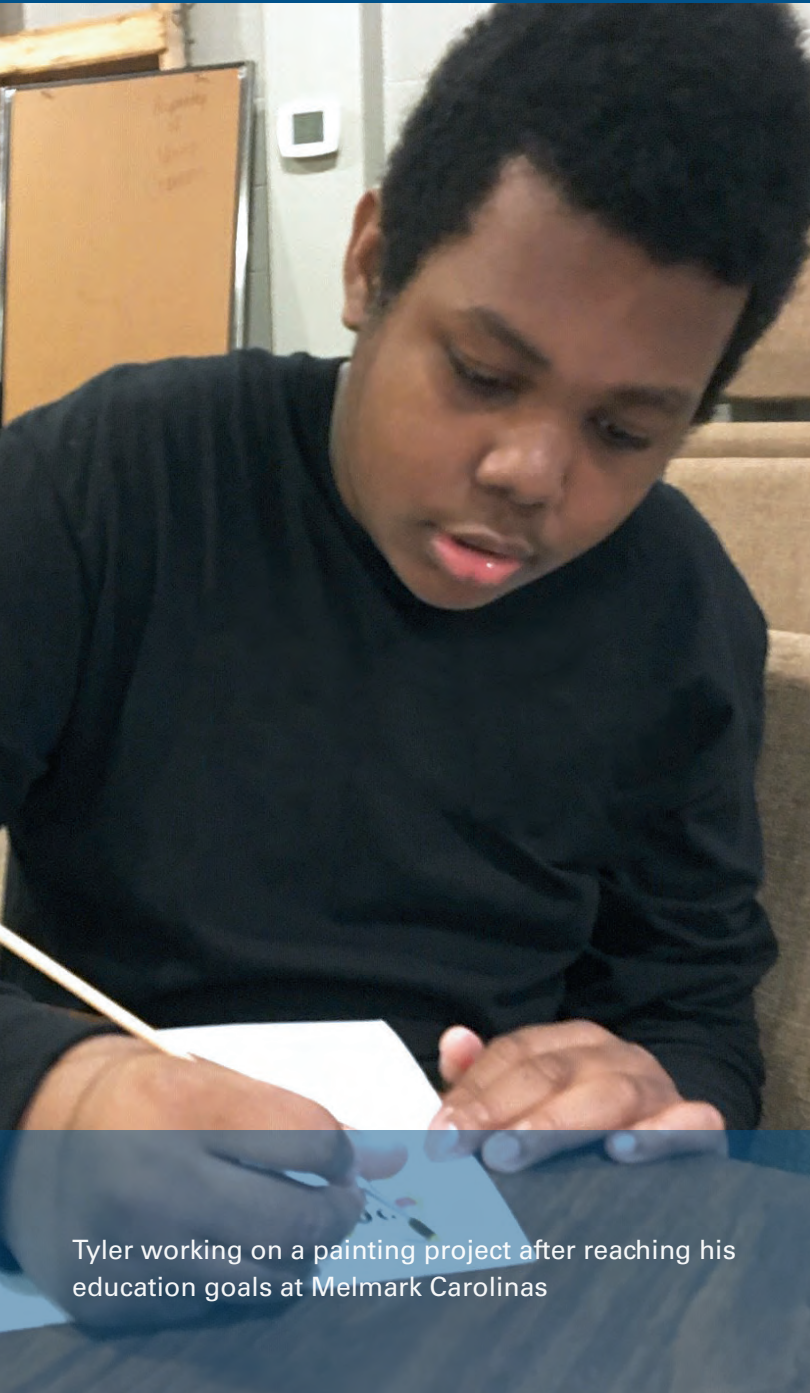
Simeon enjoying a walk with Melmark Carolinas Director of Program Administration and Clinical Services, Brad Stevenson, Ph.D., BCBA-D



About the cover: Piero with Melmark Carolinas ABA Counselors, Lauren Holland and Jalen Burrell. Piero has worked hard to learn enhanced communication skills through the use of a Picture Exchange Communication System (PECS), which he now uses to let staff know his wants and needs.

Learning is not limited to our students. Both Lauren and Jalen are currently pursuing their Master's Degrees in Special Education and Applied Behavior Analysis (ABA), utilizing Melmark's generous tuition reimbursement benefit. This is just one of the ways Melmark ensures a highly skilled workforce to create best outcomes for its students.

Mission



Tyler working on a painting project after reaching his education goals at Melmark Carolinas

Melmark is a multi-state human service provider with premier private special education schools, professional development, training and research centers. We are committed to enhancing the lives of individuals with autism, intellectual and developmental disabilities and their families by providing exceptional evidence-based and applied behavior analytic services to every individual, every day.

Goals

- Melmark's organizational culture exudes passion in the implementation of our Core Commitments.
- Melmark's workforce is highly skilled, credentialed and actively engaged in ongoing educational and professional development activities with strong retention.
- Melmark uses innovation and technology to drive the quality of our service delivery systems and increase the dissemination and replication of the Melmark Model of Program Development and Clinical Treatment.
- Melmark's high-performance practices ensure adherence to our standards of excellence in all services and daily operations.
- Melmark stakeholders recognize our mission and leadership in the field of high-quality service delivery, professional development training and research.
- Melmark's funding streams provide appropriate and balanced financial resources to support and expand service delivery and program performance.
- Melmark enjoys significant stakeholder and philanthropic support that increases raised dollars annually and ensures constituent engagement with related outcomes.

Vision

Our vision is to expand and raise the quality of service delivery systems throughout the country by disseminating and replicating the Melmark Model of Program Development and Clinical Treatment.

Core Commitments

Compassionate Care | Integrity in Everything We Do | Highly Skilled Workforce
Evidence-based Practices | Best Outcomes

97%

Satisfaction in Children's Services
(NE and PA)*

96%

Satisfaction in Adult Services
(NE and PA)*

97%

Satisfaction in Student's Progress on
Individualized Education Programs (IEPs)

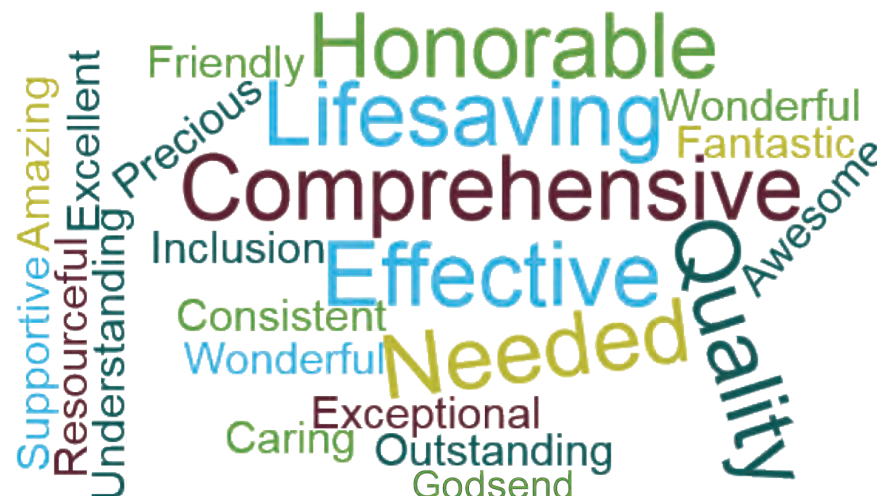
99%

Satisfaction in Adult Loved One's Progress
on Individual Support Plans (ISPs)

We continually monitor these Measures of Success to ensure that every individual we serve achieves the best outcomes every day.

- Stakeholder satisfaction
- Students progressing on Individualized Education Programs (IEPs)
- Adults progressing on Individual Support Plans (ISPs)
- Reduction in 1:1 services (where individuals have successfully decelerated behavioral challenges and accelerated educational growth)
- Reduction of restrictive programming
- Reduction in the use of psychopharmacology for behavioral control

When asked for one word to describe Melmark, survey participants responded with:



**Comments and data taken from 2019 anonymous satisfaction surveys completed by Melmark families at service divisions in Pennsylvania and New England.*

2019 Melmark by the Numbers



4.75 Million

Your donations in 2019 in
New England and Pennsylvania

*Includes pledged support

Andover
Massachusetts

Berwyn
Pennsylvania



9%

Staff in New England,
Pennsylvania and the Carolinas
engaged in educational programs

Charlotte
North Carolina

40



Staff research articles appearing in
industry publications, **22 of which**
were peer-reviewed journals

76%



Staff retention rate
in New England,
Pennsylvania and the
Carolinas



35

Presentations by staff at
national conferences

20%



Staff in New England,
Pennsylvania and the
Carolinas holding
post-graduate degrees

12%

Staff Vacancy Rate
in New England and
Pennsylvania



*Zero vacancies in the Carolinas

61%



Workforce Diversity

*Includes race, ethnicity, age, religion
and ability

123

adults

**Volunteer or are in
supported employment**

in New England and Pennsylvania



19 RNs → 21 RNs
10 LPNs → 7 LPNs



Melmark Pennsylvania **increased RNs**
on medical staff.

*Melmark New England staffs only RNs.

We are Mission First. *Every Individual, Every Day.*

Melmark's service divisions provide residential, educational and clinical programs for children, adolescents and adults diagnosed with autism spectrum disorders, intellectual and developmental disabilities and those who are medically fragile.

New England

- Early Childhood Program (ages three to 10)
- Day School-Age Program (ages 11 to 22)
- After School Services
- Residential Program (ages three to 22)
- Adult Day Program (ages 22+)
- Adult Residential Program (ages 22+)
- Outreach and Consultation Services
- Home-Based Services

Pennsylvania

- The Melmark School (ages five to 21)
- Children's Residential Program (ages five to 21)
- Residential Treatment Facility (RTF) (ages five to 21)
- Adult Community Day Program (ages 18+)
- Adult Day Program (ages 18+)
- Adult Residential Program (ages 21+)
- Chris Maurer Adult Day Community Program (ages 18 to 21)

Carolinas

- Department of Public Instruction (DPI) Approved Non-Public School Exceptional Children Program in the Charlotte/Mecklenburg region (ages five to 22)

We strive to achieve best outcomes as indicated by positive changes in the quality of life for each and every individual we serve through:

- Functional Behavior Assessments (FBAs) to determine the motivation of challenging behavior and to inform evidence-supported treatment plans.
- Functional Skills Assessments (FSAs) to develop comprehensive, achievable Individualized Service Plans (ISPs), Individualized Education Programs (IEPs) and Individualized Transition Plans (ITPs).
- Comprehensive treatment plans designed to address behavior for deceleration, acceleration, maintenance and generalization.
- Ongoing monitoring of progress and treatment fidelity through consistent review of data within a collaborative framework.
- Ensuring best outcomes for individuals who are medically fragile and adults diagnosed with intellectual and developmental disabilities as they age in place.



Noah working on his technology device with his teacher, Christiana Skinner-Walker, M.S. Ed., at Melmark Pennsylvania

Graduate Training Relationships

New England

37 Employees enrolled in higher education programs

- 28 Employees received tuition reimbursement for graduate school programs
- 9 Employees seeking BCBA supervision
- 17 Enrolled in Masters in Special Education and ABA
- 10 Enrolled in Masters in ABA and Autism
- Seven Enrolled in Masters in ABA
- One Enrolled in Family Nurse Practitioner program
- One Enrolled in MBA/HR Management
- One Enrolled in PhD Behavior Analysis

Current partnerships with:

- Endicott College
- University of Massachusetts, Lowell

Pennsylvania

37 Employees enrolled in higher education programs

- 24 Enrolled in Masters in ABA
- Five Enrolled in a nursing program
 - Two MSN
 - One BSN
 - Two LPN
- Three enrolled in Masters in Special Education
- Two Enrolled in PhD in Educational Leadership
- One Enrolled in Masters in Counseling
- One Enrolled in Bachelors in General Studies

Current partnerships with:

- Chestnut Hill College
- Endicott College
- Drexel University
- Neumann University
- Saint Joseph's University
- Wilmington University

Carolinas

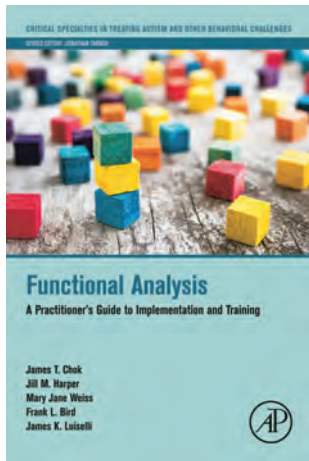
Two Employees currently enrolled in higher education programs

- One Enrolled in Masters at Ball State University
- One Enrolled in Masters at University of North Carolina, Charlotte



Expert Speaker, Tim Vollmer, Ph.D., being streamed live from Melmark New England's Clavin Center to the Pennsylvania and Carolinas divisions

Melmark's senior staff, under the guidance of Vice President and Chief Clinical Officer Frank L. Bird, M.Ed., LABA, BCBA, conduct training sessions in applied behavior analysis and special education for regional, national and international audiences. Melmark's highly skilled staff present research posters, papers and symposia at conferences as well as publish research studies in peer-reviewed journals and field publications. Your donations support Melmark's impact on the global research field.



Practitioner's Guides and EnvisionSMART™ will positively impact the lives of individuals with autism, intellectual/developmental disabilities and challenging behaviors who are not lucky enough to attend Melmark programs.

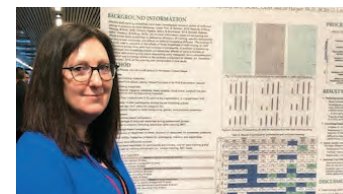
In addition to its robust research, Melmark is also expanding and raising the quality of service delivery systems throughout the country by disseminating and replicating the Melmark Model of Program Development and Clinical Treatment. Melmark's proprietary software, EnvisionSMART™, along with a four-book series, provides an all-encompassing array of well-researched, documented tools to enable other providers to utilize the Melmark Model for Program Development, elevating the standard of services, while addressing every aspect of the critical educational, clinical and administrative functions that are vital to evidence-based, special education programs.



Melmark Carolinas Director of Educational Services, Keri Bethune, Ph.D., BCBA-D, at the 2020 NC CEC Conference (North Carolina Council for Exceptional Children)



Melmark Pennsylvania Assistant Director of Campus Residential, Marvell Campbell, MSB, presenting to her peers at a colloquium



Melmark New England Educational and Behavioral Consultant, Juliya Krasnopolsky, MS, LABA, BCBA, presenting her research poster at ABAI Stockholm

Peer-Reviewed Journals

- 22 Melmark Authors
- 11 Research Articles
- 7 Journals

Newsletters

- 14 Melmark Authors
- 8 Articles
- 3 Publications

Textbook

- 5 Melmark Authors

A sampling of publications in which Melmark staff authored or co-authored articles in 2019.

2019 *fore* Melmark New England



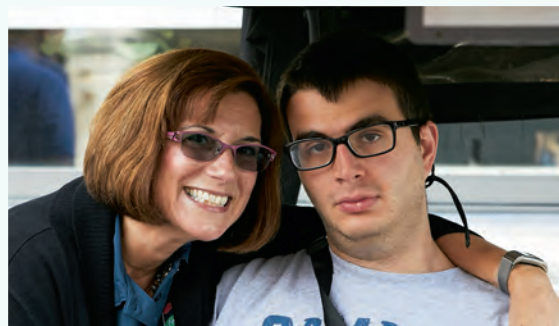
The 14th Annual *fore* Melmark New England golf tournament was held September 9, 2019 under sunny skies at the Andover Country Club. Once again, the event was a great success, netting more than \$115,000 to benefit day and residential programs for children and adults.

Led by Melmark Board Members and MNE Parents, Jamie Stahle and Jim Alex, this year's tournament committee included MNE Parents Harold 'Skip' Short and Kari Newman, John Reilly of Fred C. Church Insurance and Andrew Santos of Enterprise Bank.

Kendra Petrone, Executive Producer and co-host of Morning Magic, MAGIC 106.7, and parent of two boys with autism spectrum disorder, joined us again as emcee along with auctioneer, Paul Gilligan, a nationally known comedian who has supported MNE for years. Together, they entertained a captive audience and helped us raise funds through the live and Melmark Partner Fund-A-Need auctions. THANK YOU again to all of the MNE parents, family members, friends and staff who made donations, participated in the event or volunteered to help.

We look forward to celebrating *fore* Melmark's 15th Anniversary with a special outing that will follow all social distancing guidelines and include in-person and virtual tournament offerings, online auctions and more. While our event, planned for October 19, 2020, may look different than in years past, our mission remains the same - to support the children and adults at Melmark New England.

To get involved with this year's event, contact Ellen Kallman, MNE Director of Advancement, at ekallman@melmarkne.org or 978-654-4371.



Melmark New England Executive Director, Helena Maguire, MS, LABA, BCBA, at the event with MNE student, Michael



Students, volunteers and staff cheering golfers as they set off for the course



Michael "Moose" Watson observing a long drive contestant. Moose has participated in four World Long Drive Championships and helps raise more than \$3,500 for the tournament each year.



Proceeds from the 14th Annual Hubert J.P. Schoemaker Classic topped \$265,000 net. The event, held at Philadelphia Country Club and Gulph Mills Golf Club, benefits Melmark Pennsylvania. Funds from the 2019 event will go toward Melmark's new school facility on its Berwyn campus.



Golfer registration at the 2019 Hubert J.P. Schoemaker Classic



Golfers participate in a putting contest



Members of the Schoemaker Classic Advisory Board with Anne F. Schoemaker. From left to right: Rita M. Gardner, Anne F. Schoemaker, Denny Willson, Brad Michel, Shawn O'Brien, Rich Decker and James E. Eaton, Jr.

The Schoemaker Classic is truly a unique event. Its Advisory Board brings together top professionals from the greater Philadelphia region who volunteer their time to fundraise and coordinate the tournament, dinner, online, silent and live auctions.

Thank you to all of our donors, partners, family members, and staff who worked together to make the 2019 event a success. We look forward to celebrating the 15th Anniversary Hubert J.P. Schoemaker Classic on Monday, October 12. While our event may look different than in years past, our mission remains the same - to support the children and adults at Melmark Pennsylvania and to honor the memory of life sciences pioneer, Hubert Schoemaker.

To get involved with this year's event, contact Michelle McHugh, Senior Director of Communications, Advocacy and Advancement, at 610-325-2958 or michellemchugh@melmark.org.

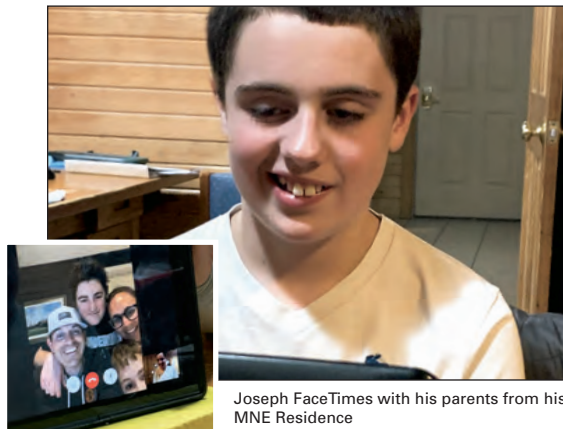
Collectively, the *fore* MNE Golf Tournament and the Hubert J.P. Schoemaker Classic have raised over \$7 million to support Melmark's programs.

The Impact of COVID-19

At Melmark's service divisions in New England, Pennsylvania and the Carolinas, COVID-19 has not changed our mission, but it has greatly altered the way we deliver that mission. Melmark's highly skilled staff remain steadfast in their commitment to promoting best outcomes for the children and adults who attend Melmark's multi-state day and residential programs. This special insert highlights some of their *superhero* work through the pandemic.



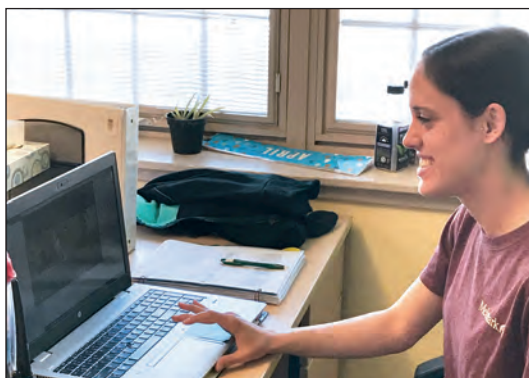
Katy Rollins, ABA Counselor, celebrating birthdays with cake and dance parties in MNE Adult Residences



Joseph FaceTimes with his parents from his MNE Residence



David enjoying a sunny day during a walk with Iris Miller, Qualified Intellectual Disabilities Professional (QIDP) Program Manager and Tyreina Cardwell, ADP Program Assistant, at Melmark Pennsylvania



Melmark Pennsylvania Teacher, Steph Fell, M.S., working with Matthew on his remote learning plan



Melmark Carolinas staff, Rashunda Harrison, MA, Keri Bethune, Ph.D., BCBA-D, Director of Educational Services, Rachel Ervin, Jalen Burrell, Anastasia Harrison, Lauren Holland, Brad Stevenson, Ph.D., BCBA-D, Director of Program Administration and Clinical Services, and Tyrell Brandson holding a morning meeting before the school's reopening



Brendan working with his Melmark Carolinas ABA Counselor, Rachel Ervin, after the school's reopening

The team at Melmark Carolinas has welcomed students back to the classroom. Staff are implementing social distancing and other viral mitigation protocols determined by the Centers for Disease Control and Prevention (CDC) and state guidance.

Melmark New England

At Melmark's service division in New England, learning, activities of daily living and fun continue despite the pandemic. This is all thanks to the mission-first work of our dedicated staff and to the support of our friends, families and partners. Staff at all Melmark service divisions have demonstrated compassionate care throughout the pandemic. At MNE, eight team members were highlighted in the news for going above and beyond to ensure the health and safety of the individuals with whom they work.

In late March, an asymptomatic staff member tested positive for COVID-19, after unknowingly exposing students and colleagues in the residence. In working through quarantine scenarios, leadership members quickly determined that sending all 13 staff who were exposed to their own homes to quarantine would cause a significant residential workforce depletion. To ensure the students had a full continuum of services, Melmark New England's Executive Director, Helena Maguire, and Senior Director of Residential Services, Kim Duhanyan, devised a plan to ask the exposed staff if they would consider continuing their work in the home for the full eight days remaining since their initial contact exposure, in concert with local Boards of Health and approved by Melmark's President and CEO, Rita Gardner.

Eight of the staff volunteered to quarantine with the students, offering to continue their mission-first care of the individuals inside the residence. Over the next eight days, staff kept check of one another's health status, as well as that of the students in the house, by performing symptom screenings every two hours. Leadership and healthcare staff assisted via phone and video conferencing to limit any additional exposure.

Melmark's parent community delivered hot meals and treats to the steps of the house and decorated the front door with messages of thanks. On the final day of the quarantine, parents coordinated a car parade and social distancing lawn celebration.



ABA Counselors Luis Zamarano, Monique Crooper, Marissa Arduca, Jesca Sewanyana, Emily Okraska, Nerlande Bernadel and Jamie Bridge, volunteered to live in MNE's Westview Residence for eight days to ensure the health and safety of the individuals they serve.



Families remaining socially distanced while holding thank you signs on the home's front lawn



MNE Parent and Claddagh Pub Owner, Brian Farrell, preparing food donations for MNE Residences



Salvatore's at Riverwalk in Lawrence cooked and delivered meals to MNE Residents. Salvatore's also partners with MNE's Vocational Program, working with MNE students and adults on culinary career training.

The Impact of COVID-19

Melmark Pennsylvania

At Melmark's service division in Pennsylvania, our highly skilled staff continued to utilize evidence-based practices to provide compassionate care and best outcomes for those in our day and residential programs.



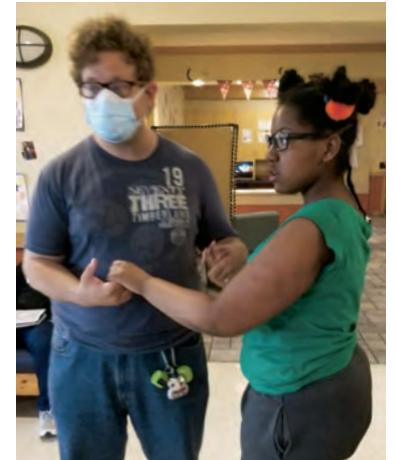
Titus Bull and Robert Lynch, Residential Aides, and Kevin Radford, Children's Program Manager, during their shift change celebration following a twelve-day live-in quarantine to ensure the health and safety of the individuals we serve



Nick with Melmark Pennsylvania Children's Program Manager, Kevin Radford, in Sacca House



Xavier celebrating his superhero birthday party with Kaitlin Petersen, RTF Program Manager, outside his Melmark Pennsylvania residence



Sierra dancing with Michael Gelburd, Residential Aide, during a karaoke and dance party inside Melmark Pennsylvania's Residential Treatment Facility (RTF)



With barber shops closed, Melmark Pennsylvania Lead Residential Aide, Franklyn Kargbo, helped Mark maintain his preferred short hair.



The Aiello Family organizes a hot meal delivery for Melmark Pennsylvania Children's Residential Staff. Here, Kevin Radford, Dixon Residential Program Manager, and Hawa Doe, ABA Counselor, pick up meals for staff in their programs.

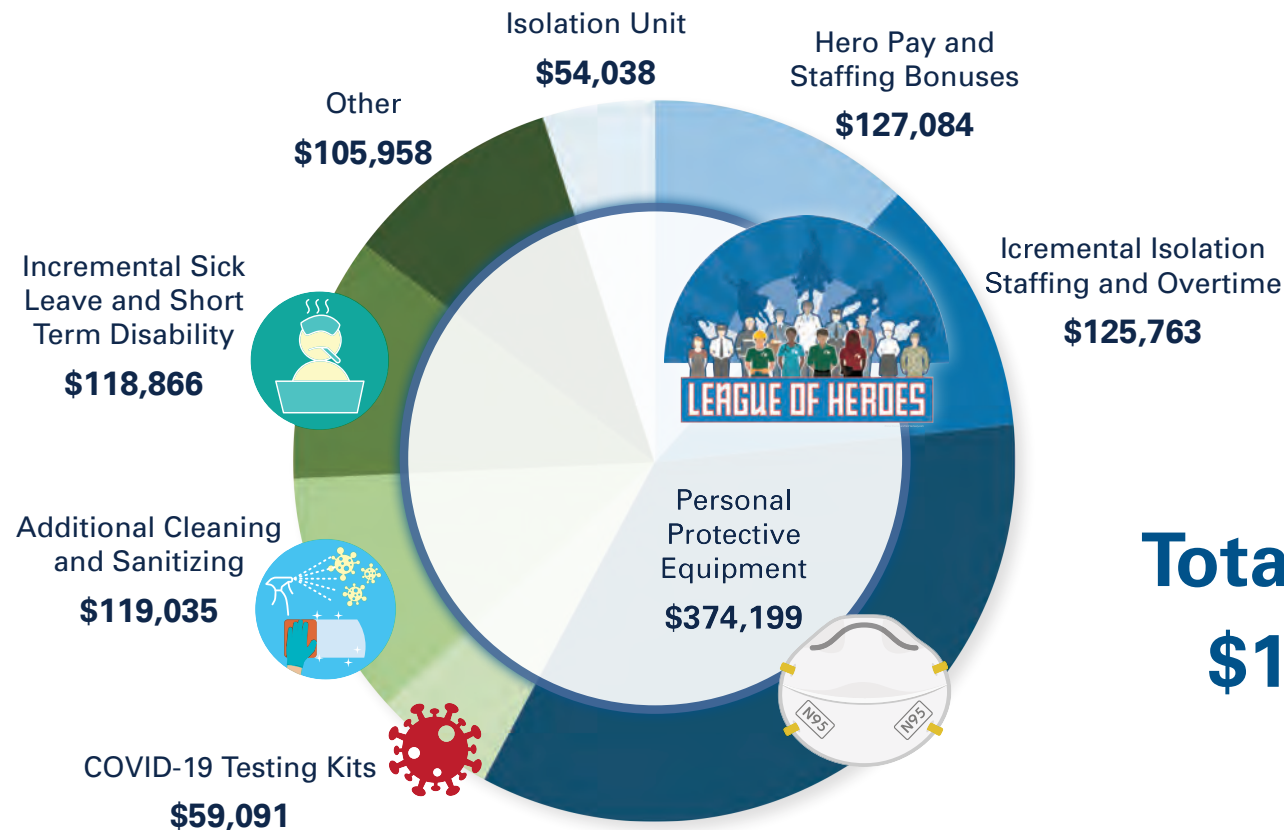


Longtime Melmark Service League (MSL) Volunteer, Louise Elkins, making masks for the individuals and staff. The MSL has been supporting Melmark since the organization's founding in 1966 and will be honored at the 2020 Dream Maker's Ball.

By the Numbers

Melmark has sustained over \$1 million in losses due to unplanned expenses related to COVID-19 testing and mitigation, hero (or hazard) pay, and income losses caused by state-mandated day program closures. While the CARES Act funds passed through the Commonwealth of Pennsylvania are providing some relief to this gap, the significant financial impact is being felt across all of Melmark's service divisions.

Below is a snapshot of expenses related to virus mitigation from March 2020 to June 15, 2020



Total Expense:
\$1,084,034

Your support, at every level, also helps Melmark bridge the significant gap created by COVID-19 related expenses and program reimbursement losses. To make a secure, online donation, visit www.melmark.org and click "donate" under the division you wish to support.

Donor Profiles

We are deeply grateful to all who have given so generously to help us provide the best educational, programmatic, vocational and clinical services to the children and adults we are privileged to serve.

Melmark Pennsylvania

A commitment of \$200,000 from Worcester, Pennsylvania based Allan Myers, Inc. will support Melmark Pennsylvania's new state-of-the-art school facility. Ross Myers is the CEO of Allan Myers, Inc., which performs heavy civil construction and supplies construction materials. Myers had these words about Melmark after his first visit to the organization's Berwyn community. "The work that Melmark does changes people's lives, and that's really hard work."

During Myers' visit, he got a first-hand look at Melmark's mission-first work, its positive impact on children, adults and their families, and the organization's leadership and oversight. "We are thrilled to support the mission of such a well-run and impactful organization," said Myers.

Allan Myers, Inc. was introduced to Melmark through one of its employees and a current Melmark family member. The company has been a sponsor of the Schoemaker Classic for the past two years and has donated proceeds from the annual 3 Dog Garage Car Show, also benefiting Melmark. We are grateful for the support from and partnership with Allan Myers, Inc.



Thomas sorting his program book



Anne with Katelyn Smith, Physical Therapist Assistant

Melmark New England

Howard and Mara Mayer have been active family members and generous donors to Melmark New England since 2015 when their son, Jordan, became a residential student. In 2017, their daughter, Aubrey, joined MNE as a day student. Today, both are residential students working hard to achieve academic and clinical goals in the school program and to master their activities of daily living. Jordan and Aubrey always have a smile for their teachers and staff and they love being out in the community with their housemates and family.

Originally from the New York metropolitan area, Howard, a physician by training, is currently Executive Vice President, Research and Development for Ipsen in Cambridge, MA. Mara was happily working at Clairol when she first became a mother to Jordan. With an array of female role models at work, she fully expected to follow in their footsteps as a working mom. When Jordan and Aubrey were young, the couple moved many times, always looking to find the best educational programs and therapies that would help ensure Jordan and Aubrey reached their fullest possible potential. In 2010, the family relocated to the Greater Boston area. After a period of time in public school and other special needs programs, Howard and Mara found Melmark New England. Their quick devotion to Melmark's mission was evident from the very beginning. We truly appreciate their philanthropic support, their advocacy, and their love of Jordan, Aubrey and the MNE family.

Why we give and what it means to us, as told by Mara Mayer:

"Melmark is our life because you take care of our children. You are all second parents to them. We know how much the donations mean to Melmark and how they help. It makes us proud to provide support for the teachers, therapists and administration who work every day to provide the best services possible to our children."

"We recognize that our children won't go to college, get married or spend their money the way that typical young adults will. We consider our donation to be investments in helping them reach their fullest future potential. We can't think of any better use of our money than to donate to Melmark New England."



Aubrey and Jordan on a fall family outing

Thank you to Melmark's leadership donors of \$1,000 and above. To see Melmark's full *Donor Report*, please visit www.melmark.org/donors.

President's Club (\$500,000 and Above)

Individuals

Anonymous (3)
Lesley Russell and Christopher Cooper

Visionaries (\$100,000 – \$499,999)

Corporations, Foundations and Organizations

Anonymous
Allan Myers, Inc.
Lightening the Load Foundation

Individuals

Anonymous
Mrs. Ellen A. Phillips
James and Karyn Stahle

Ambassadors (\$50,000 – \$99,999)

Corporations, Foundations and Organizations

Anonymous
Bourque Family Foundation
Crystal Trust
Fidelity Charitable Gift Fund
Teamsters Local 25
Vertex, Inc.

Individuals

Anonymous
Dr. and Mrs. Howard B. Mayer
Fred and Vicki Modell
Mr. and Mrs. Christopher Patton
Mr. and Mrs. Bryan G. Rogers

Leaders (\$25,000 – \$49,999)

Corporations, Foundations and Organizations

Accenture
The Alfred I. duPont Foundation
Genomind
SAP America, Inc.

Individuals

Anthony and Pamela Diaco
Maureen McMahon
Mr. and Mrs. Paul Salem
Mr. and Mrs. Michael B. Solomon

Champions (\$10,000 – \$24,999)

Corporations, Foundations and Organizations

Anonymous
Ayco Charitable Foundation
Bancroft Construction Company
Benevity



Carrie working on her lesson plans with her teacher, Anna Eisenberger, M.Ed., at Melmark Pennsylvania

Doug Flutie, Jr. Foundation for Autism
Dozoretz Family Foundation
Ernst & Young LLP
Ethel Sergeant Clark Smith Memorial Fund
The Graham Company
Hoxie Harrison Smith Foundation
ITF Pharma, Inc.
Jackson Lumber & Millwork
Janssen Biotech, Inc.
Legacy Advisors, LLC
Oracle
Pennsylvania Department of Education
Philadelphia Insurance Companies
RSM
Schwab Charitable Fund
TD Bank



Greg working on a technology device with Fairen Rayball, M.S., CCC-SLP, Speech-Language Pathologist, at the Cancro Center for Adults at Melmark New England

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Mary sorting utensils as part of her vocational skills training at Melmark Pennsylvania



Nighrael and his staff, Katie Cummings, working on his lesson plans at Melmark New England

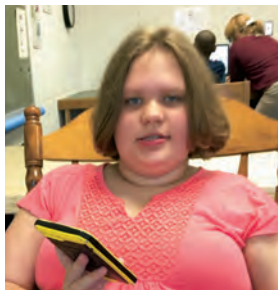


Grayson working with his speech therapist at Melmark Carolinas

Melmark Carolinas – An Overview of the First Year

Melmark Carolinas

Melmark Carolinas (MCS), based in Charlotte and serving students from North and South Carolina, is the newest member of the Melmark family. In November of 2018, Melmark Carolinas was recognized by the Department of Public Instruction (DPI) as an Approved Non-Public School Exceptional Children Program, allowing Melmark Carolinas to conduct school-based services in the state. Melmark Carolinas is only the second school in North Carolina to obtain this certification, and it is the first and only school focused on serving students with autism and intellectual / developmental disabilities with behavioral challenges. The school relies on public funding for tuition reimbursement and charitable support to enhance its mission to serve children with complex behavioral needs.



Mackenzie working on her technology device at Melmark Carolinas

MCS accepted its first student in February 2019. Today, we serve seven students in our classrooms located within the Pineville Church of the Nazarene complex. Several of the students we now serve were formerly on modified day/homebound education, which can mean less than two hours of educational instruction a day. For a variety of reasons, these students and their families were unable to access other supports, including insurance-based services or Medicaid. For these families and others, the opening of Melmark Carolinas has provided a vitally needed option, as students are entitled to and deserve a Free Appropriate Public Education (FAPE). Within months of starting classes led by Melmark's highly skilled staff, all students showed progress on their IEP goals. Skills growth and decreases in challenging behaviors continue for all Melmark Carolinas students.



Brad Stevenson, Ph.D., BCBA-D, Melmark Carolinas Director of Program Administration and Clinical Services, and Rita M. Gardner, M.P.H., LABA, BCBA, Melmark President and CEO, with representatives from North Carolina during a legislative breakfast and open house at Melmark Carolinas



Robert Pennington, Ph.D., BCBA-D presents to clinicians and family members from Melmark Carolinas during Melmark's Expert Speaker Series. Dr. Pennington's presentation on Written Communication Repertoires in Students with Autism Spectrum Disorder and Intellectual Disability was live streamed to all Melmark service divisions.

Your philanthropic dollars have a direct and immediate impact on the children and adults at Melmark. From providing classroom and program area support and equipment, to attracting and retaining highly qualified staff, to updating residential homes and completing capital projects, Melmark donors help move our mission forward for the individuals and families we are privileged to serve.

Melmark New England:

- Planning for an Innovative Adult Services Model is in its earliest stages, as MNE explores an adult services system mirroring the long-term care model of continuing care communities. The program would include an enhanced community-based adult day and social engagement setting coupled with congregate housing.
- Melmark has introduced Cultural Ambassador roles to collaborate with leadership across service divisions on policy development, communications and professional opportunities. These stipend employee roles will help ensure equality and inclusion continue to remain at the forefront of Melmark's work.



Joebanna Gavi, Residential Counselor, with Nate in the backyard of his Melmark New England Residence

Melmark Carolinas:

- With seven students currently enrolled and all students progressing on IEP goals, we look forward to expanding our census in 2020 as referrals have increased over time.
- Our advocacy and community education efforts with local families, state lawmakers and other stakeholders has increased public awareness of MCS and our expertise dealing with autism and challenging behaviors. As a result, Rita M. Gardner, President and CEO, has been invited to draft legislation based on Melmark's experience in other states to better support individuals with high-acuity autism in need of evidence-based services.



Tyler playing chess with Keri Bethune, Ph.D., BCBA-D, Melmark Carolinas Director of Educational Services

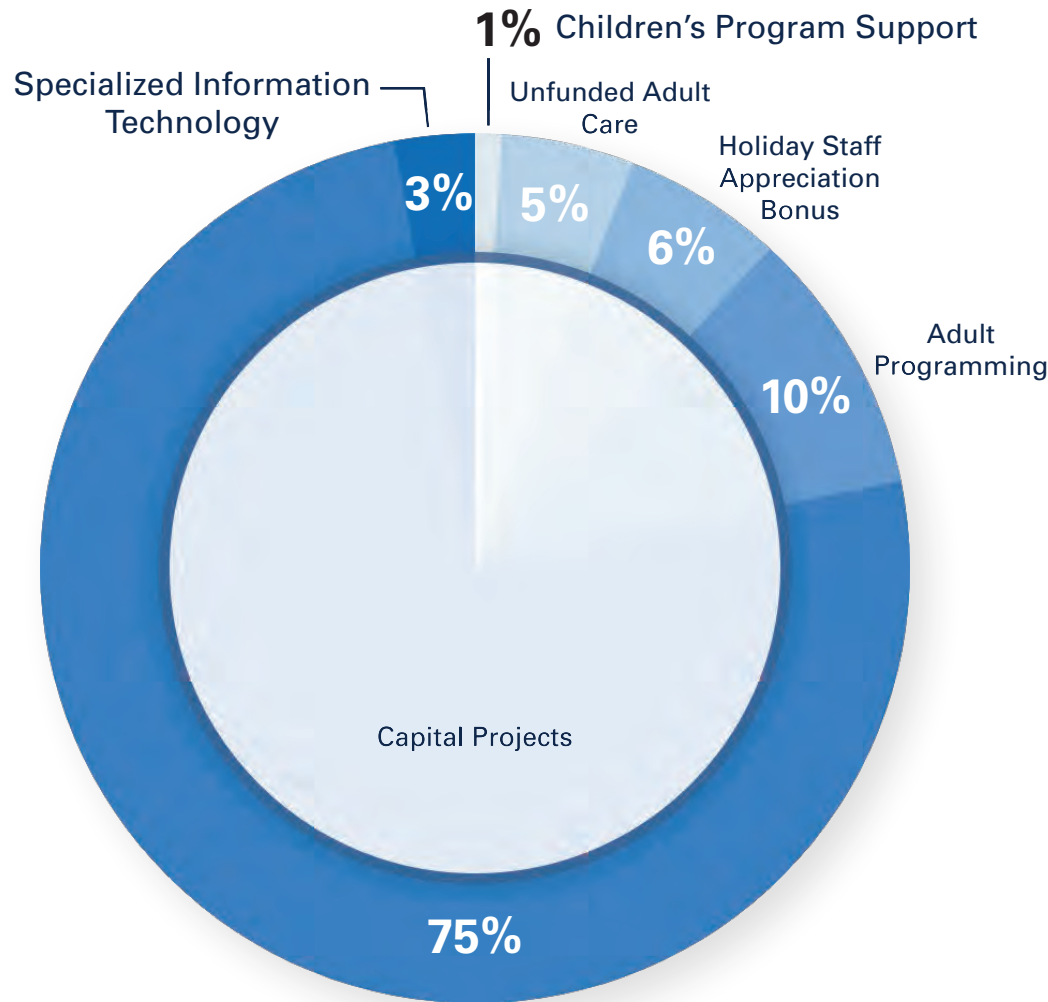
Melmark Pennsylvania:

- Family and community support for the New School Facility continues with \$14.3 million raised. The school building project has begun, with construction scheduled to be complete by July 2021.
- Teachers will receive training in Melmark's new EnvisionSMART™ educational software program.
- In the adult program, philanthropic gifts support the performing arts and transportation for community outings.



Artist rendering of the lobby inside Melmark Pennsylvania's new school building

Your Gifts | Our Mission | Their Success



\$4.75 Million Total Raised

**Includes pledged support*

The Impact of Your Gifts

SPECIALIZED INFORMATION TECHNOLOGY

Development of clinical software technology

CHILDREN'S PROGRAM SUPPORT

Purchase of specialized classroom furniture and augmentative and alternative communication devices

CAPITAL PROJECTS

Mezzanine and auditorium projects in New England; Pre-construction activities for the new school building and home renovations in Pennsylvania

UNFUNDED ADULT CARE

Supporting individuals who do not have the means to pay

HOLIDAY STAFF APPRECIATION BONUS

Benefiting direct care staff, who receive 100% of funds raised for this initiative in New England and Pennsylvania

ADULT PROGRAM SUPPORT

Supporting adult programming in New England and Pennsylvania, including The Joybells and The Melmark Players

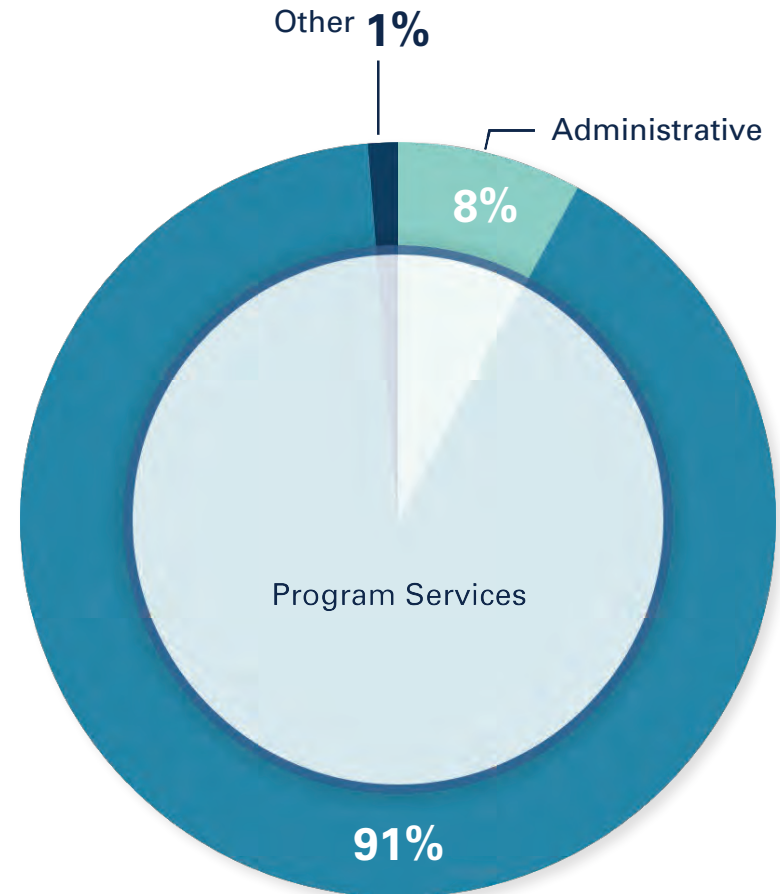
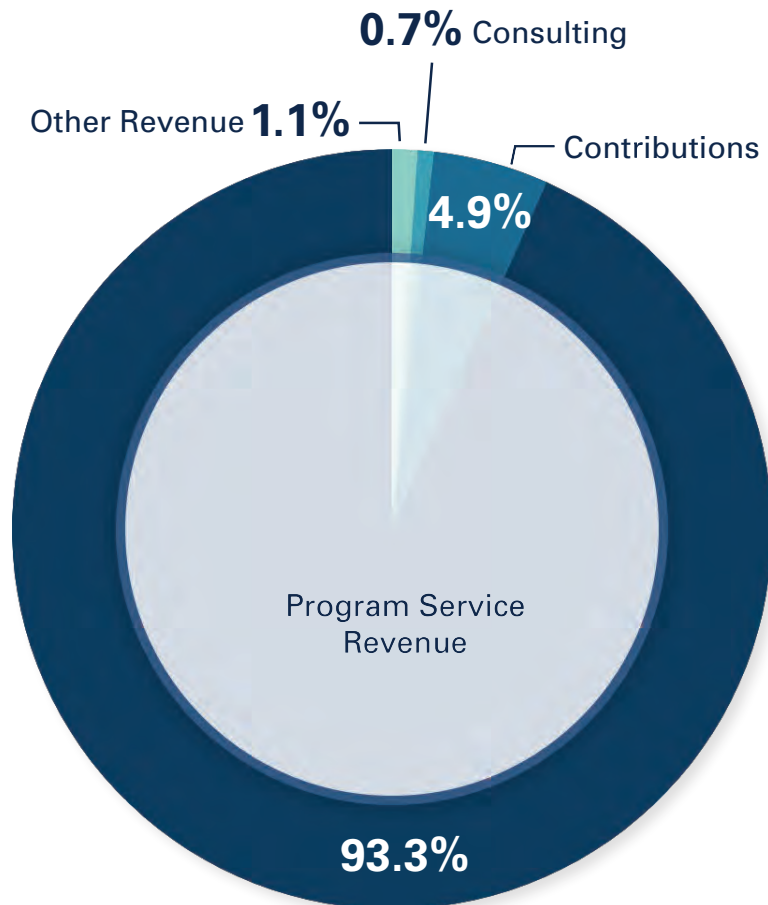
336 

**New Donors
in 2019**

408 

**Donors increased
their giving in
2019**

Operating Revenue: \$96,687,000



Operating Expenses: \$91,651,000



“I am always inspired by the work of the Melmark team, from leadership to our direct support professionals and facilities staff. However, I am even more so during this public health crisis created by COVID-19. The ability of our Leadership to pivot to ensure the most effective health and safety measures are in place in order to continue our mission has been impressive. Our staff continue to put **mission first** for *every individual, every day*, and I could not be more proud to be working alongside them.”

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



Thank you cards from families to the Melmark staff

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