

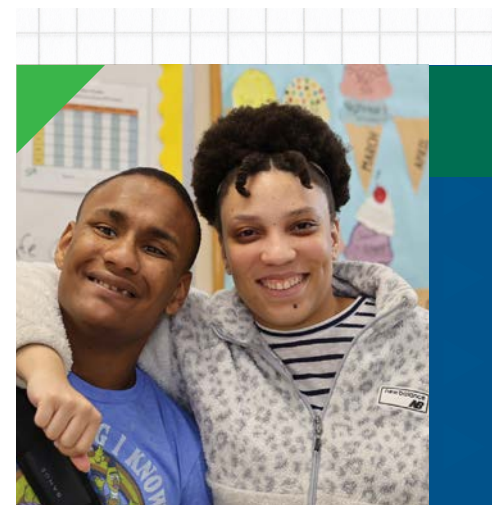
Melmark 

Mission First. Every Individual, Every Day.®



The

# MELMARK IMPACT



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## Melmark's Impact Through Generations



### Then...

Founded in 1965 as a home for children with developmental disabilities, Paul and Mildred Krentel established Melmark with a mission to provide a safe and nurturing home for their daughter, Melissa, and other children with developmental disabilities. As the children grew and required formal education, the Krentels opened an approved, private special education school, which expanded through the following decades to meet demands for additional enrollments.

### & Now

By June 30, 2023, there are Melmark campuses in three states with a total of 50 program locations serving over 500 individuals with autism, intellectual and developmental disabilities, and their families. Today, Melmark employs over 1,200 people who are mission first educators, clinicians, therapists, and providers while also empowering individuals, families, staff and community members to lift voices in advocacy to expand access, equity, demand and create solutions to continue to offer evidence-based practices that incorporate clinical expertise and person-centered planning to achieve the best outcomes for each individual served.



Melmark Pennsylvania, Melmark New England, Melmark Carolinas

# Welcome from Melmark's President and CEO



In 2022, Melmark completed a new, five year Strategic Plan that further renewed and expanded upon our foundational commitment and strategy. Now over a year into its implementation, and having persevered through the incredible challenge and demands of the COVID-19 pandemic, we are already recognizing tremendous accomplishments and the diverse growth of our community while we continue to plan for our future. We are also reflecting on our founders as well as the subsequent generations of leaders and friends of Melmark.

As our partners and stakeholders in philanthropy, you may wonder how to measure the impact of your investments. This report displays the progress made possible because of generations of people like you, who play a unique and critical role in supporting Melmark. This is especially true with the current landscape of a funding and workforce crisis affecting many industries, and particularly our human services sector.

I am incredibly proud of the collective accomplishments of Melmark made possible by the support of generous people like you. You'll read donor stories on the pages that follow and see examples of several recent organizational highlights, such as:

- ▶ In **Pennsylvania**, the opening of our new school building, which is a state-of-the-art special education learning environment for students and professional development space for staff. These facilities are unmatched in the area and a true reflection of the high quality services we provide at every Melmark location.
- ▶ In **New England**, the opening of a new day school in Stoughton, Massachusetts in May 2023 to serve additional students from the region, and a thriving Early Intervention Autism Service Specialty Provider (ASSP) program. This, following a 25th anniversary gala celebration raising a record-breaking \$500,000 for Melmark.
- ▶ In the **Carolinas**, we have moved into a new, intentionally designed school building that will allow us to serve

72 students from the region, a jump from our present enrollment serving 22 students and a mark of tremendous, groundbreaking growth for our service offerings in this division.

- ▶ **Across all Melmark divisions**, as a thought leader in disseminating publications focused on raising the field of special education and adult programs, we have published the first three of four practitioner guides in our EnvisionSMART™ Institute, and the fourth book in this series is being written as we speak. I'm also extremely proud that our team continues to contribute professional research and best practices through peer-reviewed publications.

Our latest initiatives prove Melmark's expertise in providing state-of-the-art school facilities and advocating for programs that cater to the needs of children and adults with disabilities. We believe in creating an inclusive environment where everyone can thrive and reach their full potential. Our commitment to education and support is unwavering and constantly evolving.

On behalf of the entire team at Melmark, I am endlessly grateful for the steadfast support and partnership of all members of our community. You make learning and continued growth possible at Melmark. We could not accomplish our mission without you or the generations of generous contributors yesterday, today, and tomorrow. We look forward to growing our impact for the people most in need of the services we offer.

My deepest gratitude,

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

# Who We Are

## *Our Mission, Vision, and Core Commitments*



### **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.

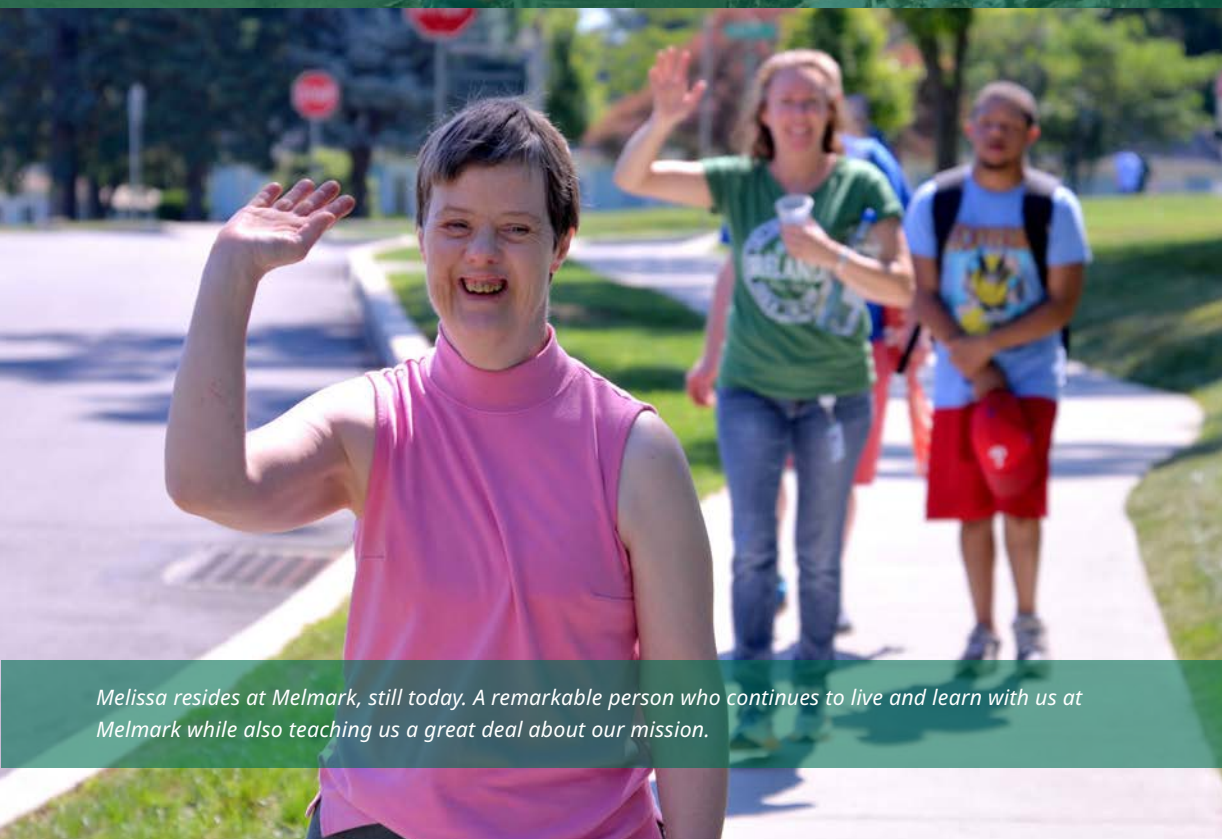
### **Best Outcomes**

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.





*The Krentel Family*



*Melissa resides at Melmark, still today. A remarkable person who continues to live and learn with us at Melmark while also teaching us a great deal about our mission.*

## *From Our Founders*

Going back generations, words from the founders of Melmark are both inspiring, true, and resonate with the Melmark community today.

A letter to Melmark from the 1970s, penned by founders Mildred and Paul Krentel as their daughter Melissa began receiving care and services, reads:

THEREFORE,

Being of sound mind and of sound body, we do hereby bequeath to one small daughter, Melissa, for as long as she shall live:

1. MELMARK: so that the world into which you were born shall never reveal to you its heart of stone and feet of clay.

2. MELMARK: where little people and big people will be your friends and playmates and will not ask of you more than you are capable of giving, yet will expect from you always your best.

3. MELMARK: wherein the dignity of your own small life will be respected as you live in a special world which you yourself can handle with understanding.

4. MELMARK: a world which will

*challenge you* - through training and schooling when your own vision falls short of its goal;

*comfort you* - when you stumble over blocks that may drop in your path;

*prompt you* - in order to keep you marching forward and reaching upward;

*protect you* - not from, but in a world that, at best, is "not shaped for you."



# Modern, Welcoming Facilities, Intentionally Designed for the People We Serve

At Melmark, the impeccable quality of our facilities reflects our mission. Through careful budget planning, philanthropic support from donors like you, steady appeals to grant and foundation funders, and more, we take great care to ensure each Melmark facility and program space is clean, well-organized, and intentionally designed to meet the needs of those we serve. Our newest facilities are points of pride at Melmark and throughout the communities in which they are located.

## Melmark Pennsylvania: New Day School Building, Wellness Center, and Residential Treatment Facility Home in Berwyn, PA



*New Day School Building*



*Wellness Center Rendering*



*Residential Treatment Facility Home*

## Melmark New England: New Day School Building in Stoughton, MA and Adult Community Approval



*New Day School Building*



*Classroom*



*Screen Rendering of Adult Community concept*



## Melmark Carolinas: New Day School Building in Charlotte, NC



Entry



Students



Group Staff



*Students and staff at Melmark Carolinas are in their happy place, enjoying classroom space inside their new school building in Charlotte, NC.*



# Diverse Expertise and Impactful Leaders



**Frank L. Bird, M.Ed., BCBA, LABA, CDE®**

The Melmark community expresses its sincere appreciation to Frank L. Bird for his impact over 25 years of dedicated service to Melmark. In 2023, Frank will begin a transition from his position as Executive Vice President and Chief Clinical Officer. Frank has worked at Melmark since June of 1998 and is one of the co-founders of Melmark New England. During his tenure, Frank has

influenced advancements in all areas of Melmark's program, including: strategic planning, delivering compassionate care, developing curriculum and instruction, staff development, and research and written publications. Frank has helped establish Melmark as one of the premier thought leaders in the field, disseminating research findings and best practices while leading the way and elevating the field of special education and adult services for all. He will remain with Melmark as Executive Vice President of Clinical Services, EnvisionSMART™ Institute.



**Helena Maguire, M.S., LABA, BCBA, CDE®**

Helena Maguire is a leader of great impact who has newly transitioned to the role of Vice President and Chief Clinical Officer. With deep connection, extensive tenure, and experience, Helena is uniquely qualified to fill this role, assuming day-to-day clinical operations across all Melmark divisions. Helena brings to the position a 34-year professional history steeped in sophisticated and outcome

driven clinical program development and leadership. Her expertise in academic programming ensures our students and adults reach their best outcomes. Helena is one of the co-founders of the Melmark New England division and has served as its Executive Director since 2016 overseeing the development and implementation of programs and services as well as the daily operations.



**Jescah Apamo-Gannon, Ph.D., BCBA-D, LABA**

In the words of board member, Jescah Apamo-Gannon:

*"Throughout my career, I have been fortunate to serve on several boards. Serving on the Melmark, Inc. board is incredibly rewarding because of the national reputation that Melmark has established for Special Education and Applied Behavior Analytic research and practice. Their core commitments, which include upholding diversity and equity*

*inclusion, align with my beliefs. This may sound a bit cliché, but I always feel empowered and welcomed to share my diverse background, professional expertise, personal perspective, and experience with fellow board members. Serving on the board offers me an opportunity to engage in a very different role than I have in my professional life. It's a chance to contribute to the advancement of strategic initiatives and growth at an organization whose number one mission is to enhance the lives of individuals with special needs and their families within diverse communities, each and every day."*

**Jescah Apamo-Gannon, Ph.D., BCBA-D, LABA**

Assistant Professor/Chair, Special Education Guided Studies Programs  
Fitchburg State University



**Kimberly Thurmond Bowdre, DPM, CWS**

*"I have been honored to be associated with the groundbreaking work of Melmark. From the dynamic leadership to the dedicated employees and staff, there isn't a part of the organization that I am not proud to be affiliated with as a board member. I have grown as a clinician by seeing the hard work of all members of the Melmark team, knowing that all parts have to work together to provide this level of care and*

*expertise to deserving students and families. I am thankful for the opportunity to serve as a Board Member of Melmark, Inc."*

**Kimberly Thurmond Bowdre, DPM, CWS**

Podiatrist

Fenway Community Health Center and The Dimock Center



# Generations of Philanthropy: The Phillips Family

*Melmark Pennsylvania*



*Tony with his family*



*The group from The Lodge wearing Tony's Cafe aprons*



Tony Phillips first arrived at Melmark in 1974, the start of what would become his home and extended family for the next 43 years. Tony was known for his playfulness, his sense of humor, his warm laugh, and his love of food. He inspired those at Melmark who worked with and supported him, and he inspired family and friends to help others, which they most assuredly did.

Parents Ellen and Richard quickly became involved with Melmark, with Ellen joining the Board of Directors and serving for the next eight years, and her son, Richard, then stepping into a Board leadership role to serve another eight.

Over the years, family members, as well as friends, have helped Melmark in innumerable ways. They have volunteered for and supported our annual Hubert J.P. Schoemaker Classic golf tournament and Dream Maker's Ball. They have generously contributed to the annual fund, which each year supports the areas of greatest need. They have given to our dedicated wage and staff bonus initiatives that impact our direct support professionals. They have invested in our new campus building with meaningful leadership gifts and enabled us to construct the very first student cafeteria, Tony's Café, for this and future

generations of Melmark students to build critical life skills. This past June, extended Phillips family members and friends joined together to dedicate this special space as a legacy to Tony and then went on to pledge significant, multi-year gifts in support of Melmark. Tony's brother, Richard, is a member of our planned gift Legacy Society. Tony's sister, Stephanie, is a long-standing supporter, and his other sister, Connie Anne, dedicated a new campus bench in memory of Tony that today rests next to the pathway that he used to walk every day.

There are no Melmark programs or individual served who haven't been impacted by the depth and breadth of Phillips' family support and the kindness and generosity of their continued philanthropy. We are forever grateful for all they do for Melmark.



*Left Photo: Tony's Bench*

*Right Photo: Rita with Tony's mom*

We know that Jakob is happy, nurtured, safe, and engaged while he's at Melmark. We are so fortunate to be part of the Melmark family and we are honored to carry the Melmark mission and vision forward.

**Kari Newman, Parent**



**Photo: The Newman Family**

*From Left to Right: Jason, Jakob, Kari, and Kaitlin*



# A Decade Later, A Grateful Family: The Newmans

*Melmark New England*

A decade ago, Kari and Jason Newman's son, Jakob, entered Melmark New England as a day student. Earlier this fall, Jakob turned twenty-one; a milestone birthday for most young adults and one even more poignant for the Newman family as this special birthday brings Jakob one year closer to the end of his federally entitled public education.

Over the years, Kari, Jason and their daughter, Kaitlin, have helped spread the word of MNE's mission by joining MNE leadership and other families in state and federal advocacy initiatives, and by encouraging family members and friends to support MNE's special events. They are volunteers on the annual *fore* Melmark New England golf committee, worked on the 20th and 25th anniversary gala committees and participate in the annual Classic Car Show, among other events.

In recent years, Kari has spearheaded a group of parent volunteers who help host and support an annual array of Staff Appreciation events including a Taco Bar, Ice Cream Social, Pie Day and Sweet Treats Day. The Newmans also provide annual sponsorship support and charitable donations to benefit Melmark.

"We realize what a powerful impact a group of individuals can have when they come together with a common goal," says Kari.

"From leadership to educational coordinators, teachers, ABA counselors, therapists, administration, culinary and facilities staff; everyone at Melmark works together to help ensure our children grow, learn and succeed. We know that Jakob is happy, nurtured, safe, and engaged while he's at Melmark. We are so fortunate to be part of the Melmark family and we are honored to carry the Melmark mission and vision forward."

Whether making a personal donation, volunteering or participating in advocacy efforts, the Newmans enthusiastically embody the many ways that MNE family members can get involved in supporting our mission and vision. We truly appreciate the example they set and thank them for all that they do for Melmark New England.







Top Photo: Mackenzie with her family  
Bottom Photo: Mackenzie living her best life

# Jennifer Miller's Village of Support for Mackenzie

*Melmark Carolinas*

Jennifer Miller's daughter, Mackenzie, entered Melmark Carolinas in December of 2020. Jennifer is a devoted and busy mother and business woman; she owns and operates a local Bath Genie.

"We often hear it takes a village to raise our children. That couldn't be truer when it comes to raising children with disabilities. There are no words that can accurately describe the tremendous, positive impact Melmark has had abroad since my daughter became a student. Under MCS' leadership and education strategies, my daughter's educational and personal growth has skyrocketed! I am now raising a more patient, manageable young lady who is very happy and asks to go to school. The best side effect of all this is that we now have a much happier home and a better relationship among siblings," says Jennifer.

Last year, in appreciation for Brad, Keri and the expert team at MCS, Jennifer established a recurring monthly donation to show her gratitude for Melmark Carolinas.

She notes, "For many years, I donated to an array of charitable causes ranging from cancer research to the prevention of animal cruelty and everything in between. While those causes post a pie chart in their annual report to broadly outline how donations are spent, they don't

come close to how Melmark demonstrates **each and every day** the significant impact my donations make not only for Mackenzie, but for all the children and families they serve. Melmark Carolinas is now my **ONLY** charity of choice. Although I wished I could donate much more, I still consider my donation a very important investment in the future of Melmark, because abroad we can all make a difference. Melmark is our children's safe haven...our children's "village". How much is that worth to you as a parent? For me, it's priceless."

She hopes other Melmark families and friends will join her in establishing a recurring gift. Donations of any amount can be made online via credit card or through ACH bank transfer on a monthly, quarterly or annual basis.

*For more information, please contact Ellen Kallman, Director of Advancement for Melmark New England and Melmark Carolinas or Lisa Ketcham, Director of Advancement at Melmark Pennsylvania.*

**Melmark is our children's safe haven... our children's "village".**



# The Success of Impactful Events



## Melmark Pennsylvania

*Generations of Expertise. Generations of Care. Generations of Support.*

### A Reflection on the 2023 Hubert J.P. Schoemaker Classic

On October 9, 2023, we celebrated the 18th annual Hubert J.P. Schoemaker Classic at the Gulph Mills and Philadelphia Country Clubs. Our thanks to the Advisory Board, sponsors, and special guests for their enthusiastic support. Please save the date of September 30, 2024 for the 19th annual Hubert J.P. Schoemaker Classic.

**Since its inception, the Hubert J.P. Schoemaker classic has raised over \$7 million for Melmark.**

### 2024 Dream Maker's Ball: Generations

On April 20, 2024, Melmark families and friends are invited to join us at Philadelphia's iconic Crystal Tea Room for an evening of fine dining, dancing, and donating where we will celebrate the theme of Generations. Since our founding in Berwyn, Pennsylvania in 1965, generations of individuals have had a profound impact on all that we do all of whom we serve.

**Our goal this year is to raise \$500,000 in support of the Melmark's Mission First-Every Individual, Every Day.**

*More information will follow, but questions may be directed to Aline Reece, Donor Relations Manager, at [AlineReece@melmark.org](mailto:AlineReece@melmark.org) or at 610-325-4996.*

## Melmark New England

*Touching Generations for 25 Years*



### MNE — 25th Anniversary Gala

In May 2023, hundreds of guests gathered on the grounds of the Andover day school campus to pay tribute to MNE founders Rita M. Gardner, Frank L. Bird, Helena Maguire, and Peter Troy and to raise funds to support the mission of Melmark New England. Latin percussionist and Berklee Professor, Eguie Castrillo and friends provided live music and guests enjoyed a formal dinner, live auction led by Susan Wornick, renowned auctioneer and former News Anchor at WCVB Channel 5, and dancing to acclaimed DJ Axis Pro. Leading the evening's ceremonies were co-emcees Cindy Fitzgibbon of WCVB StormTeam 5 and Kendra Petrone, MAGIC 106.7's producer and morning co-host.

Highlights included Rita Gardner, President and CEO, presenting Melmark New England's Lighting the Way Award to Congresswoman Lori Trahan for her exceptional support in helping Melmark pursue Provider Relief funds through Congress's CARES Act during the height of the pandemic, and the 2023 Vision of Hope Award to Joseph Gold, MD, Chief



Medical Officer at McLean Hospital, for his steadfast commitment and dedication as Melmark's consulting psychiatrist and more over the past twenty-four years. Frank L. Bird, current Executive Vice President and Chief Clinical Officer at Melmark, was presented with a Lifetime Achievement Award for his invaluable forty-five year career including twenty-five years of dedicated service to Melmark.

Senior leaders from across Melmark's divisions surprised Rita when they took to the stage to honor her for her leadership and dedication, as evidenced through examples of the organization's core commitments and serving individuals from twelve states. MNE's founders were honored and presented with a Proclamation from the Commonwealth of Massachusetts, a Citation from the Massachusetts Association of Approved Private Schools, a Congressional Citation and personalized awards from family members whose loved ones currently receive services at Melmark New England.





## Melmark Carolinas

*5 Years and Growing*

### MNE — 25 for 25 Endowment Campaign Launched

Nearly \$500,000 was raised from ticket sales, sponsorships, ads, donations and auctions. The funds are dedicated to the organization's newly launched 25 for 25 endowment campaign, in recognition of the organization's 25th anniversary. Family members, friends, business partners and others are invited to make a recurring \$25 for 25 months (\$625) donation, or consider a one-time gift or pledge of \$250, \$2,500, \$25,000 or more in honor of MNE's anniversary. This concerted effort to grow Melmark's endowment is focused on bridging the funding gap for adult day services as well as to fulfill future strategic initiatives.

~\$500,000  
Raised

*(and dedicated to the 25 for 25 endowment campaign)*



### MCS — fore Melmark Carolinas Annual Golf Outing

In the Carolinas, it has been thrilling to have doubled the size of our annual golf outing to benefit Melmark Carolinas. Over 60 golfers enjoyed the day, which included golfer gift bags, boxed lunches, and perfect weather on the course. The day concluded with cocktails and a buffet dinner, a silent auction and remarks from Bradley Stevenson, Melmark Carolinas' Director of Program Administration and Clinical Services, and Rita Gardner, Melmark's President and CEO. This year's event raised a nearly \$30,000.

Thank you to the Stevenson and Dunning families for spearheading golfer outreach, to our sponsors and donors, Marvin and Pattie Bethune, Level Solutions Group and Swinerton, and to the Melmark Carolinas families and friends who joined us in support of our mission first services.



*Guests from Melmark Pennsylvania's Dream Maker's Ball in 2021*



*Rita M. Gardner received a proclamation from MAAPS Executive Director Elizabeth Dello Russo Becker at the Melmark New England 25th Anniversary Gala in 2023.*



*Players from Team Swinerton, Platinum Sponsor, fore Melmark Carolinas*

*Left Photo: Players from the Stevenson and Dunning families, fore Melmark Carolinas*

# Professional Development, Training, and Research



Dedicated and mission-driven staff at Melmark help ensure that each child and adult served reaches their fullest potential and is living their best life. They are committed to Melmark's mission, and each day they provide a diverse and inclusive culture of ongoing care, support, and respect for the individuals they serve and their families. In turn, Melmark offers employees on-site supervision, an array of exceptional professional development programs, tuition reimbursement, a student loan repayment program, and ongoing staff training.

## Did you know?

Melmark is at the forefront of human service organizations in the country, disseminating applied practices and publishing research with many opportunities for interested staff to contribute to authored book chapters and peer reviewed articles for professional journals. This work continues to inform clinical practices and staff training across all Melmark divisions and in addition, professionals from Melmark disseminate their research findings and best practices through presentations at conferences nationally and internationally while leading the way and raising the field of behavior analysis.

### Melmark Pennsylvania

297

Staff with Bachelor's Degrees

118

Staff with Master's and Doctoral Degrees

11

Staff Engaged in Educational Programs

### Melmark New England

413

Staff with Bachelor's Degrees

104

Staff with Master's and Doctoral Degrees

23

Staff Engaged in Educational Programs

### Melmark Carolinas

25

Staff with Bachelor's Degrees

9

Staff with Master's and Doctoral Degrees

3

Staff Engaged in Educational Programs





## Unique College and University Collaboration

At Melmark, we are committed to supporting and retaining highly skilled employees who seek opportunities for growth and advancement. To achieve this goal, we are proud to have established unique affiliations with several universities and colleges that offer tuition discount opportunities for our employees and their family members. These offerings not only benefit our staff, but also contribute to our strategic plan as an organization. We are excited to continue providing these valuable resources to our team members and their loved ones.



### Chestnut Hill College

- ▶ 25% discount on tuition for undergraduate programs
- ▶ 10% discount on tuition for graduate programs
- ▶ Discounts are available for Melmark employees, their spouses, and their dependents

### Drexel University

- ▶ Discounts vary based on the program and degree level
- ▶ Discounts are for Melmark employees only

### Endicott College

- ▶ Practicum site for student studying ABA

### Neumann University

- ▶ 20% discount on all graduate level programs
- ▶ Discount is available for Melmark employees and their dependents

### Regis College

- ▶ 10% tuition reduction for ANY online bachelors, certificate, graduate, and doctoral programs
- ▶ 20% tuition reduction for ANY onsite (Regis Campus) bachelors, certificate, graduate, and doctoral programs
- ▶ 25% tuition reduction for ABA courses onsite at Melmark New England
- ▶ No application fees

### University of Massachusetts Lowell (UMass Lowell)

- ▶ Practicum site for student studying ABA

### Widener University

- ▶ 20% for all programs  
*(Excludes Master of Social Work, Accelerated BSN, undergraduate day programs, and the Widener-Crozer Partnership Programs)*
- ▶ Discount is available for Melmark employees, partners and dependents

### Wilmington University

- ▶ 10% discount on a variety of programs across degree levels
- ▶ Discount is available for Melmark employees only

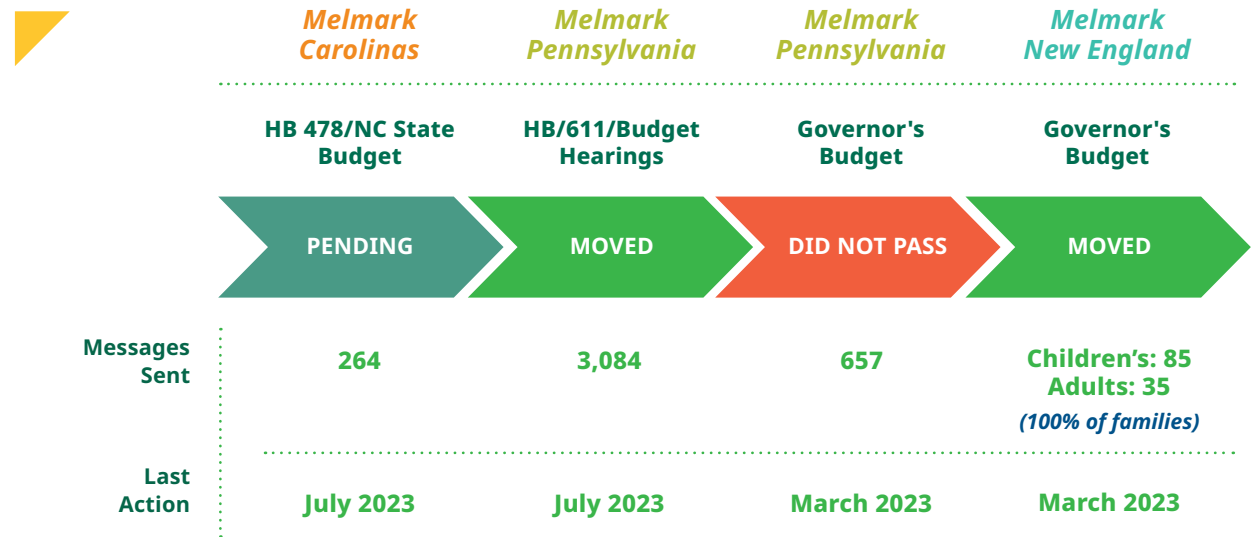


# Advocacy

As many people have observed and experienced, management and direct care staff have faced 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 response, Melmark has been highly engaged in advocacy work aligned with our 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.

Measuring benchmarks and the impact of Melmark advocacy is more important than ever. Sometimes, we are able to report policy wins. Regardless of wins or losses, when our collective voices are raised, they are heard and can help impact future change. We know that our community is committed to working toward change that does not always make headlines.

## Melmark Advocacy Tracker



## The Impact of Melmark's Diversity, Equity, and Inclusion Strategic Plan



1965

Present

Scan the QR code to view our timeline!

Melmark and our philanthropic partners stand by the need for welcoming and inclusive programs for children and adults of all abilities, races, and family structures. 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.

This fall, we developed a timeline, dating back to our founding in 1965, to share the story of how our DEI focus 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 employees.



## Partnerships, Memberships, and Organizations to Know



### A

Advocates for Autism of Massachusetts  
American Association on Intellectual/  
Developmental Disabilities  
American Physical Therapy Association  
American Psychological Association  
American Public Health Association  
Asperger and Autism Alliance for  
Greater Philadelphia  
Association for Applied  
Behavior Analysts International  
Association for Professional Behavior  
Analysts

### B

Behavior Analyst Certification Board  
BACB Authorized Continuing Education  
Provider  
Berkshire Association for Behavior  
Analysis and Therapy  
Brain Injury Association of America  
Brain Injury Association of New Jersey  
Brain Injury Association of  
Pennsylvania

### C

Council of Autism Service Providers  
Council for Exceptional Children  
CEC Division on Autism and  
Developmental Disabilities

### M

Main Line Chamber of Commerce  
Maryland Association for Behavior  
Analysis  
Massachusetts Advocates for Children  
Massachusetts Association for  
Behavior Analysis  
Massachusetts Association of  
Approved Private Schools  
Massachusetts Brain Injury Association  
Massachusetts Department of  
Elementary and Secondary Education  
MAX Association

### N

National Assoc. of Qualified Dev.  
Disability Professionals  
National Association of Social Workers  
National Private Special Education  
Centers  
Neurodiversity Employment Network  
New Jersey Association of Community  
Providers  
New Jersey Psychological Association  
North Carolina Association for  
Behavior Analysis  
North Carolina Council for Exceptional  
Children  
North Carolina Department of Public  
Instruction

### P

Pennsylvania Advocacy and Resources  
for Autism/Intellectual Disability  
Pennsylvania Alliance of Approved  
Private Schools  
Pennsylvania Department of Education  
Pennsylvania Psychological Association  
Pennsylvania Society for Clinical Social  
Work  
Preparing Adolescents for Adult Life

### V

Virginia Association for Behavior  
Analysis

### W

Women in Behavior Analysis



# \$3.7 Million

Dollar amount of donations in FY2022



# \$3.1 Million

Dollar amount of donations in FY2023

Melmark  
By The Numbers

## FY 2022 & FY 2023 Donors



### 393

New Donors  
in FY22



### 648

New Donors  
in FY23



### 30

New Donors  
of Gifts In  
Kind FY22



### 81

New Donors  
of Gifts In  
Kind FY23



### 586

Number of  
Donors Who  
Increased  
Giving in FY22



### 469

Number of  
Donors Who  
Increased  
Giving in FY23



## Staff/Professional Development



### 94%

Workforce  
Diversity\*  
staff across all  
state divisions



### 90.1%

Staff retention  
rate across all  
state divisions



### 21%

Staff across all state  
division holding  
post-graduate degrees

\* race, age, gender

"Greg is excited to return to his Meadowbrook house after each family visit with us. He whoops it up, runs up the walkway to his house, and booms inside to see his roommate and the staff. Melmark has provided a community home and enriched life for our son. He is able to live in the community, participate in the Adult Day Program, develop friendships, and be as independent as possible."

Laura and Chris Binner, Parents



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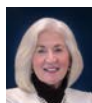
Mary Jane Weiss, Ph.D., BCBA-D  
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Lisa Ketcham  
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# Financial Reports and the Impact of Your Gifts

Melmark's Board of Directors extends sincere gratitude for your support of Melmark and thanks you for your continued confidence in our mission.

## The Impact of Your Gifts

### Specialized Information Technology

Development of clinical software technology

### Children's Program Support

Purchase of specialized classroom furniture and augmentative and alternative communication devices

### Capital Projects

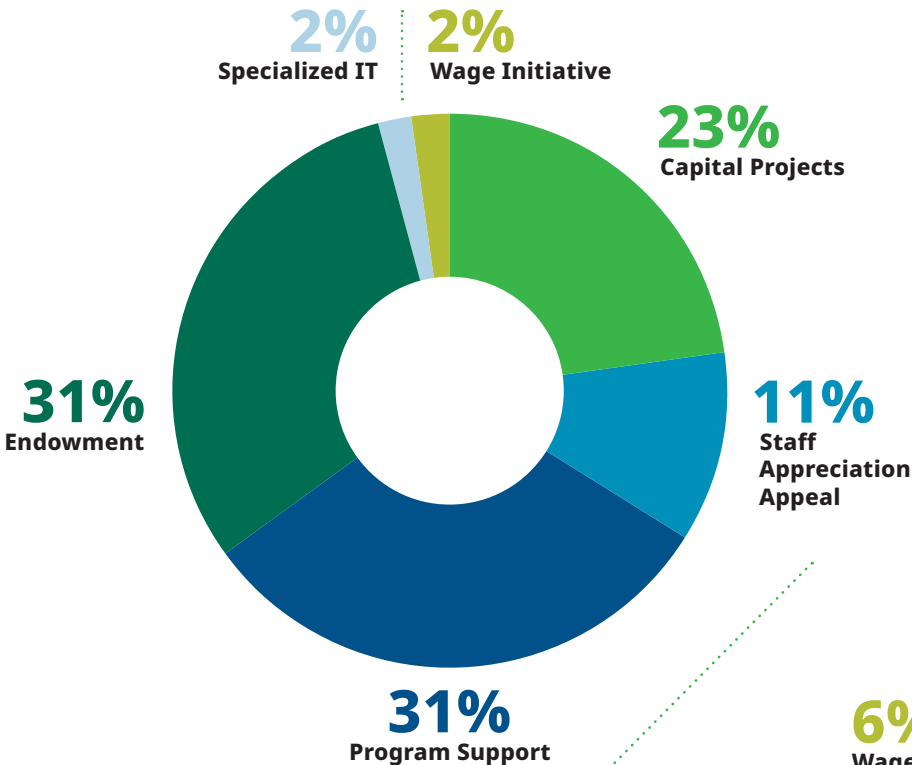
Construction of updated playground spaces, pool and pool house, dining and eatery areas, as well as professional development and wellness spaces.

### Holiday Staff Appreciation and Wage Initiative Appeals

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

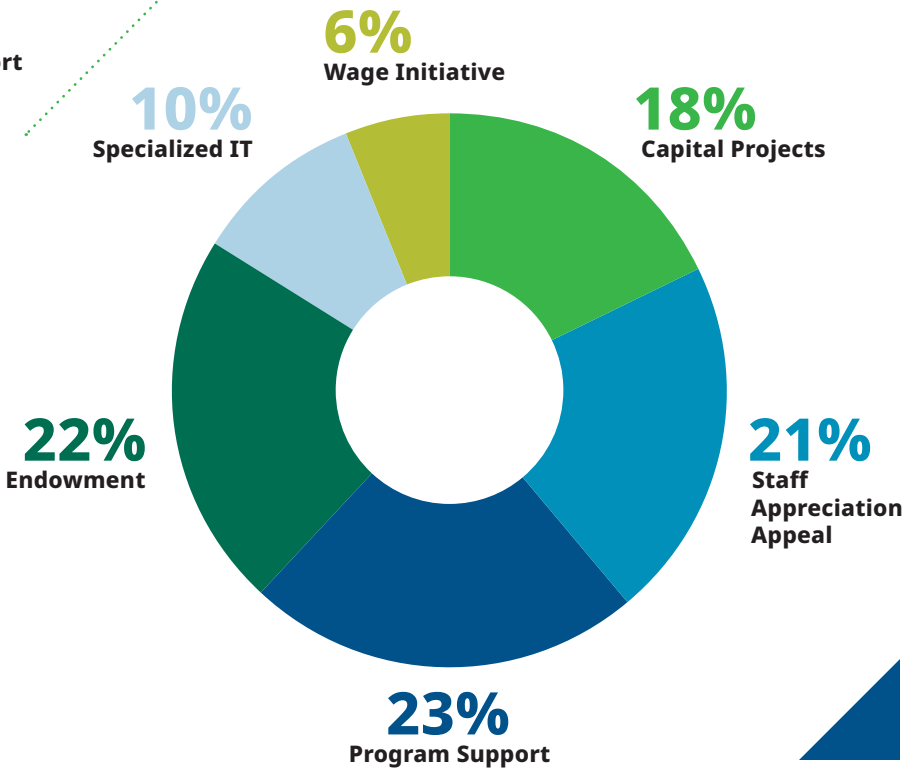
### Adult Program Support

Supporting adult programming in New England and Pennsylvania



FY 2022  
Fundraised Support

**\$3.7 Million  
Total Raised**



FY 2023  
Fundraised Support

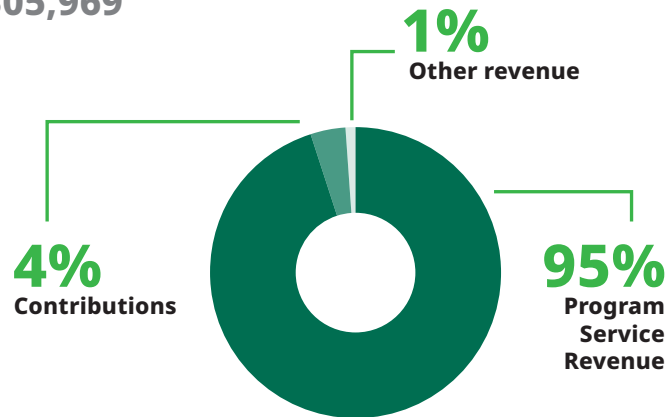
**\$3.1 Million  
Total Raised**



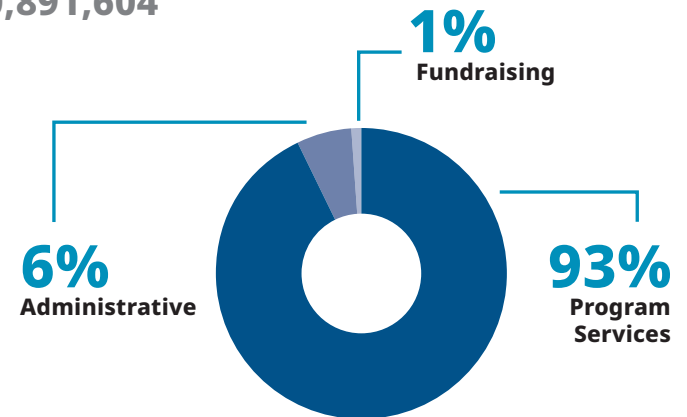


# FY 2022

Operating Revenue:  
\$108,305,969

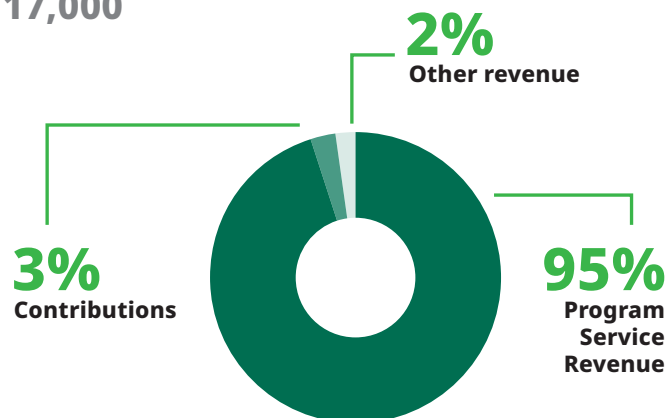


Operating Expenses:  
\$100,891,604

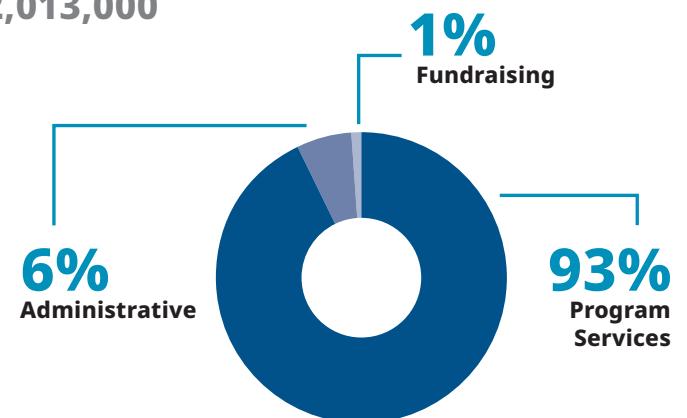


# FY 2023

Operating Revenue:  
\$112,717,000



Operating Expenses:  
\$112,013,000



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



As we shift our annual Impact Report from the spring of 2023 to the fall, you will find donors listed in this report reflect cumulative gifts to Melmark from July 1, 2021 to June 30, 2023.

## Founder's League (\$1,000,000 and Greater)

Anonymous (2)

## President's Club (\$500,000 - \$999,999)

Anonymous (2)

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Melmark is grateful for corporate partners like Cencora. Formerly known as AmerisourceBergen, this global healthcare solutions leader with a strong Philadelphia area presence has invested in the Melmark mission over the past five years. The company generously donates each year via Pennsylvania's Educational Improvement Tax Credit (ETC) program.

EITC is a win-win for individuals, corporations, and non-profits. The individual or corporation is relieved of a part of their Pennsylvania tax burden when they make a gift through EITC, and Melmark uses the funds to continually enhance the education program at The Melmark School. Currently, EITC funds are helping to develop, assess, and implement innovative software that tracks each individual's interdisciplinary progress toward their personalized goals, and helping to continue to improve outcomes.

Friends of Education, a special purpose entity (SPE), has received state tax credits through Pennsylvania's Education Improvement Tax Credit (EITC) program that they can distribute to individuals who participate in the SPE and who support a state-approved organization, of which Melmark is one.

*For more information on the Education Improvement Tax Credit program, contact Lisa Ketcham, Director of Advancement at Melmark Pennsylvania at [lketcham@melmark.org](mailto:lketcham@melmark.org) or 610-325-4953*



# The Paul and Mildred Krentel Legacy Society

## Generations of Philanthropy: *Dennis McAndrews, Esq. and The Paul and Mildred Krentel Legacy Society*

Every Melmark family today is benefitting from the thoughtful legacy support made by planned gift donors of yesterday. New and ongoing participation in The Paul and Mildred Krentel Legacy Society helps ensure that same impact on Melmark families in the generations ahead.

A planned gift can both advance the Melmark mission and help donors achieve their financial goals, with individuals able to participate through a variety of estate plan options with significant tax advantages, including:

A Bequest—a flexible and popular planned gift in your will or a trust by which Melmark would be the recipient of a specific sum or a percentage of the balance of the estate.

A Life Insurance Policy—an easy way to participate by either making Melmark the beneficiary of a current policy, or by purchasing a new policy with Melmark the recipient.

Retirement Plans—could be gifted to Melmark, perhaps with other more tax efficient assets then passed onto one's heirs.

As someone who believes in the Melmark mission, The Paul and Mildred Krentel Legacy Society has enabled me to make a meaningful, generational commitment to help future Melmark families. I encourage you to join me in considering the same.



**Dennis McAndrews, Esq.**

*Founder, McAndrews, Mehalick, Connolly, Hulse and Ryan P.C.*

*Member, The Paul and Mildred Krentel Legacy Society*

*Recipient of Melmark's Golden Hero Award in 2022, which honors and recognizes individuals who, through their selfless acts of compassion, courage, leadership and commitment, transform lives and expand opportunities for people with disabilities.*

*McAndrews Law is a nationally-recognized firm that provides families in Pennsylvania, Delaware, Virginia, Maryland, and the Metropolitan Washington D.C. Area, with exceptional legal representation in Special Education, Estate Planning, Abuse of Vulnerable Citizens, and Title IX matters.*

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Billy offers words of encouragement to the swim team before their first home meet in the new outdoor pool.



Ekene shaking hands with Rita, Melmark's President and CEO, during passing time in the hallways.



Summer is working with letters with staff Amanda.



Grayson and staff member Antwanette smiling before heading to class.



Cal works hard at the local Wawa, stocking supplies and offering smiles to all the customers.



Samantha blowing bubbles with staff at the Melmark New England Family BBQ.



\*Color Key

\*

= Melmark Pennsylvania

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# In Honor of



We are grateful for the many generous donors who made honorary gifts and celebrate those on this page who inspired such thoughtful support of Melmark.

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We are grateful to the many generous donors who made gifts in memory of a loved one or friend and honor those in whose memory these meaningful gifts were made to Melmark.

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Winfrey's Fudge & Chocolates  
Lenard Zohn





We have carefully reviewed all gifts made to Melmark to ensure that each is properly recognized, and we make every effort to follow our donors' preferences in this report.

If an error has occurred, please accept our sincere apology and alert us by contacting Aline Reelee, Donor Relations Manager, at 610-325-4996 or [AlineReelee@Melmark.org](mailto:AlineReelee@Melmark.org).

If you would prefer to have your name listed differently than it appears, please let us know.



Residents from The Lodge host a social cooking night each week.



Estelle works on writing numbers during an at home visit from a Melmark New England early intervention specialist.



Andrea, Alison, and Simeon during Science class.



Aiden working on his writing skills with staff Antwanette.



Tommy, Matt, and Joe walking into school each morning with laughter and jokes for all.



Ava, out on a walk in the park with her staff.



\*Color Key

\*

= Melmark Pennsylvania

= Melmark New England

= Melmark Carolinas

# Philanthropy Bridges the Gap



Every year, Melmark needs generous philanthropic support to bridge the gap between the costs of our premier services and initiatives, expert staff, and innovative programming and the limited income 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, major, endowment, and planned gift donors to help us bridge that gap for those we serve with care every day, invest in Melmark's short- and long-term strategic goals, and provide a foundation of financial security for this and future generations.

## Annual Giving

Annual donations, whether in support of the annual fund for areas of greatest need, Adult Programs, Children's Programs, or 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.

## Planned Giving - Ways to Give That Surpass Your Lifetime

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.

**Charitable Bequest:** There are four types of charitable bequests: Specific—a gift of a specific item or to a specific program. Residual—a gift of all the “rest, residue and remainder” of your estate after all other bequests, debts, and taxes have been paid. Unrestricted—a gift to be used for general

purposes or where the need is greatest; Honorary/Memorial—a gift made in honor of or in memory of someone.

**Charitable Remainder Trust:** The donor receives an annual income stream from this form of trust. The income reverts to the charitable organization once the terms of the trust are complete, often upon the death of the donor.

**Charitable Lead Trust:** The donor makes a gift via an irrevocable trust that is designed to provide fixed annual payments to the charity for a period of time, with the remaining assets eventually going to heirs or other beneficiaries.

**Donor Advised Fund (DAF):** A named giving account established at a public charity (for example Fidelity Charitable Gift Fund) that allows the donor to receive an immediate tax deduction. The donor then has the ability to designate charitable donations to non-profit organizations that they wish to support. Donors can make subsequent donations to their fund, and even set it up as an endowment to support their causes in perpetuity.

*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](mailto:lketcham@melmark.org) or 610-325-4953, or Ellen Kallman, Director of Advancement at Melmark New England and Carolinas, at [ekallman@melmarkne.org](mailto:ekallman@melmarkne.org) or 978-654-4371.*







**This impact report is dedicated to the memory of Davian Mutyabule.**

Davian was a beloved student of the Melmark New England day school program who came to Melmark as a tiny, young boy and grew into a joy-filled adolescent during his time with us. His huge smile was contagious in his classroom, and beyond, where he loved spending time with classmates and his best friend at school. Davian always enjoyed clapping to celebrate his successes along with those of each classmate and staff member.





Mission First. Every Individual, Every Day.®

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### Melmark Carolinas

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