

Melmark Messenger

2022/2023 Accomplishments



Our Core Commitments



*Compassionate Care ▶ Integrity in Everything We Do ▶ Highly Skilled Workforce
Evidence-Based Practices ▶ Unified Culture ▶ Best Outcomes*

**Mission First Moments
at Melmark!**



WELCOME!

Welcome to Melmark, an organization committed to enhancing the lives of individuals within diverse communities with autism, intellectual and developmental disabilities, and their families.

Highly skilled teams at Melmark have developed a model of evidence-based practice that incorporates clinical expertise and client-centered planning to achieve the best outcomes for each individual served.



Mission First. Every Individual. Every Day.®

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A Message from Melmark's President and CEO



During a year that has seen the slow lifting of COVID-19 restrictions following the global rollout of vaccines and the impact of an inflation surge, I am proud to share the incredible forward progress made by Melmark in our commitment to provide mission-first services to every individual, every day. Our progress has entailed hard work made possible by the dedication and sacrifices of many. Alongside every member of the Melmark community, I have experienced moments of tremendous joy and pride for what we have accomplished in the year that has passed.

On Melmark's campus in **Pennsylvania**, our new school building became complete and opened its doors to welcome 74 students, 88 education staff and nearly as many administrative support personnel. This new, state of the art learning environment for students, and professional development space for staff is unmatched in the area and is a true reflection of the high quality services we provide at every Melmark location.



*Melmark Pennsylvania Opens
New School Building*



*Melmark Carolinas Growth
and Coalition Building*



*Melmark New England Kicks off
25th Anniversary Year*

Highlights at Melmark!

Our school in the **Carolinas** has become further established and looks forward to its 5th Anniversary year while seeking growth. Plans and construction activities are underway laying the groundwork for us to move into a new building in 2023 that will allow us to serve 72 students from the region, a jump from our present enrollment serving 22 students.

We are also excitedly planning for the year ahead which will mark Melmark **New England's** 25th Anniversary and are pleased to share that Melmark is now an Early Intervention Autism Service Specialty Provider (ASSP) in Massachusetts, providing services in homes, daycares or community settings for children zero to three years of age, in need of our highly specialized services. We are also prepared to open a new day school in Stoughton, Massachusetts in May 2023 as we strive to meet the demand for our programs and services. The Stoughton school will have space for 84 students from the region in need of services.

As part of our goal to share the Melmark Model of Program Development and Clinical Treatment with practitioners across the country, and across the globe, we published the first practitioner guide in our EnvisionSMART™ Institute, and the draft of our second book in this four-part series is in the hands of our publisher. I'm also extremely proud that our team continues to contribute professional research and best practices through publications and that today, Melmark is the thought leader in disseminating publications focused on raising the field of special education and adult programs.

Another fulfilling milestone in the year that just ended is the one that marked the development of a formal Melmark Diversity, Equity and Inclusion Strategic Plan, which is the foundation that launched our new Strategic Plan. Since our founding in 1965, our focus on inclusion and equality has remained intertwined with our mission and includes work at the state and federal policy level to remove barriers to special education and disability services across Pennsylvania, New England, and the Carolinas as well as advocacy toward equal pay for equal work for our workforce. I am proud to report

that the first cohort of Melmark's senior leaders have earned Certified Diversity Executive (CDE®) status, which you can read more about on the pages that follow.

This year we are keenly aware of the funding and workforce crisis affecting many industries and particularly our human service sector. For more than two years, management and direct care staff have experienced added job stress as we ask them to do more with less and ride the waves of ever-changing protocols and demands related to and resulting from the COVID-19 pandemic. In the spring of 2022, Melmark made another significant investment in our workforce through a new wage initiative across all divisions. This investment is a direct response to the ongoing staffing crisis and aligns with Melmark's mission-first commitment to provide the highest quality of care for the most vulnerable individuals we serve, and to raise the wages of each highly valued, direct care staff responsible for the daily health and well-being of each individual receiving services at Melmark.

You are among the many who stand by our side in our mission. Thank you for your unwavering support of our mission and strategic vision to be **Mission First. Every Individual, Every Day.** We could not provide excellence in service or embark on critical new initiatives like these without you, our philanthropic partners, our Melmark families, local businesses and corporate allies, foundations, friends, neighbors and many others.

I am endlessly grateful to you, deeply appreciative of our skilled and caring Melmark staff, and proud that Melmark continues to provide expert, evidence-based, programs and services to so many individuals in need.

My deepest gratitude,

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

Who We Are

OUR 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 within diverse communities with autism, intellectual and developmental disabilities and their families by providing exceptional evidence-based and applied behavior analytic services to every individual, every day.

OUR 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.

Our Core Commitments



Compassionate Care

Melmark provides a diverse and inclusive culture of ongoing care, support and respect for the individuals we serve, their families and our staff.

Integrity in Everything We Do

Melmark consistently assesses the fidelity of organizational, staff, and performance management systems to ensure educational and clinical standards are achieved and maintained.

Highly Skilled Workforce

Melmark applies performance-based training and professional growth opportunities to enhance the skill set for a diverse and inclusive workforce.

Evidence-based Practices

Melmark uses scientific evidence and performance data to inform all decision-making.

Unified Culture

Melmark values all stakeholders without exception to disability, age, gender, gender identity, sexual orientation, race, color, ethnicity, religious affiliation, national origin, geographic location, service line, tenure or professional credentials. We are a unified culture to ensure fulfillment of our mission and vision.

Best Outcomes

Melmark affects positive change in the quality of life of the individuals we serve within our diverse and inclusive communities by implementing data-driven trend analyses.



Snapshots of Mission First Moments at Melmark

Melmark Pennsylvania



Lisa, Foxy and Janet are housemates from Summit House who also participate in Melmark's adult day program. They took part in a community outing to see the holiday display at Longwood Gardens.

Melmark New England



Ryan is using his device to complete a project with support from a staff member.

Melmark Carolinas



Andrea and Simeon visited a popular pizza parlor in the south to enjoy lunch together during a community outing with their teachers.



Amiel is using a technology device to select his schedule choices with support from staff in his program.



A group of residents from Hampshire House incorporated a wellness walk into a recent community outing.



Christopher and Ms. Cindy showing off his upcoming schedule of activities.

Advocacy in Action

This fall each trade association we collaborate with has remarked on how engaged and active Melmark families are when it comes to advocacy. This is such satisfying feedback since the critical need for advocacy efforts in support of increased funding for intellectual and developmental disability services is something discussed actively and often at Melmark. Advocacy is particularly critical given the woeful funding and staffing crisis affecting our sector and the voices of the individuals we serve, their family members, our staff and the broader community are necessary. Through planned training, support and social voice we are doing our part to help everyone in the Melmark community and beyond raise their voices in advocacy at any and every opportunity to do so.



Five Star Advocacy

Massachusetts

Advocate using social media

Write a letter to your local news editor

Attend Melmark's advocacy training program

Email or call your federal, state and local ID/A officials

Email or call your legislators

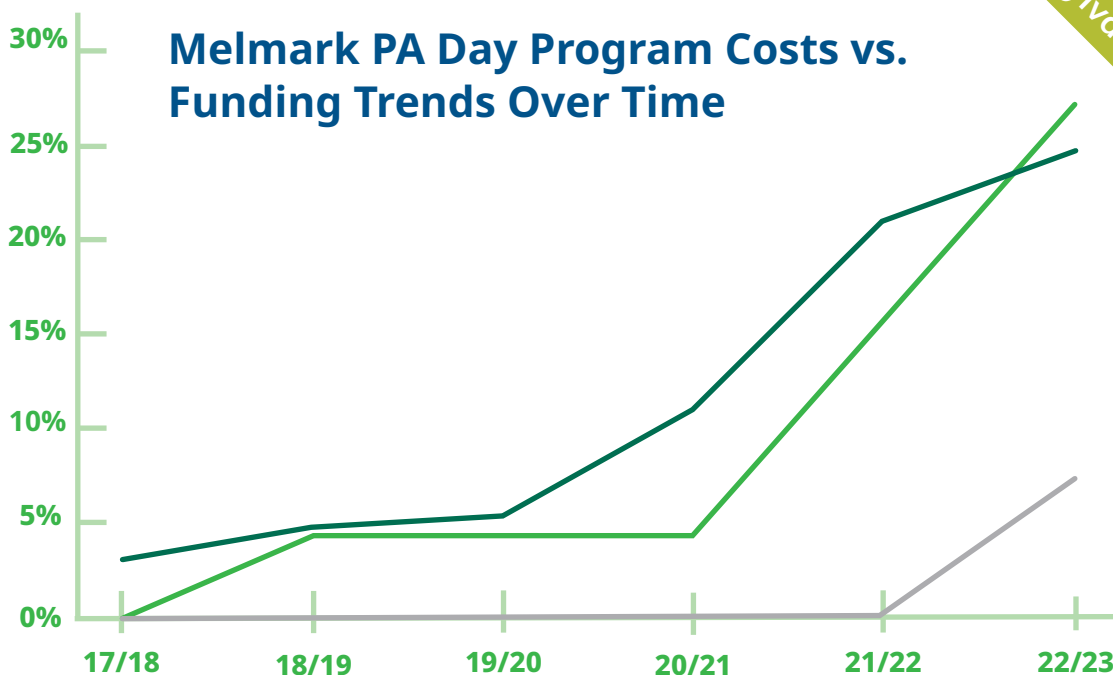
Share Your Story!

Pennsylvania

Melmark PA Day Program Costs vs. Funding Trends Over Time



*excluding temporary
pandemic funding



The graphic above illustrates the growing gap between the actual cost of providing services and funding level. As you know, Melmark is committed to creating professional, mission first, career opportunities and to raising the wages of our valued employees.

An exceptional staff and a highly skilled workforce is a critical component in meeting our mission and we prioritize collaborative efforts toward initiatives that contribute to positive advocacy outcomes.

Diversity, Equity and Inclusion Strategic Plan



All are welcome.

"Since its inception Melmark has woven diversity, equity, and inclusion seamlessly into its core values. I am honored to have completed coursework to become credentialed as a Certified Diversity Executive alongside many of my peers.

I feel this is a true demonstration of commitment, transparency, and openness at Melmark. It communicates to our staff that ALL ARE WELCOME. This is how I feel every day as an employee."

*Mercy Mutindwa,
MA, PHR, SHRM-CP,
CDE®*

*Director of Talent
Management and
Executive Recruiting*

*The first cohort of
Melmark's senior
leaders have earned
Certified Diversity
Executive (CDE®)
status.*



Melmark's Diversity, Equity and Inclusion Strategic Plan is the foundation for our mission and strategic vision moving forward.

In our daily work we are committed to continue building upon Melmark's rich history of providing an inclusive culture to every individual we serve, every employee, and to every family member who relies on our services. We are committed to listening, learning and speaking up for our diverse community. Growing our diversity, equity, and inclusion initiatives is critical to workforce satisfaction, better clinical practice systems, and increased access to Special Education and adult services, which also is consistent with our long-standing mission, vision, and core commitments.

The first cohort of Melmark's senior leaders have earned Certified Diversity Executive (CDE®) status. The CDE® credential challenges conventional equity and diversity work

and reinforces the need for organizations to lead inclusion from the top, which aligns closely with our mission, vision, and core commitments.

Additionally, in the fall of 2022, Melmark employees have applied to share their perspective and knowledge with the Melmark community in the first formal process to identify Cultural Ambassadors across each Melmark division. The professionals applying for this role have chosen to become ambassadors for Melmark's diversity, equity, and inclusion training, ensuring each member of our highly skilled workforce is valued and accepted as members of a diverse team across three unified divisions.

We welcome you to join with us as we all continue to adapt and grow with a deep personal and professional commitment to these initiatives.



Sharing Knowledge, Expertise, and Advancing the Field Globally: EnvisionSMART™

Melmark is continually expanding and raising the quality of service delivery systems in internal program delivery and throughout the country by disseminating and replicating the Melmark Model of Program Development and Clinical Treatment. Through the advanced EnvisionSMART™ Institute, Melmark showcases professional practitioner manuals, proprietary software, textbooks, a four-book practitioner series and systems of care consultation.

Combined, the Institute provides an all-encompassing array of well-researched, documented tools to enable other providers to utilize the Melmark Model for Program Development to support excellence in these programs.

This will elevate the standard of services, while addressing every aspect of the critical educational, clinical and administrative functions that are vital to evidence-based, special education and adult programs.

Expert Speaker Series

The all-star line-up of professionals we partner with for the Melmark and EnvisionSMART™ Expert Speaker Series is a reflection of the high quality, evidence based support and professional development opportunities we are committed to providing and making available to anyone interested in furthering their knowledge in the field of Applied Behavior Analysis. Please consider joining us in person or online for an upcoming presentation.



Events



17th Annual *fore* Melmark New England

On Monday, September 26, 2022 the 17th annual *fore* Melmark New England annual golf tournament returned to the links at The Golf Club at Turner Hill in Ipswich, Massachusetts. More than 170 golfers, sponsors, volunteers, family members, donors and friends attended the tournament, afternoon event, and evening Awards Reception. This year's proceeds topped \$231,500.

17th Annual Hubert J.P. Schoemaker Classic for Melmark Pennsylvania

The volunteer members of the Schoemaker Classic Advisory Board hosted 200 golfers on Monday, October 11 at The Philadelphia Country Club and Gulph Mills Golf Club for the 17th Annual Hubert J.P. Schoemaker Classic. The Classic benefits Melmark, and with the over \$320,000 raised this year, it has contributed close to \$7 million in support of Melmark's nationally-recognized programs and services for children and adults with intellectual and developmental disabilities—a profound tribute to the man in whose honor the Classic was founded. Steve Boccardo, Schoemaker Classic Advisory Board member and Vice President of Sales at CRIO says "The caliber of Melmark's services and its new Pennsylvania facility are remarkable, and we are thrilled to be supporting this renowned science-based human service organization."

2nd Annual *fore* Melmark Carolinas

We were thrilled to have ten foursomes participate in this year's second annual *fore* Melmark Carolinas Golf Outing on October 12, 2022 which raised \$12,000 in support of Melmark Carolinas. Thank you to the Stevenson and Dunning families for spearheading golfer outreach, to our sponsors and donors, Marvin and Pattie Bethune, Level Solutions Group, Swinerton builders, and to the Melmark Carolinas families and friends who joined us this year! We look forward to planning an even bigger and better tournament in 2023.

MELMARK NEW ENGLAND 25TH ANNIVERSARY GALA

CELEBRATING 25 YEARS OF MISSION FIRST MOMENTS



SAVE THE DATE

SATURDAY, MAY 6, 2023

6:30 TO 11:00 P.M.

Black Tie Preferred

On the grounds of
Melmark New England

**Please Save the Date and
plan to join us for Melmark
New England's 2023 Gala,
"Celebrating 25 Years of
Mission First Moments!"**

*To learn about sponsorship opportunities or
to reserve tickets early, please contact Ellen
Kallman, Director of Advancement at
978-654-4371 or ekallman@melmarkne.org*

A Broad Landscape of Specialized Services

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

Among the communities we serve, from time to time we hear that Melmark is the best-kept secret or that people are familiar with one aspect of service and sometimes not others. In an effort to share information about Melmark services more broadly, we are working hard to share the landscape of services Melmark is proud to offer throughout three unified State divisions.



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

- 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.
- Functional Skills Assessments (FSAs) to develop comprehensive, achievable Individualized Service Plans (ISPs), Individualized Education Programs (IEPs) and Individualized Transition Plans (ITPs).
- Functional Behavior Assessments (FBAs) to determine the motivation of challenging behavior and to inform evidence-supported treatment plans.
- Ensuring best outcomes for individuals who are medically fragile and adults diagnosed with intellectual and developmental disabilities as they age in place.

Best Outcomes



More snapshots of Melmark!



Joseph is working on math equations with guidance from his support staff.



Yariel enjoyed climbing with support from his physical therapist during a recent session.



Ms. Jairus and Mekhiya working on spelling.



Patrick is practicing visual matching skills with his staff during school.



During his classroom's community outing to a local grocery store, Daniel found one of his favorite snacks by participating in a scavenger hunt activity.

MCS

MNE

MPA

	Melmark Carolinas	Melmark New England	Melmark Pennsylvania
Day School Program	 (ages 5-22)	 Early Childhood Program (ages 3-10) School Program (ages 11-22)	 (ages 5-21)
Children's Residential Program		 (ages 3-22)	 (ages 5-21)
Adult Community Day Program		 (ages 18+)	 (ages 18+)
Adult Day Program		 (ages 22+)	 (ages 18+)
Adult Residential Program		 (ages 22+)	 (ages 21+)
Early Intervention Services		 (Birth – age 3)	
Professional Development and Training	 (staff and professionals)	 (staff and professionals)	 (staff and professionals)
Outreach and Consultation Services	 (families, school districts and professionals)	 (families, school districts and professionals)	 (families, school districts and professionals)
Home Based Services	 (families and school districts)	 (families and school districts)	 (families and school districts)

Awards and Recognitions



Highly Published in the Human Services Industry

Today, Melmark is the thought leader in disseminating publications focused on raising the quality of human service organizations in the country, with numerous books, written book chapters and peer-reviewed articles for professional journals. This work continues to improve clinical practices and staff training across all Melmark divisions and in addition, professionals from Melmark continue to disseminate their research findings and best practices through presentations at conferences nationally and internationally while leading the way and raising the field of special education and adult programs.



2021

**37 Publications
21 Authors**

2022

**32 Publications
50 Authors**

Florence D. DiGennaro Reed, PhD, BCBA-D, Chair of the Department of Applied Behavioral Science and Interim Director of Undergraduate Studies at the University of Kansas speaking at the Women In Behavior Analysis Conference (WIBA), in 2022.



Melmark leaders gathered at The Women's Edge 2022 Top 100 Women-Led Business Leaders Annual Breakfast at the Marriott Copley Hotel in Boston on Friday, September 28, 2022.

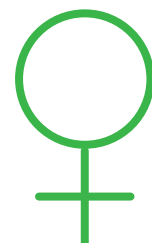
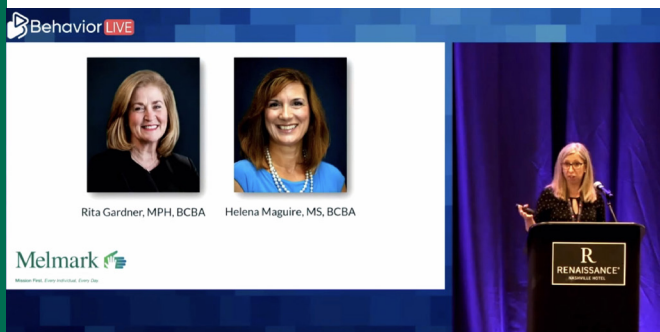
Pictured, left to right: Mercy Mutindwa, Helena Maguire, Frank Bird, Rita Gardner, Bill Ahearn, Silva Orchanian, and Mary Morris.

Rita M. Gardner, President and CEO Honored for 5th Consecutive Year

This fall, Rita M. Gardner and Melmark were, once again, proudly named among The Women's Edge's list of the Top 100 Women-Led Businesses in Massachusetts for 2022. This list generated by The Women's Edge (formerly The Commonwealth Institute) together with its partner The Boston Globe includes elite business leaders from across the state of Massachusetts who generated nearly \$72 billion in total revenue in 2021, demonstrating that women are key drivers of the state's economy.

National Leaders Citing Melmark Research and Publications

At this year's Women in Behavior Analysis Annual Conference, Dr. Florence DiGennaro Reed was a keynote speaker who described the work of influential women researchers in her keynote talk. During the talk, Dr. Reed mentioned Melmark highlighting women who have made significant contributions to the field of Behavior Analysis and explicitly mentioned the work Rita Gardner, Helena Maguire, and others have contributed and recently published on Organizational Behavior Management Approaches for Intellectual and Developmental Disabilities. You can watch a brief segment of Florence's talk on our Facebook page.



Senior Leadership

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

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

William Ahearn, M.B.A., CPA, CDE®
*Vice President of Business Operations
and Finance*

Thomas Crofcheck, CPA, CDE®
Vice President and Chief Financial Officer

Shawn P. Quigley, Ph.D., BCBA-D, CDE®
Chief Operating Officer

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

Maggie Haag, M.Ed., BCBA, LSW, CDE®
Executive Director, Melmark Pennsylvania

Bradley Stevenson, Ph.D., BCBA-D, CDE®
*Director of Program Administration
and Clinical Services, Melmark Carolinas*

Lindsey Dunn, M.A., SPHR, CPHRM, CDE®
*Senior Director of Human Resources,
Melmark Pennsylvania and Carolinas*

Mary Morris, MSHR, CDE®
Senior Director of Human Resources, Melmark New England

Mercy Mutindwa, MA, PHR, SHRM-CP, CDE®
Director of Talent Management and Executive Recruiting

Mary Jane Weiss, Ph.D., BCBA-D
Senior Director of Research, Melmark, Inc.

Ellen M. Kallman, CDE®
Director of Advancement, Melmark New England and Carolinas

Lisa Ketcham
Director of Advancement, Melmark Pennsylvania

Lindsay Casavant, CDE®
Director of Communications

Board of Directors



Rita M. Gardner,
M.P.H., LABA, BCBA, CDE®
President and CEO
Melmark Services, Melmark, Inc.,
Melmark New England, Inc.



Lawrence C. Cancro
Senior Vice President, Boston Red Sox
Chairman, Melmark Services, Melmark, Inc.,
Melmark New England, Inc.



Maureen McMahon, M.D.
Physician, Merck
Vice Chairwoman, Melmark Services,
Melmark, Inc., Melmark New England, Inc.



Joseph Duffey
CEO and President, NewCourtland
Finance Chair, Melmark Services,
Melmark, Inc.



James Stahle
Group Managing Director CCA Group, LLC
Treasurer, Melmark New England, Inc.,
Member, Melmark Services, Melmark, Inc.



Mary Maurer
Nurse
Secretary, Melmark Services, Melmark, Inc.,
Member, Melmark New England, Inc.



Mary Gene Clavin
Founder, Advancement Incite
Clerk, Melmark New England, Inc.,
Member, Melmark Services,
Melmark, Inc.



James Alex
Business Entrepreneur
Member, Melmark, Inc.,
Melmark New England, Inc.



Jescah Apamo-Gannon,
Ph.D., MS.Ed., LABA, BCBA
Behavior Analyst
Member, Melmark, Inc.



Garrett Kirk
Investment Banker
Member, Melmark Services,
Melmark, Inc.



Clive Mendelow, LL.B.
Retired Real Estate Consultant
Member, Melmark, Inc.,
Melmark New England, Inc.



Lesley Russell, MBChB, MRCP
Retired Pharmaceutical Physician
Member, Melmark, Inc.



Greg Strakosch
*Executive Chairman,
Co-Founder, TechTarget Inc.*
Member, Melmark Services,
Melmark, Inc.



Kimberly Thurmond Bowdre, DPM
Podiatrist
Member, Melmark, Inc.



Peter Troy, M.B.A.
*Retired VP of Business
Operations, Melmark*
Member, Melmark New England, Inc.



Dennis Willson
*Retired President and CEO, ITF
Pharma, Inc.*
Member, Melmark, Inc.



H. Robert Marcus
Retired, Investment Manager
Member Emeritus, Melmark, Inc.



Success Story



CHANG

Meet Chang

Chang began at Melmark's approved private special education day school in Andover, Massachusetts in 2018 when he was 12 years old. At the time, Chang had an individualized education plan (IEP) that called for one-to-one services for the entirety of the school day due to his challenging behaviors. Back then Chang's behaviors included aggression and at times property destruction. Plans for his school day included a great deal of focus on keeping him and others in his environment safe.

Often triggered by noises in his environment, Chang frequently yelled at people around him including during instruction time in the classroom. His preference was primary communication with adults where he would communicate short responses to request items he wanted.

In order to access curriculum-based programming, due to distractibility, Chang required a small, quiet room. For pre-vocational programming, Chang was limited to classroom-based programming due to the high-probability of challenging behaviors during transitions to and from the classroom. Similarly, Chang's opportunity to generalize the skills he was learning within a community setting, were limited as a result of challenging behaviors and acting out unexpectedly. Medical visits were also very challenging for Chang during his early years at Melmark.

Chang is now 16 years old and has made significant progress. His IEP no longer calls for one-to-one services throughout the school day. His instruction now takes place in a group based setting with sessions up to thirty minutes in length. He has been successful in navigating sudden and unexpected changes in his routine and is often in an environment paired with other students and staff for learning experiences throughout the day.

With the skills to self-regulate and self-monitor his own behaviors, Chang is now able to express how he is feeling using communication skills he has worked hard to build over many years. Staff that work with Chang report that his previous aggressions, including those that involved even minor property destruction are no longer a part of his profile.

Today Chang is focused on building friendships with peers, and he proudly interacts with them in appropriate ways, noticing changes and complimenting others. He initiates conversations about varied topics and engages in shared-interest activities with peers including watching TV shows and playing group games within minimal support from staff.

As a community everyone at Melmark looks forward to following Chang's continued progress as he continues to grow and learn more about advocating for himself.



Chang with staff and friend.

Success Story



Meet Katrina

Katrina came to live at one of Melmark's Children's Residential Homes in Berwyn, Pennsylvania in 2021. Hailing from California, finding a program with the most appropriate supports in place to meet Katrina's specialized behavioral needs was a priority and one that would involve significant trust, collaboration and training for both Katrina and her parents.

Through the admissions process, Melmark's Children's Residential team and the family coordinated a plan. Led by an experienced behavior analyst on staff, Katrina and her parents identified her needs as well as appropriate goals that would support a successful transition for Katrina with increased family visitation time based on regular progress evaluations.

Supported by her team Katrina settled in at her new home and was soon able to begin scheduling off-campus family visits, including a visit to a local Air B&B rented by Katrina's family for the day since it was a convenient place they could enjoy swimming and lunch together.

More recently, building on their earlier successful visits, the team and the family were able to coordinate a plan for Katrina to experience an outing to a local restaurant where she would enjoy a visit and a meal with her parents with reduced supports from staff. That outing was successful, allowing Katrina and her parents to enjoy meaningful time with one another.

Recently, Katrina's parents have begun visiting her on-campus at Melmark for about 1-2 hours. Both Katrina and her parents are supported with additional family training led by a behavior analyst who has been working closely with Katrina since her admission at Melmark, and prior to the on campus visits. Throughout the past year, Katrina and her family have worked their way from drive by visits to visits for longer durations of time.

Katrina's hard work paired with staff support and clinically sophisticated plans and interventions led to a collaborative partnership resulting in best outcomes for Katrina that will continue into the future.

KATRINA



Success Story



KENDAL



Meet Kendal

When Kendal came to Melmark Carolinas in 2021, at age 10, he had limited in-school experience. From an early age, Kendal was resistant to instruction and displayed high incidences of aggression in school and at home. Before arriving at Melmark, Kendal had not accessed a full school day since Kindergarten. He had cycled through a number of restrictive placements including therapeutic settings and shortened school days until he was ultimately placed on homebound where he was offered one hour and forty-five minutes of instruction three times a week and 10 minutes of speech/language pathology per quarter. When members of the admissions team at Melmark met Kendal, they saw he had an interest in learning and the ability to achieve academic goals with highly specialized strategies in place to manage his behavior.

The Melmark Carolinas clinical team developed a comprehensive Individualized Education Plan (IEP), utilizing evidence-based practices designed to support Kendal in replacing challenging behaviors with desired ones and the team worked together to develop additional goals that would help Kendal build his skills in the areas of communication, reading and math. Upon his arrival at Melmark, Kendal was also evaluated and qualified for additional speech, occupational and physical therapies, and he now receives those services weekly.

Today, it has been four months since Kendal has exhibited aggressive behaviors at school. Kendal has made tremendous progress with all of his goals. He can add and subtract, tell time, recognize fractions, and skip count. He has learned to write paragraphs and has even progressed from learning letter sounds when he started to now reading at a second grade level. He completes developmental tasks appropriately and enjoys spelling and reading. Kendal consistently meets his evolving IEP goals, and his grandfather quickly noticed he is reading for the first time ever. Through his hard work and that of his Melmark Carolinas educational and clinical team, Kendal is positioned to continue making progress including generalizing his new skills to his home environment and in community settings.

Find us on Social Media



@MelmarkPennsylvania
@MelmarkNewEngland
@MelmarkCarolinas



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@MelmarkNE



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@MelmarkNewEngland



@MelmarkPA

History and Forward Motion



It is important to mark milestones that are central to our mission and strategic goals. At Melmark we are fortunate to have many mission first accomplishments to celebrate.



In the fall of 2022, we proudly opened the doors of our new day school building in Berwyn, PA. The new, state-of-the-art learning environment for students, and professional development center for staff is a visible reflection of and tribute to Melmark's commitment to the highest quality of individual services.



A student and staff member walk through the front doors of Melmark's new school building in Berwyn, PA.



Opening the first Melmark school in the Carolinas five years ago is certainly counted among Melmark's proud milestone accomplishments. In addition to establishing the first clinically-sophisticated special education school where children in the Carolinas could receive Free Appropriate Public Education (FAPE) and desperately needed high-quality evidence-based services, we have steadily celebrated forward progress on providing critical advocacy, research collaboration, and coalition building in the region of the Carolinas.



In New England, Melmark is heading south to open another Day School in Stoughton, Massachusetts to continue our mission to enhance the lives of individuals within diverse communities with autism, intellectual and developmental disabilities, and their families by providing exceptional evidence-based and applied behavior analytic services. Plans for the new school are underway, construction has begun and we are excited to share the news widely and to accept new student referrals.

The anticipated opening in Stoughton, MA will be in the spring of 2023. Further information and full details will be available later this spring. For early inquiries and questions, please contact Elizabeth McRae, Administrator of Program Services at Melmark New England, 978-654-4300.

Melmark's cross divisional leadership team recently gathered to take part in groundbreaking ceremonies for new Melmark school buildings in two states.



The new school building in Charlotte, North Carolina is slated to open in June, 2023.



The new school building in Stoughton, Massachusetts is scheduled to open in May, 2023.



Ava and Cole, working on their independence at Melmark Pennsylvania's Residential Treatment Facility (RTF) Program.

You Can Help Us! Your Support Bridges the Gap



Every year, we need generous philanthropic support to help bridge the gap between the actual costs of our Melmark services; our skilled and caring staff; and our innovative, evidence-based programming, and what we receive in public funding to cover those costs. Even with robust advocacy, that gap has remained the same or grown wider at the same time that the needs of our individuals have become more complex, staffing in this economy a challenge, and our role as a national leader in the field of applied behavior analytics—benefitting both those at Melmark as well as those we can never directly serve—even more critical.

We need generous annual donors to help us bridge that gap for those we serve with care every day, and we need major donors to consider the endowment support that would provide Melmark with a foundation of financial security and the resources to invest in the organization's long-term strategic goals.

Annual Giving

Annual donations, whether they be for Areas of Greatest Need, in support of our Adults' or Children's programs, or gifts to our Wage Initiative, have an immediate and direct impact on what we do and who we serve every day.

Endowment Giving

Melmark has a goal of raising \$50 million for its endowment, a level that could provide \$2 million as an allocation of annual interest earned. As of today, we are enormously grateful to say that \$41 million has been committed to this effort. Endowment major gifts of five-figures or more can be payable over three to five years and made through gifts of cash or stock.

Planned Giving

Planned gifts allow donors to leave a financial legacy to Melmark. Whether a bequest, life insurance policy, charitable gift annuity, or other method, planned gifts help donors achieve their own philanthropic and financial goals while also reducing their tax liability.

For more information on Annual Giving, Endowment Giving, or Planned Giving, please contact Lisa Ketcham, Director of Advancement at Melmark Pennsylvania, at lketcham@melmark.org or 610-325-4953, or Ellen Kallman, Director of Advancement at Melmark New England and Carolinas, at ekallman@melmarkne.org or 978-654-4371.

Ways to Give



To make a secure donation:

Melmark Pennsylvania
www.supportmelmark.org
lketcham@melmark.org
610-325-4953



Melmark New England
www.supportmelmarkne.org
ekallman@melmarkne.org
978-654-4371



Melmark Carolinas
www.supportmelmarkcarolinas.org
ekallman@melmarkne.org
978-654-4371



*Or scan our
QR codes!*

Gift Opportunities



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PA Educational Improvement
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Corporate, Foundation and
Organization Giving



Special Events

Your Support Makes a Difference,
THANK YOU!

*Ace is working on writing his
name with support from his
classroom staff, Ms. Amanda.*



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Dates to Remember:

MELMARK NEW ENGLAND
Celebrating 25 Years of Mission First Moments

25TH ANNIVERSARY GALA
SATURDAY, MAY 6, 2023

25

October 9, 2023



September 25, 2023



October 19, 2023



Melmark Pennsylvania

2600 Wayland Road
Berwyn, PA 19312
1-888-MELMARK

Melmark New England

461 River Road
Andover, MA 01810
978-654-4300

Melmark Carolinas

8614 Pineville-Matthews Road
Charlotte, NC 28226
704-900-5208

www.melmark.org