



About Us

Spaulding Academy & Family Services is a leading nonprofit provider of educational, residential, therapeutic and community-based programs and services for families, and children and youth with neurological, emotional, behavioral, learning or developmental challenges, and those who have experienced significant trauma, abuse, or neglect. Established in 1871 as the New Hampshire Orphans Home and School for Industry, Spaulding Academy is the oldest child care

organization in operation in the United States. Our scenic hilltop campus is located on over 500 acres in Northfield, NH and welcomes boys and girls from ages 4 to 22 from around the state of New Hampshire and beyond. In addition to programs provided on our Northfield campus, Spaulding's community-based programs include foster family licensing, Individual Service Option (ISO) foster care, ISO in-home services, child health support services, and more for children ages 0 to 20 and their families.



Todd Emmons,
MSc, MBA, President & CEO

Todd became president and CEO in 2020, after serving as Spaulding's chief financial officer since early 2017. He brings more than 30 years of executive experience

in financial management and operations for educational institutions – including Quinsigamond Community College, Elms College, Daniel Webster College, Saint Anselm College and Colby-Sawyer College – and 10 years as an economic analyst on Wall Street. He serves on the New Hampshire Health and Education Facilities Authority (NH HEFA) Board of Directors. He holds a Master of Science in Economics from the London School of Economics & Political Science, an MBA in Finance from the Stern School of Business at New York University, and a Bachelor of Arts in Economics from Saint Anselm College.



Meaghan Emmons,
MBA, Chief Financial Officer

Meaghan became CFO of Spaulding in 2022, after 19 years with Granite Group Benefits and Alera Group. Her most recent role was senior vice president of

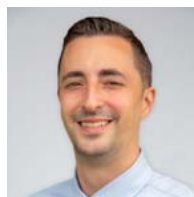
finance, overseeing the company's finance and accounting team. In her role, she focuses maximizing opportunities to expand Spaulding's work supporting children and families. Meaghan volunteers with UpReach Therapeutic Riding Center, working with students and staff during mounted and unmounted therapy programs. Since 2016, she has also volunteered with the New England Parkinson's Ride. She holds an MBA from Southern New Hampshire University and a Bachelor of Arts degree from Saint Anselm College.



Amanda Champagne,
MS, MBA, Vice President
of Family Services

Amanda began her career at Spaulding in 2000 as a residential substitute. Since then, she has advanced her career at

Spaulding, serving as director of residential services, executive director of family services and currently as vice president of family services. She currently oversees Spaulding's residential, health services, clinical, behavioral health, training and quality assurance, and community-based programs. In 2023, she trained for and accepted an administrative surveyor role with the Commission for Accreditation for Rehabilitation Facilities (CARF). Additionally, she is an academic instructor at University of New Hampshire teaching online classes related to child and adolescent development. She earned an MBA and a Master of Science in Psychology-Child and Adolescent Development from Southern New Hampshire University.



Nick Silva,
MBA, Director of Admissions

Nick began his journey at Spaulding in 2014 as an academic aide. Since then, he has filled many roles, including paraprofessional, residential counselor,

associate teacher, and admissions assistant. In 2022, he was promoted to director of admissions and is now the primary point of contact for school districts and state agencies on referrals as well as families during the admissions process. Nick holds an MBA from Southern New Hampshire University and earned his Bachelor of Arts in Marketing and Management from Elms College in Chicopee, Massachusetts.



Garrett Lavalley,
M.Ed, Principal & Director
of Special Education

Garrett began his career at Spaulding in 1999 as a member of the residential team as an undergraduate student.

He then held various positions within Spaulding including paraeducator, special education teacher, special education coordinator, and assistant director of special education. He assumed the director role in 2022. Garrett holds State of New Hampshire licensing in Special Education Administration, Special Education Teaching, and Early Childhood Special Education Teaching; a Master of Education in Special Education Administration from Plymouth State University; and a Bachelor of Science in Child Development from Colby-Sawyer College. He is a member of the Board of Directors of Lakes Region Community Services and 603 United.



Bethany Earls,
SHRM-SCP, Vice President
of Human Resources

Bethany came to Spaulding Academy in 2023, bringing more than two decades of comprehensive experience in non-

profit and for-profit organizations with a heartfelt desire to serve her community. She served in a senior leadership role for 15 years at the Moore Center. She began her HR career in Boston, working in the biotechnology industry, and later gained experience as an HR business partner for a global financial corporation. Earning her Senior Professional in Human Resources (SPHR) certification in 2010, Bethany is a member of the Society for Human Resource Management (SHRM), and she holds a Bachelor of Arts in Sociology from Stonehill College. She also serves on the Ethics and Mission Board Committee at Catholic Medical Center.



Charles (Charley) Suter,
M.Ed, Director of
Technology & Innovation

Charley joined Spaulding Academy in 2014, where he initially served as a paraeducator, associate teacher, and

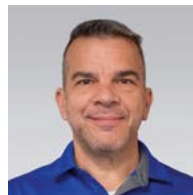
long-term substitute classroom teacher. In 2020 he combined his passion for teaching with his love for technology by earning his New Hampshire Educator's License as a digital learning specialist, and transitioned into a technology role at Spaulding. In 2023, he was promoted to director of technology & innovation. He holds a Master in Education, with a focus on Digital Learning, from Plymouth State University. He is also a member of the Board of Directors of the New Hampshire Society for Technology in Education.



Courtney Constant,
M.Ed, Director of Development
& Community Relations

Courtney joined Spaulding in 2023 as the director of development & community relations, focusing on creating new and

exciting ways for our supporters to engage and communicate with Spaulding. Her primary goal is to expand and enhance our current Spaulding community while sharing the tremendous success achieved by the children and families we serve. Before joining Spaulding, Courtney was the director of operations at Lake Life Realty in Moultonborough, New Hampshire and a case manager & therapeutic support specialist at Lakes Region Mental Health Center in Plymouth, New Hampshire. Courtney holds a Master of Arts in Human Relations and a Bachelor of Science in Psychology from Plymouth State University.



Dennis Galimberti,
Support Services Director

After 15 years serving as a maintenance director at a local healthcare facility, Dennis joined Spaulding in 2014 as facilities and grounds manager. Along

with overseeing staff, he conducted campus-wide repairs, system upgrades, renovations and maintenance on building structures and properties across the more than 500 acres on campus. He was promoted to support services director in 2021, and oversees the maintenance, food services, and housekeeping teams. He holds an Associate in Arts in Criminal Justice and is a U.S. Army veteran, serving in Germany for four years. He has served in the U.S. National Guard ever since, completing three international deployments and a New Hampshire deployment.

Our Team

Spaulding Academy & Family Services operates with the enthusiastic and passionate dedication of our leadership team. Each member brings a depth and breadth of specialized experience for their respective department. Together, the leadership team shares an unwavering commitment to ensure that Spaulding Academy fulfills its mission to support exceptional children and families toward a successful future.

