

# Melmark Messenger

Spring/Summer 2019

Melmark  
New England

Melmark  
Pennsylvania

Melmark  
Carolinas



Expanding Our Model for Success



*Melmark Pennsylvania needs your support as we build a new school to meet the needs of families impacted by autism and intellectual and developmental disabilities in our community.*



*Your support of Melmark New England reaches beyond the classroom, creating opportunities in our vocational and residential programs as well as in our educational setting.*



*Melmark Carolinas is filling a critical need in this region, where many children with challenging behaviors due to autism, intellectual and developmental disabilities receive homebound instruction.*

## Melmark's Mission

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.

### About the Cover:

Dante with his proud brother at graduation. During his education at Melmark, Dante achieved many goals, including increased communication skills to appropriately request attention from those around him. He enjoys interacting with staff, cleaning tasks, exploring new environments and people-watching.



***Melmark is Mission First.  
Every Individual, Every Day.***

**Your support, no matter how big or small, makes a significant impact on the lives of the individuals we serve.**



# A Message from the President and CEO

In this issue of the *Melmark Messenger*, you will read about exciting new opportunities to expand the Melmark model and create success for the individuals we serve. This expansion of the organization's footprint not only benefits the children and adults supported at our service divisions in Pennsylvania, New England and the Carolinas, but also provides new opportunities for families impacted by autism and intellectual and developmental disabilities across the country and around the world.

Perhaps the most exciting among the many projects developing at Melmark right now is the construction of the new special education center at our Berwyn, Pennsylvania division. As our organization's forward-thinking co-founder, Mildred "Miggy" Krentel said in the pages of this very magazine in 1998, **"I see fantastic growth and progress that Melmark continues to make, and I must confess it makes me very happy and proud to witness this maturation process."** I know the Krentels would be just as happy and proud to witness the work being done by Melmark's highly skilled staff today, and I am confident they would share our team's same sense of excitement and support surrounding our new school.

In Pennsylvania, New England and the Carolinas, our special educators are sharing their expertise to inform the larger landscape of autism and intellectual and developmental disability services. Through research published in peer-reviewed journals, educational magazines and other print and electronic distributions, our special education and clinical staff aren't just supporting best outcomes in Melmark classrooms. By sharing data from their evidence-based practices in all program areas, our clinical team's work is improving systems of care across our field.

You will also read about the retirement of Peter Troy, Vice President of Business Operations. Peter has been instrumental in Melmark's cross-division success, and while words will never fully describe all he has been to our organization, we congratulate him on his retirement and thank him for his lifetime spent empowering others. While he will surely be missed, his handprint is on everything Melmark is, both today, and in the future.

As you read the pages ahead, filled with the accomplishments of our students and adults, the work of our highly skilled staff, and the support of our families, friends and even those new to Melmark, I thank you for your role and hope you will continue to support our mission. Your donations ensure more individuals the opportunity for success - an opportunity every child and adult with special needs deserves.



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



## Melmark's Core Commitments

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

# A Mission First Legacy: Peter Troy

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After twenty-one years of dedicated service to the children, adults and families supported by Melmark, Peter J. Troy, M.B.A. has retired to spend more time with his family.

Peter most recently served as Vice President of Business Operations for Melmark, overseeing the day-to-day

operations of Melmark's service divisions in New England and Pennsylvania. His leadership of the organization has a rich history.

Peter joined Melmark in 1998. As Chief Operating Officer, he shepherded the development and expansion of the Melmark Pennsylvania campus. In addition to his work in Pennsylvania, Peter worked with Rita Gardner, Frank Bird and Helena Maguire to found Melmark New England.

Peter was responsible for locating Melmark New England's first space in a Woburn, Massachusetts office park. With a flourishing and expanding educational and residential program for 79 children and their families, Peter worked to find the current school location in Andover, which opened in 2006 and now serves 142 students. His tireless and creative efforts over several years resulted in the expansion of the Andover campus to include the acquisition of 70 contiguous acres and the construction of four new children's residential homes adjacent to the school. Most recently, Peter led the building project for Melmark's new school in Berwyn.

During his cross-division tenure, Peter provided leadership to campus development and expansion projects as well as in the areas of human resources, finance, facilities and operations.

*"Peter Troy's lasting contributions are integral factors in Melmark's success across all service divisions,"* says Melmark President and CEO, Rita M. Gardner.



*“His tenacity, kindness and innate ability to engage people from all walks of life have helped keep Melmark’s focus of being **Mission First** for every individual, every day at the forefront of all we do.”*

Peter’s retirement was celebrated at Salvatore’s Restaurant in Lawrence, MA, with family members and colleagues in attendance. During the dinner, Peter was presented with a citation from the Massachusetts Governor, recognizing him for his contributions to the community. A video recognizing his work across divisions, which you can see on Melmark’s social media pages, was also played. A Villanova graduate, Peter raised his family in Chatham, MA, where he still resides. Please join us in congratulating Peter on beginning this next chapter in his life.



*Peter Troy and Rita Gardner, Melmark President and CEO, with Melmark New England residents in their home*



*Peter Troy with Melmark Chairman of the Board Larry Cancro at the Dream Maker's Ball*



*Peter Troy holding a citation from the Massachusetts Governor, alongside Melmark President and CEO, Rita Gardner*



*Peter with his wife, daughters and grandson at his retirement celebration*

# Cross-Division Model for Success:

## Melmark's V.P. of Business Operations and Finance Director

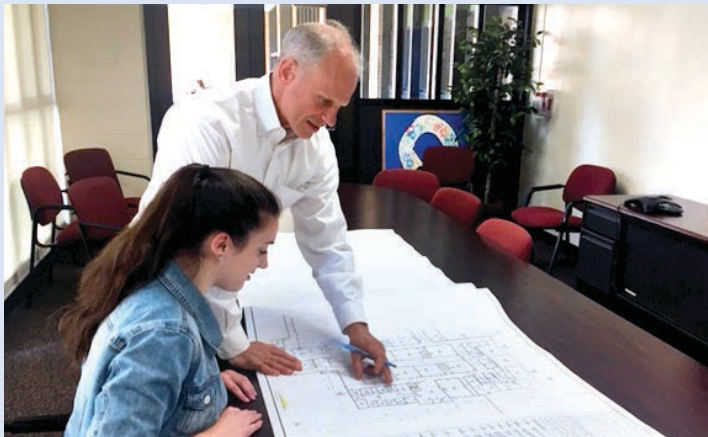


Supporting the children and adults at Melmark comes in many forms. For Bill Ahearn, M.B.A., CPA, that support has been an unwavering mission-first commitment to our individuals. Since joining Melmark in 2003, Bill has looked beyond day-to-day needs to create solutions for optimal long-term outcomes, improving living environments for the people we serve and working conditions for the staff we employ.

We are pleased to announce the promotion of Bill to Vice President of Business Operations for Melmark, Inc., and Finance for Melmark New England. In this position, Bill oversees the facilities, maintenance and IT departments across state divisions, as well as finance in New England. In his finance role, Bill has been steadfast in his detailed oversight ensuring robust fiscal produce, so that resources go to the most important people, the individuals we serve and their staff.

Bill, who previously served as Director of Business Operations for Melmark New England, is a valued participant in the strategic planning process and has already proven instrumental in the construction of Melmark's new school in Berwyn, Pennsylvania as well as a number of projects to upgrade our adult residences and program areas.

Bill brings a wealth of knowledge and experience to his new role. He was crucial in the relocation of Melmark New England from Woburn, Massachusetts to Andover in December 2006 and was the key project manager for the construction of Melmark's school in Andover. He also spearheaded each construction project as Melmark New England expanded into adult services, using his insight and skills to support not only physical facility development, but also rate setting. Projects were well-vetted before construction started, and in each project, Bill brought the project in on time and at or under budget.



Melmark V.P. of Business Operations for Melmark, Inc. and Finance for Melmark New England, Bill Ahearn, M.B.A., CPA, reviewing plans for Melmark's new school in PA

*"Melmark is working smarter than ever, sharing knowledge across divisions and collaborating as one organization. We are thrilled to have someone as talented and forward-thinking as Bill Ahearn leading our business operations."*

*-Rita M. Gardner*

*Melmark President and CEO*

Bill graduated from Clark University before earning an M.B.A. in Finance from Babson College in the F.W. Olin Graduate School of Business. His professional experience includes management consulting as well as financial administration in profit and nonprofit settings. Bill previously served as Divisional Controller for a publicly traded technology solutions provider for the defense industry. Please join us in congratulating Bill on this well-deserved new role.



# Supporting Melmark's Mission:

## Melmark Board Member, Greg Strakosch



We recently welcomed Greg Strakosch to the Board of Directors for Melmark Services. Mr. Strakosch is the Executive Chairman and co-founder of TechTarget, which offers data-driven marketing services to business-to-business technology vendors.

*"We are delighted to have Greg join our Board of Directors," says Melmark President and CEO Rita M. Gardner.*

*"He has supported Melmark for five years and understands our mission to enhance the lives of children and adults with autism, intellectual and developmental disabilities and their families in New England, Pennsylvania and the Carolinas. We look forward to his leadership and the business acumen he brings to the Board."*

Mr. Strakosch says he was immediately moved by Melmark's work. *"I became familiar with Melmark through a current member of its Board of Directors. Once I learned more about the organization's work, I knew I had to support their mission,"* says Strakosch. *"Melmark's vision to expand and raise the quality of service delivery systems throughout the country is one of which I am pleased to be a part."*

Prior to founding TechTarget, named one of Massachusetts' Best Companies to Work For by both The Boston Globe and The Boston Business Journal, Strakosch was President of the Technology Division of United Communications Group, which he joined when the company acquired Reliability Ratings, an IT publishing firm that he founded in 1989. Before Reliability Ratings, Strakosch worked at EMC Corporation, where he was one of the company's first thirty employees and held various executive roles including opening the company's first office in Silicon Valley and launching the organization's first product for the mainframe market. He graduated from Boston College and serves on the Boston College Board of Regents.

We are honored to have Mr. Strakosch as a board member and look forward to working with him as we continue to be **Mission First**. Every Individual, Every Day.

*"Once I learned more about (Melmark's) work...I knew I had to support their mission."*

*-Greg Strakosch  
Melmark Services Board Member*



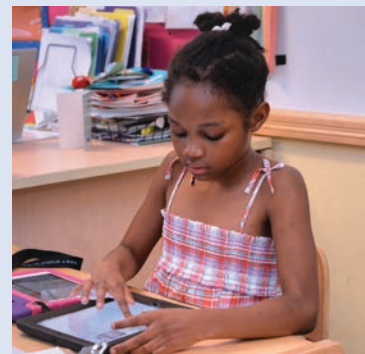
Dante with his staff, Caitlin, in a MNE classroom



Abby with her staff, Maya, at The Melmark School in PA



Jacob with his staff, Renee, in a MNE classroom



Carrie working on her tablet in her PA classroom

# Service Delivery Closer to Home:

## Supporting Melmark Carolinas' Newest Students



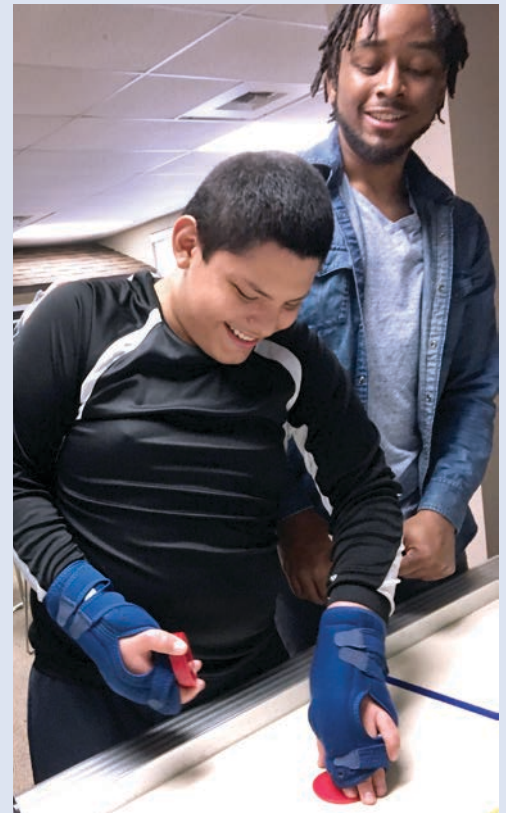
*Grayson working on his pencil grip in his Melmark Carolinas classroom*

While Melmark has changed greatly since its beginnings back in the 1960s, much has remained the same. When Paul and Mildred Krentel founded Melmark, their vision was to bring services to children diagnosed with special needs in a setting that was closer to the student's family home. That's exactly what Melmark Carolinas accomplishes, while also addressing an urgent issue in this region.

As autism diagnoses have grown, and as we researched areas in the U.S. with the greatest need for Melmark's clinically-sophisticated services, we found that some children in the Carolinas were not receiving Free and Appropriate Education (FAPE) and desperately needed high-quality, evidence-based services. Through our newest service division based in Charlotte, North Carolina, we are expanding Melmark's already proven model of program development and clinical treatment to make a positive impact on students in this part of the country.

Building upon the Krentels' original goal, Melmark is now serving an area in which a high number of children diagnosed with autism, intellectual and developmental disabilities are placed in programs out of state, far from their families' homes. Others are often receiving homebound instruction, which means the student is instructed at home, by an educator provided by the school district in which the student resides. According to a survey of the 2016-2017 school year, over 500 students were placed on homebound instruction for non-medical reasons, with 63% of these students receiving between zero and three hours of instruction per week. Homebound students also have little to no interaction with peers, which is counter-productive for children presenting with autism spectrum disorder and intellectual or developmental disabilities because social interaction is such an important skill to teach these individuals.

While opening Melmark Carolinas was an important step toward expanding the Krentels' legacy, there is still much work to be done. We hope you will join us on this journey to extend Melmark's reach to more students in this region and beyond.



*Piero enjoying a break from school work in his Melmark Carolinas classroom*





# Continuing the Krentels' Legacy:

## How You Can Be Part of this Transformational Milestone



Artist rendering of new school building in Berwyn, PA

### Melmark's New School Facility will Include:

- 20 classrooms with natural light
- Two accessible on-grade floors
- Educational / clinical office with observation windows between classrooms
- Educational, rehabilitation and clinical support space
- Parent meeting rooms
- Graduate training and professional presentation auditorium with full connectivity, optimized acoustics and state-of-the-art electronic presentation aides

Just a few short years after Paul and Mildred Krentel created Melmark, they found themselves in a precarious situation. A high demand for quality services meant more children were coming to Melmark, and soon, they realized the only way to keep up with the increased need was to expand. In a 1968 publication, Mildred Krentel compared Melmark to a pair of shoes on a child's growing feet and explained to families, friends and strangers the need for support to 'find a better fitting pair'. Fast forward to 2019, and Melmark finds itself in the **same situation**, and now we're calling on your support to help us meet the growing needs of our organization.

Construction of Melmark's new school facility in Berwyn is tentatively set to begin late fall. The new building will allow us to provide more appropriate learning and working environments for all students and staff. We'll also be able to accept more students, providing services to more families in need. Increases in our childhood programs also solidify the foundation of knowledge, expertise and resources to implement and stabilize programs for adult individuals.

All of us at Melmark are excited about this long overdue project, and we hope you will join us as we replace those "old shoes", now splitting apart once again.

*"Our 'shoes' are now splitting apart...they did what you would have done - opened their arms wider and squeezed us all in... then they ordered some new 'shoes' - in a larger size to FIT their larger family."*

*-Mildred Krentel  
1968 Melmark Publication, "Step!"*

### You Can Help

To learn more about supporting The Melmark School Construction Project, including naming opportunities, email [MichaelTalarico@Melmark.org](mailto:MichaelTalarico@Melmark.org).

# Max's Graduation:

## Accomplishments and Future Goals



Max with his parents at graduation

When you make a donation to Melmark, you are contributing toward the success of our students and adults. We introduce you to one of those individuals, Max, a young man with a bright future.

Max graduated from Melmark New England's school program this July, and is now transitioning to a vocational classroom at The Cancro Center, where he'll continue building upon his social and vocational skills, with the hopes of gaining paid employment.

Max came to Melmark New England when he was ten years old. Now 17, and wise beyond his years, Max says friendship is the most important thing in life. While at Melmark New England, Max's social skills flourished, helping him make friends and hold reciprocal conversations with peers and others around him. He also worked hard with his team to learn vocational skills and says his favorite job is doing office work.

At Max's graduation ceremony, his parents spoke about his accomplishments and of their gratitude to Melmark. His mother says, *"I am forever thankful and humbled by the never-ending devotion and professionalism displayed at all times."* She goes on to say, *"As a result, my son now demonstrates a level of happiness, confidence and independence, which while imperfect, is not inferior, but is a reflection of the truly unique and wonderful person Max is, with a future that I hoped for but did not know could await him."*

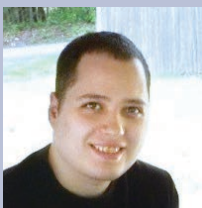
Also at the graduation, school staff spoke of Max's dedication to his own development and education, praising him for his achievements, such as independently navigating his community, dining out at restaurants with appropriate manners and mastering vocational tasks.

Max is a remarkable young man and living proof of the skills of our staff and Melmark Model for Success. Congratulations, Max! We know you will accomplish great things.

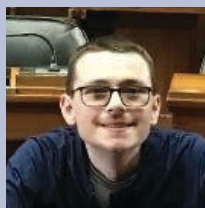
*"Coming to Melmark was like winning the lottery for our family."*

*-Max's Mother*

## Class of 2019: Melmark New England



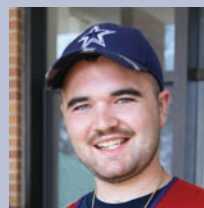
Jon



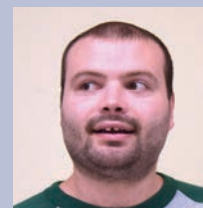
Billy



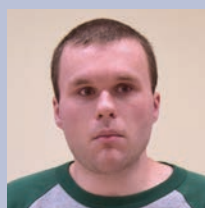
James



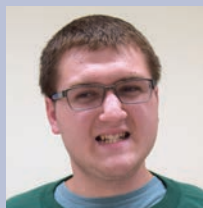
Brendan



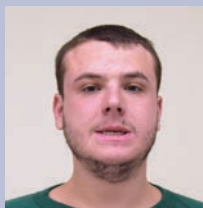
Evan



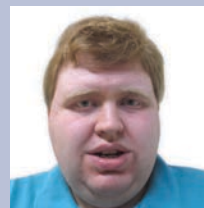
Greg



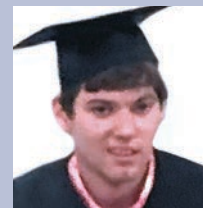
Mikey



Bradley



James



Max



# Malachi's Family Transformation:

## Hope Where it Once Faded



*Malachi with his classroom staff at The Melmark School*

Supporting Melmark not only impacts the individuals who attend our programs, it supports a change of life for families affected by autism and intellectual and developmental disabilities. For Malachi, that change comes after his mother says she had “researched and exhausted every strategy and medicine both traditional and non-traditional that may help Malachi.” His mother describes how navigating the community and participating in household activities often resulted in Malachi “becoming overloaded” and “having meltdowns.”

She says the entire family was exhausted and that she was “saddened with grief” for her innately funny, affectionate and caring boy. *“This was the boy I knew was inside, although most others did not get to enjoy that aspect,”* says Malachi’s mom.

Malachi came to the school with serious challenging and disrupting behaviors including aggression and self-injury. He also struggled to navigate social situations, even though staff could immediately tell he wanted to build friendships. After only four years at The Melmark School, Malachi has transformed into a social young man who enjoys being in the community, building vocational skills and taking drum lessons. He can be found after class, helping classmates in wheelchairs get to their buses and loves helping others so much, he has told staff he would like to be a teacher in the future.

Malachi’s story is one so many families share with us - previous placements that have failed the individual, with the family almost losing hope. Because of your support, and with the help of Melmark’s special education and clinical staff, our students and families have the opportunity for so much more than they previously thought possible.

*“Malachi is calm. He is happy. He is enjoying life. Now so many others get to know this young man for his true nature.”*

*-Malachi’s Mother*

## Class of 2019: Melmark Pennsylvania



*Daniel*



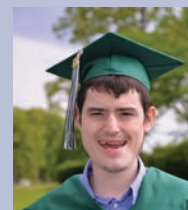
*Dante*



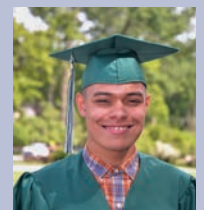
*Eddie*



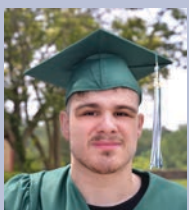
*Jenna*



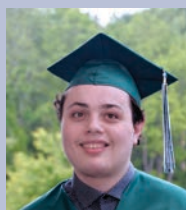
*Joey*



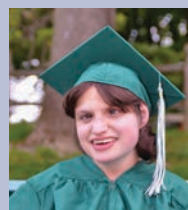
*Mathew*



*Micah*



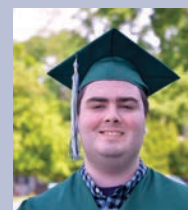
*Michael*



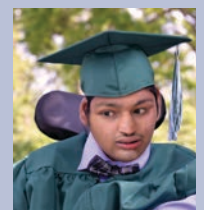
*Naomi*



*Noah*



*Orion*



*Rishik*

# Caring for Our Adults as They Age:

## Quality Programming in an Intermediate Care Facility



*Martha cooking with the support of her staff, Marima Sanyang, in an ICF Residence at Melmark Pennsylvania*

As adults with autism and intellectual or developmental disabilities age, many of the medical, physical, and mental changes they face are similar to those of typically aging adults.

Melmark's Intermediate Care Facility (ICF) addresses these needs through active treatment provided in the residence and the community by skilled direct care staff as well as other qualified professionals. This support can include: help navigating the environment due to decreasing mobility and fall risks, adaptations to the home to meet an individual's physical needs, evidence-based interventions when changes in the environment lead to behavioral shifts, and attention to routines throughout the process.

ICF staff at Melmark are skilled in providing care specific to the aging process. Individuals' needs increase as they age, requiring ongoing physical and behavioral assessments and regular monitoring by professionals such as physical therapists, Speech and Language Pathologists (SLPs), nurses, primary care physicians, behavior analysts and psychiatrists. The team approach, along with active treatment, ensures our aging adults enjoy maximum independence through the lifespan.

**Below are some key areas of focus for Melmark's clinically-sophisticated staff, as related to aging adults:**

### **Physical therapists –**

- Regularly assess the person's mobility and their ability to navigate the environment
- Make recommendations for environmental changes to increase safety and independence

### **SLPs -**

- Provide support in feeding issues and communication strategies
- Regularly assess individuals to ensure appropriate diet and modify diets based on physical activity changes to ensure optimal health in all individuals we serve

### **Behavior analysts -**

- Monitor and assess behavioral changes that need support
- Develop appropriate behavioral interventions to support an engaged and happy life

### **Psychiatrists -**

- Review behavioral data and medical changes
- Make appropriate medication recommendations and discuss any changes with the individual, guardian and Human Rights Committee (HRC)

Melmark's clinical team considers many aspects of care when developing individualized support plans for adults facing changes specific to the aging process. The goal is always to put the individual's needs first while ensuring optimal health and safety in the least restrictive environment possible.



# Saying “I Do” to Supporting MNE:

## Adults Create Wedding Favors for Bridal Shower



*Adam using his creative talent to paint on a river rock*

Supporting Melmark comes in many forms, and this story of philanthropy intertwines the talents of the adults served at Melmark New England's Cancro Center for Adult Services and the love between a very special couple and their family member with special needs.

When Nita and Johnny began planning their wedding, they knew Johnny's beloved cousin, Krista, who has been part of the MNE residential and day program for many years, had to be part of the big day. Nita and Johnny also wanted to extend the opportunity to participate in their wedding to Krista's peers. After seeing artwork created by Krista's friends, they knew exactly how that participation would take form.

Last fall, a team of adult individuals, working with their MNE staff, painted and assembled more than 125 river rock photo holders. The decorations were given to guests at MNE's 20th Anniversary Mission Possible Gala. Those photo holders caught the eye of Nita, whose wedding and all of the activities leading up to the ceremony were fast-approaching.

In lieu of receiving gifts at her bridal shower, Nita requested that her guests make a donation to MNE's Adult Program, in honor of Krista. With generous donations coming in from family members and friends, and in appreciation for Nita and Johnny's thoughtfulness and commitment to Krista and Melmark, the artists got busy. They created an array of river rock photo holders that will be given to each guest at Nita's bridal shower. The artists were paid for their work, which gave each individual the opportunity to recognize the value of their talents.

The couple's gift not only shows their belief in the individuals served at MNE, but also provides a source of funds for future projects. By saying, “I Do” to supporting these individuals, Nita and Johnny's gesture may even be helping launch a small wedding favor social enterprise.



*River rocks painted by adults in The Cancro Center for Adult Services*



### The Cancro Center for Adult Services

- 29 adults served
- 14 actively engaged in supported employment or volunteer roles in the community
- Nine new prospective business partners identified since adding a dedicated Adult Vocational Coordinator this year

# The Impact of Melmark's Research

## Informing the Field to Improve Services

Melmark's commitment to being **Mission First** for every individual, every day extends far beyond the students and adults who attend Melmark's programs in New England, Pennsylvania and The Carolinas. Our Research Committee, led by Melmark Vice President and Chief Clinical Officer Frank Bird, works throughout the year to contribute practical clinical research to advance the field of autism and intellectual and developmental disability (IDD) services.



*Lauren Carter, M.Ed., LABA, BCBA, Director of School Age Services at MNE presented on dental desensitization for students with ASD at the Global Experts Meeting on Frontiers in Advanced Dentistry and Dental Materials in London*

All Melmark employees follow a clear set of procedures as they collect data during research projects, day-to-day clinical settings, theses and dissertations, external collaborations and grant work. Before any research can begin, plans must be reviewed by the internal research committee and be approved by an Institutional Review Board (IRB). In addition, employees complete trainings covering ethical behavior when conducting research with humans. Once a project is launched, the research committee reviews the researcher's work and progress during regular update meetings.

Research at Melmark informs decisions on Individualized Education Programs (IEPs), which promotes best practices in the program. Data collected and studied is then shared with the larger landscape of autism and IDD services in peer-reviewed journals and at conferences. It is also disseminated to professional staff (internal and external) as well as families, caretakers and other providers during Melmark's cross-divisional Expert Speaker Series. In addition, this research is often shared in magazines and multi-platform electronic channels to inform school district professionals and other key decision makers in the care of individuals in need of high-quality, evidence-based special education services like those provided by Melmark.

This cycle of shared knowledge ensures the best possible outcomes through the implementation of the Melmark Model of Program Development and Clinical Treatment.

## Attaining Excellence

Here is a sampling of publications in which Melmark staff have authored or co-authored articles over the past year. In the past year alone, Melmark staff have:

- Executed 42 presentations at national conferences
- Published 31 research articles in industry publications\*

*\*25 of those articles were published in peer-reviewed journals.*

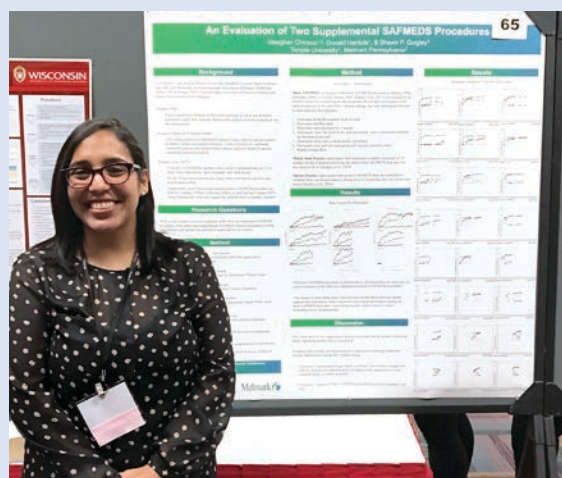




## Cross-Divisional Presentations at International Conference

Melmark researchers presented on a wide variety of topics at the 2019 Applied Behavior Analysis International (ABAI) Conference in Chicago this summer. The event brings professionals from around the world together to share research and to discuss proven strategies in order to advance the field of ABA services.

ABAI is the premier membership organization for those specializing in the philosophy, science, application and teaching of behavior analysis.



Meaghan Chirinos, BCBA with her research poster at the 2019 ABAI Conference

**Effective Management of Staff Performance: Self-Monitoring Coupled with Supervisory Checks**

Kinsley Willis  
Julia Hrdina  
Melmark New England

**Increasing Tolerance of Hair Clippers in Children with Autism**

Jessica Buckley  
Melmark New England

**An Evaluation of Two Supplemental SAFMEDS Procedures**

Meaghan Chirinos  
Donald Hantula\*  
Shawn Quigley  
Melmark Pennsylvania

\*Temple University

**Effects of Behavior Analytic Training Strategies on a State Mandated Medication Administration Training**

Alyssa Miller\*  
Meaghan Chirinos  
Jennifer Ruane  
Shawn P. Quigley  
Julianne Brechbeil  
Nikolaos Tsolakidis  
Hillary Viola  
Melmark Pennsylvania

\*Chairperson

**Acquisition of Manual Signs Using Within-Session Prompt Fading and Verbal Reprimands**

Jaime Alyssa Scibelli  
Lauren Carter  
Silva Orchanian  
Melmark New England

**Utilizing Time-Out from Honoring Environmental Manipulation Requests to Decrease Automatically Maintained Spitting Behavior and Increase Rule Compliance across Multiple Functional Response Classes**

Renee Hartz  
Melmark New England

**Behavioral Skills Training: A Comparison of Four Pre-Service Training Models**

Jill Harper  
Melmark New England



Professionals from Melmark's New England and Pennsylvania service divisions at the 2019 ABAI Conference



# fore Melmark New England



The 14th Annual *fore* Melmark New England (MNE) Golf Tournament took place on Monday, September 9, 2019 at Andover Country Club. The event featured a round of golf, special gifts for each golfer, fine dining, silent and live auctions and more. Participants included parents, family members, friends, staff and corporate sponsors.

This special event has been Melmark New England's largest fundraiser over the years and netted over \$125,000 last year alone. While final number for the 2019 tournament are not yet in, we thank everyone who participated for making *fore* Melmark New England another successful event.



*A golfer lining up his putt at the fore Melmark New England Golf Tournament*



*Guests at the 6<sup>th</sup> annual fore Melmark New England Golf Tournament enjoyed an afternoon of pampering and socializing.*

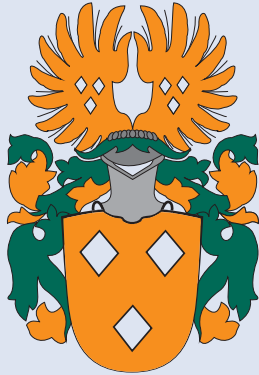
## Funds raised at this event help provide:

- Innovative teaching and communication technologies in our Andover, MA day school
- Community-based day programs at The Cancro Center for Adult Services
- Funding for graduate education programs, staff trainings and our Expert Speakers Series
- Underwriting for special projects and applied research not covered by tuition or reimbursement
- Vocational training for students and adults working in our Melmark Café, Green Thumbs horticultural program, and in the community



# Save the Date:

## Hubert J.P. Schoemaker Classic



for  
Melmark

The 14th Annual Hubert J.P. Schoemaker Classic supporting Melmark Pennsylvania takes place on Monday, October 14, 2019 at Gulph Mills Golf Club and Philadelphia Country Club. Sponsorships are still available.

The event is named in memory of the late Hubert J.P. Schoemaker, a pioneer in the life sciences industry and father of Maureen, who was served by Melmark for 28 years. The Classic raised more than \$255,000 last year and has raised over \$5M since its inception.

Organized by volunteer advisory board members and benefiting Melmark's programs for children and adults in Pennsylvania, the event features a day of golf on two courses, dinner, a silent and live auction and a raffle.

Title Sponsor



Co-Presenting Sponsor



*Arjun Bedi and other golfers from Title Sponsor Accenture*



*Schoemaker Classic Advisory Board Co-Chair, Shawn O'Brien and longtime advisory board member, Laura Liotta*

### Proceeds from this event will support:

- Construction of the new Melmark School facility
- The Chris Maurer Adult Day Community Program
- Residential programs and services for children and adults

For sponsorship and participation opportunities, or to donate an item to the auction, email Melmark PA Director of Advancement, Michael Talarico: [MichaelTalarico@Melmark.org](mailto:MichaelTalarico@Melmark.org).

# Encouraging Professional Growth:

## Mentoring, Recognition and Awards



*Members of the Council of Autism Service Providers at a mentorship and knowledge sharing event in Boston*

Melmark President and CEO Rita Gardner presented at a Council of Autism Service Providers (CASP) event titled, “Preparing the future leaders of Autism Services Organizations” in Boston this June. Mentoring and sharing knowledge in the field of autism is just one way Melmark is working to improve the quality of services for everyone affected by autism.



*Melmark President and CEO, Rita Gardner, sharing her knowledge and expertise with other providers of ABA and evidence-based practices*



Melmark is proud to be a founding member of CASP.

### PA MAX Conference Award

Congratulations to Cynthia Toppar, who received the MAX (Moving Agencies Toward Excellence) 2019 Service Excellence Award.

Cynthia is lead staff for our adult services program in Pennsylvania, working with eight women in Lyons House. She is always mission first for every individual with whom she works.



*Cynthia Toppar of Melmark accepting the 2019 Service Excellence Award from Diane Conway, CEO of MAX*



Women in Behavior Analysis (WIBA) has the mission to “empower, celebrate and mentor” female behavior analysts and to promote gender equality and professional growth for future generations.

The organization’s 2019 conference, held in Nashville, Tennessee, featured workshops highlighting prominent women in the field of behavior analysis, including Melmark President and CEO, Rita M. Gardner. The event is designed to create mentorship opportunities between behavior analysts early in their career and experienced professionals. Melmark is proud to be an initial sponsor and leadership mentor for this important organization.



# In the Community:

## Giving Everyone the Opportunity to Support our Mission



*MNE Parent and Lawrence Police Sergeant, Joe Beaulieu, giving high-fives to students*

Students from Melmark New England visited the Lawrence Police Department during April as part of Autism Awareness Month. Officers greeted more than 300 people, including MNE students as part of their “**Light It Up Blue**” event. Police were joined by Lawrence firefighters, who brought out one of their fire engines for students to explore. Officers host the event to raise awareness of autism and to help children who often present with communication challenges feel more comfortable approaching or being approached by first responders in uniform.

A huge thank you to MNE parent and Lawrence Police Sergeant, Joe Beaulieu, for spearheading this important awareness event, which grows larger each year.



*May Doherty, owner of Chic Consignment, with Lysa Pelletier*

**Thank you** to the management and staff at Chic Consignment and Les Fleurs in Andover, Massachusetts for hosting a night of shopping and appetizers to benefit programs and services at Melmark New England. Over \$3,000 was raised at the event. We are humbled by their ongoing support.

## Dining Out to Benefit MNE



The residents of Melmark New England’s East Street House participated in a **fundraising night at Bertucci’s**. A portion of diners’ tabs at the restaurant’s Andover and North Andover locations went to Melmark New England. The event, which is part of the restaurant chain’s “Dining for Dollars” charitable giving program, netted more than \$600 and raised awareness of Melmark’s programs and services in the New England region.



# Engaging the Community:

## Special Events at Melmark



*Bryan hugs Villanova's Will D. Cat*



*Missy with her sister, Hannah Marcus and mother, Audrey Flack Marcus*



*Andy with his mom after a Spider-Man face painting session*

Family members, friends, children and adults enjoyed Melmark's annual **Family Fun Day / Walk and Roll** event. The day was filled with lawn games, face painting, music and barbecues at children's as well as adult residences at Melmark Pennsylvania.



*Melmark New England students petting miniature horses at the BBQ*



*Lisa with her mom, Luise at the MNE BBQ*



*Jakob with his sister Kaitlin and parents, Jason and Kari, at the BBQ*

The Family BBQ at Melmark New England is one of our favorite events. It brings the children and adults served at MNE together with their families and staff for a day filled with fun, laughter and, of course, delicious food. This year's event featured splash pools, miniature horses and a time to be together.

## NE Bourque Family Foundation Walk/Run

Some of Melmark New England's fittest supporters gave back to the organization by participating in the annual 7.7 kilometer walk/run named after Boston Bruins legend, Ray Bourque. The Bourque Family Foundation Walk/Run benefits non-profit organizations that make a positive impact on the community. Melmark New England is a proud recipient of the foundation's support.



*The MNE runners at the Bourque Family Foundation 7.7K*





*MNE's 3rd Annual Financial Education Literacy Fair*

Being able to manage money in the community is a huge step toward independence. This summer, Melmark New England hosted its **3rd Annual Financial Education Literacy Fair**. Students ages 14 to 22 with special needs learned about earning income, saving money, buying goods and services and using credit. New England faculty and staff wrote the curriculum and staffed interactive stations to provide hands-on learning opportunities. The program was made possible through a grant from the Massachusetts State Treasurer's Financial Education Innovation Fund and is the only one of its kind in The Commonwealth.



*Members of the Melmark Family Organization*

The Melmark Family Organization (MFO) coordinated **a staff appreciation event** featuring sweet treats to thank employees for all they do to support their loved ones. Family members volunteered their time to personally deliver doughnuts and other pastries to staff in Melmark Pennsylvania. The deliveries were greatly appreciated by all.

To get involved with the Melmark Family Organization in Pennsylvania, contact Karen Blake at [MFO@Melmark.org](mailto:MFO@Melmark.org).

## Promoting a Neurodiverse Workforce

This spring, Melmark participated in a discussion surrounding neurodiversity in the workplace. Melmark President and CEO Rita M. Gardner was joined by Melmark PA's Karen Parenti (Executive Director), Jennifer Labowitz (Senior Director of Children's Services), and Justin King (Coordinator of Vocational Services) at the forum, which was held at the Union League of Philadelphia.

Nearly two-thirds of working age adults with autism and intellectual disabilities are unemployed. The meeting was a springboard to deeper conversations about employment for these individuals and brought together some of the region's most respected organizations which have launched innovative programs and research initiatives designed to close the unemployment gap. Among those organizations are a number of Melmark partners, including Vertex, SAP, Graham Company, Wawa and the Philadelphia Eagles. Each supports Melmark's children and adults in their own unique way, either by employing individuals we serve, through the earned income tax credit (EITC), by supporting the Dream Maker's Ball and the Schoemaker Classic, or through volunteer hours.

# Bourque Family Foundation:

## Donation Toward Gymnasium Renovation

Thank you to Ray Bourque, his family and the Bourque Family Foundation for their generous support of Melmark New England's new gym. Foundation leadership members presented MNE with a \$50,000 check at the organization's inaugural Black and White Gala. The funds supported the renovation of the space, which offers more interactive and accessible features for children of all ability levels, as well as enhanced performance space for school-wide events.



*The Bourque Family Foundation presenting a check for \$50,000 to support MNE's gym renovation*



*Adrian enjoying the features of Melmark New England's newly renovated gym and adaptive physical therapy / OT space*



*At the Bourque Family Foundation's Black and White Gala: Rita Gardner, Melmark President and CEO, Ray Bourque, Frank Bird, Melmark V.P. and Chief Clinical Officer, and Peter Troy Melmark V.P. of Business Operations*

## NE Donor Spotlight: NE Teamsters Local 25

Proceeds from the Teamsters Annual Gala for Autism have resulted in generous donations to a number of non-profits through the years, totaling nearly \$400,000 to Melmark New England alone. Their support since 2009 was instrumental in the creation of our adult residential program, and subsequently the development of our adult day program. The Teamsters' commitment and dedication to adults with autism have helped bridge the gap in funding while creating a vibrant, thriving community-based day support and vocational program for twenty-nine adults at MNE. Their support, including a recent \$75,000 donation, ensures the ongoing success of our adult services.



*Melmark Chairman of the Board, Larry Cancro, Melmark President and CEO, Rita Gardner, Sean O'Brien and Trish DiSilva of Teamsters Local 25, and Melmark V.P. and Chief Clinical Officer, Frank Bird*



# Allan Myers, Incorporated:

## Partnership Creates New Opportunities



*Ella in Physical Therapy utilizing a stander to stretch and tone her muscles as her staff, Veronica Griener assists*

*“The work that Melmark does changes people’s lives, and that’s really hard work.”* These words come from a Pennsylvania business leader who knows quite a bit about hard work. Ross Myers is the CEO of Allan Myers, Inc., which has made a commitment of \$200,000 to support the construction of Melmark Pennsylvania’s new state-of-the-art building facility.

Allan Myers is a Worcester, PA-based company that performs heavy civil construction and supplies construction materials. During a visit to our community, Myers, 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.

Melmark’s physical therapy center, which will be located in the new school facility, will be named in honor of the company. 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.



## PA Donor Spotlight: Philadelphia Insurance Company

For the second consecutive year, Philadelphia Insurance Companies (PIC) has presented Melmark with a gift through the Pennsylvania Educational Improvement Tax Credit program (EITC). The EITC program provides tax credits to eligible businesses that support scholarship organizations or educational improvement organizations, such as Melmark. For the past ten years, PIC has supported Melmark as sponsors of the Hubert J.P. Schoemaker Golf Classic, through completing service projects at our program setting in Berwyn, and by promoting Melmark and the individuals we serve at special events through their partnerships with the Philadelphia Eagles and Philadelphia Flyers. PIC is Melmark’s 2019 Community Partner of the Year. We are honored to be the recipient of the organization’s continued charitable outreach and advocacy.



*Philadelphia Insurance Company volunteers with adult day program participants in The Meadows Garden*

# Volunteerism, Loyalty and Legacy

## Event Honors Those Who Put Melmark's Mission First

However you support Melmark, you can be sure that your donation is going to a mission-first organization, committed to expanding upon the original vision of Melmark's founders. During a reception, Melmark Pennsylvania honored those who continuously support the individuals we serve, either by volunteering, by consistently giving, or by making provision in their estates for future gifts. Highlights from the event, which was held at Ellis Preserve, are below.

### Volunteers of the Year:

#### Joe and Donna Duffey



*Donna and Joe Duffey with their daughter Maddie*



*Brendan Duffey and Joe Duffey Jr., whose sister attends Melmark's Adult Day Program, accepting on behalf of their parents, with Rita M. Gardner*

#### Maureen C. McMahon, M.D.



*Dr. Maureen McMahon, whose daughter Caroline attends Melmark's Adult Day Program, with Rita Gardner at the 2019 Volunteer Awards and Legacy Society Event*

### Community Partner of the Year: Philadelphia Insurance Companies



*Michael Ricca, V.P. of Marketing, Philadelphia Insurance Companies with Rita Gardner*

### Corporate Partner of the Year: TD Bank



*Maribeth Hoffman, S.V.P., Team Lead, TD Bank with Rita Gardner*

*"As a co-founder of Melmark, I see the fantastic growth and progress that Melmark continues to make. And I must confess it makes me very happy and proud to witness this maturation process."*

*-Miggy Krentel, 1998*



# PA & NE Legislative News:

## Informing Decision Makers



*Panel members speaking to Pennsylvania lawmakers and staffers attending the legislative breakfast*

Melmark hosted legislators from throughout the region during a recent legislative breakfast. The event, organized by MAX (Moving Agencies Toward Excellence), welcomed lawmakers and their staffers to Melmark's Berwyn community. Panel presentations during the event discussed topics critical to the success of the children and adults we serve, such as cost of living increases for direct support professionals, regulatory reform and early intervention and community-based services rates.

Melmark leadership members from all divisions, in Pennsylvania, New England and The Carolinas, work to keep lawmakers informed of important issues facing those we serve.



*Through maaps' advocacy initiative to increase special education funding, MA State Representatives got to meet with students, parents and staff at Melmark New England.*

The Massachusetts Association of Approved Private Schools (maaps) coordinated a series of meetings between lawmakers, parents and special education providers during the spring. Melmark New England hosted one of those events, giving MA State Representatives first-person insight into the nuanced services offered by maaps member schools.

Founded in 1978, maaps is a statewide membership association of private special education schools. Melmark President and CEO, Rita M. Gardner serves in a leadership role with maaps, and we are proud to partner with this organization.

## Joybells Collaboration

The Joybells collaborated with the Drexel Hill Middle School Girls Chorus in April. Twenty-seven young singers from the DHMS Girls Chorus performed an assembly program for the Melmark School in the multi-purpose center. The Joybells then joined the students, playing two songs together. Each group also played several individual numbers.

The Joybells reciprocated by performing at the DHMS Girls Chorus Concert held at the Drexel Hill Middle School in May.



*Members of the Drexel Hill Middle School Girls Chorus shake hands with The Joybells after a collaborative concert*

# Ways to Give:

## Your Support Makes a Difference

There are a number of convenient ways for you to support Melmark's mission. Gifts received may be unrestricted or designated for restricted purposes. Donations can be made securely online through Melmark's website, by check, cash or stock. For more details about all the ways you can give, visit [www.melmark.org](http://www.melmark.org).



Annual Giving



Greater Philadelphia and  
Southeastern New Jersey: 1012



Gifts of Stock



PA Educational Improvement  
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Matching Gifts



Corporate, Foundation and  
Organization Giving



Tributes and Memorial Gifts



New England Legacy  
Brick Walkway



Planned Giving / Krentel  
Legacy Society



Special Events



In-Kind Gifts

### To make a secure donation:

#### Melmark New England

[www.melmarkne.org](http://www.melmarkne.org)  
[EKallman@melmarkne.org](mailto:EKallman@melmarkne.org)  
978-654-4300

#### Melmark Carolinas

[www.melmarkcarolinas.org](http://www.melmarkcarolinas.org)  
[RGardner@melmarkne.org](mailto:RGardner@melmarkne.org)  
610-325-4996

#### Melmark Pennsylvania

[www.melmark.org](http://www.melmark.org)  
[MichaelTalarico@melmark.org](mailto:MichaelTalarico@melmark.org)  
610-325-4996

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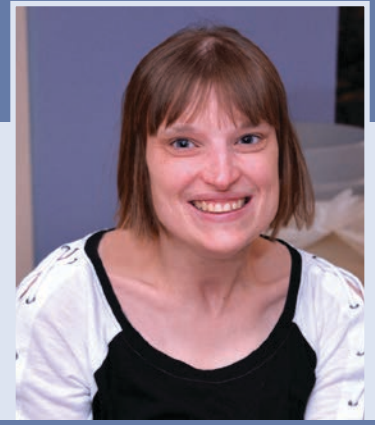


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## Senior Leadership

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

Frank L. Bird, M.Ed., LABA, BCBA  
Vice President and Chief Clinical Officer

Joseph M. Zakrzewski, CPA  
Vice President and CFO

Bill Ahearn, M.B.A., CPA  
Vice President of Business Operations  
and Finance Director, Melmark New England

Helena Maguire, M.S., LABA, BCBA  
Executive Director, Melmark New England

Karen Parenti, M.S., Psy.D.  
Executive Director, Melmark Pennsylvania

Brad Stevenson, Ph.D., BCBA  
Director of Program Administration  
and Clinical Services, Melmark Carolinas

Lindsey Dunn, M.A., PHR, SHRM-CP-CPHRM  
Senior Director of Human Resources, Melmark  
Pennsylvania

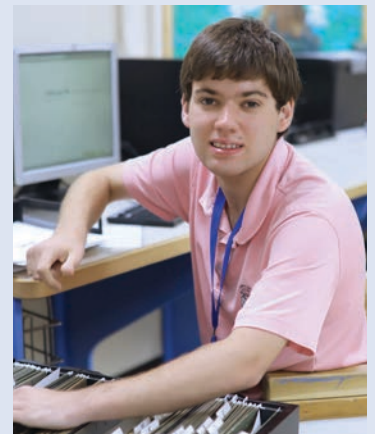
Mercy Mutindwa, M.A., PHR, SHRM-CP  
Senior Director of Human Resources, Melmark New  
England

Ellen M. Kallman  
Director of Advancement, Melmark New England

Michael J. Talarico, M.Ed.  
Director of Advancement, Melmark Pennsylvania

*“Together we face a genuine challenge. We must carry on the vision of providing for Melissa and her friends – and we must step through the door to the future.”*

*-Melmark 25th Anniversary Message*



## *Dates to Remember:*

**Melmark New England Family BBQ**  
Melmark New England  
September 18, 2019

**Expert Speaker Series**  
***Impediments to Effective Behavioral Treatment:***  
***New Directions and Potential Solutions***  
Presented by: Tim Vollmer, Ph.D.  
October 9, 2019  
4:00 p.m. - 6:30 p.m.  
Melmark Pennsylvania  
CEUs: 3 Type 2

**Hubert J.P. Schoemaker Classic**  
Gulf Mills Golf Club and Philadelphia Country Club  
Pennsylvania  
October 14, 2019

**Melmark Players Holiday Show & Opening Night**  
Melmark Pennsylvania  
December 12, 2019

**Melmark Players Performance for Families**  
Melmark Pennsylvania  
December 15, 2019

**Dream Maker's Ball**  
The Bellevue Hotel, Philadelphia, Pennsylvania  
April 4, 2020

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