



SPAULDING
ACADEMY & FAMILY SERVICES



A Commitment to Progress

ANNUAL REPORT 2022 - 2023

LETTER FROM PRESIDENT & CEO AND BOARD CHAIR

Dear Friends of Spaulding Academy & Family Services,

It has been a remarkable year. We made great progress in so many areas, despite facing significant challenges. During the 2023 fiscal year, we managed transitions in the key positions of CFO and Development, both of which have provided us with tremendous energy and talent in ways that we could not have anticipated. We overhauled our IT department and network, including the challenging tasks of adapting to new systems, platforms and protocols. We made huge improvements to our campus infrastructure, beginning with facelifts and internal improvements to the cottages, and then renovating the second floor of the Cutter-Wiggins building. In addition, we secured bond funding for an exciting and much-needed addition to the school, which included relocating our kitchen and dining areas in the process. The work continues as we began the renovation of the Westwood (former dining) and Howe (art) buildings and developed plans to repair/replace the Cutter-Wiggins conference room. As if that wasn't enough, we built a state-of-the-art adaptive playground and expanded our medically intense program in the school. We're not done.

MISSION Supporting exceptional children and families toward a successful future.

VISION Spaulding Academy & Family Services exists to foster life success for young people. As a recognized leader, we will provide superior educational and community-based services, and treatment, as well as professional development opportunities for our employees and other specialists in the field.

We are focused on improving the lives of each and every child that we serve. We strive to go beyond our goal of ensuring that "every child deserves a childhood." Every day we work to provide the programming and services that the children at Spaulding need. From the Choose Love curriculum in our beautiful and newly expanded school, based upon a social emotional learning paradigm, to taking physically challenged students paddleboarding on nearby lakes on our humongous "megalodon" paddleboard, the kids at Spaulding are learning coping mechanisms, growing in confidence, and finding success.

Our focus and all our energy is geared to expand and improve our programming and associated resources. Our end goal is always to improve the lives and outcomes for the kids that are entrusted to us. It has been wonderfully gratifying to engage that challenge fully armed with both the support of our donors and the commitment from staff to do so. Every day I see that challenge met by our talented and dedicated staff - and sometimes I see it in some unexpected ways too. While "business as usual" continues at Spaulding, our business is anything but "usual." On any one day we might save a child from an abusive home, delight in a campus full of Halloween costumes (staff too), Choose Love in our classrooms, or find a Forever Home for a foster child. We look forward to continuing to build and improve on our legacy, which began 153 years ago and gets better and more important every year.

Thank you.

Todd C. Emmons, President & CEO
Michael F. Ventura, Chair, Board of Directors

This report is published to present information about Spaulding Academy & Family Services and its programs and services. We encourage you to visit our website at SpauldingServices.org or contact our development office at donate@spauldingservices.org, 603-286-8901 ext. 107 or on campus at 72 Spaulding Road, Northfield, NH 03276-4608.

LEADERSHIP & GOVERNANCE

Leadership Team

Spaulding Academy & Family Services is a professionally managed 501(c)(3) nonprofit. Our leadership team and volunteer board share an unwavering commitment to ensure that Spaulding Academy & Family Services fulfills its mission to help children and youth with neurological, emotional, behavioral, learning, or developmental challenges - including Autism Spectrum Disorder and those who have experienced significant trauma, abuse, or neglect - learn the academic and life skills needed to be successful in their homes, schools, and communities.



Todd C. Emmons, M.Sc., MBA
President & CEO



Dennis Galimberti
Director of Support Services



Meaghan Emmons, MBA
Chief Financial Officer



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



Amanda Champagne, M.S., MBA, Executive Director of Family Services



Chandra Miller, MSN, RN, CPNP-PC Medical Director & Pediatric Nurse Practitioner



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



Nick Silva, MBA
Director of Admissions

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STRATEGIC ACCOMPLISHMENTS

Building Critical Teams to Support Success of Students, Children, and Staff

Training and Development

The Spaulding Academy & Family Services Training and Development group celebrated its first anniversary in September. The group supports its Family Services team and ensures quality training standards campuswide.

Team members include Moss Hartwell as Training Coordinator to manage the team and oversee its efforts; Kristin Cain as Residential Trainer, delivering a wide variety of trainings to Family Services staff that are both required by law and meet best practices in caring for children and their families; Liz MacLeod as Residential Onboarding Specialist, working directly with candidates seeking employment at Spaulding Academy & Family Services and supporting new hires through the onboarding and training process; and Devyn Vachon as the team's Training and Human Resources Administrative Assistant, providing the trainers with logistical tracking and follow-up to ensure trainings and staff development requirements are accurate and current.

Permanency Team

The Permanency Team for Spaulding Academy & Family Services officially launched in March after a year in development and is already showing success and growth. Permanency specialists Cheryl Consoletti and Ashley Fenimore provide wrap-around support for youth from the start of admissions to up to six months after discharge to enable the youth to have long-term success. They work collaboratively with the child, their family, healthcare providers, community resources, the school administrative unit (SAU), and state departments, such as the NH Division for Children Youth and Families, Child Protection, and Juvenile Justice to ensure the child has access to the appropriate services and support throughout treatment and after discharge.



This dynamic team works to identify and fulfill the needs of the child and their family, whether it becomes reunification, foster home placement, rebuilding family systems, overcoming skill deficits, or simply providing information and connections to assist the transition. The team is familiar with every residential student and many of the youth will become familiar with both specialists as well, to support permanency-driven treatment as a team effort. Prior to the Permanency Team, kids only had 30 days of aftercare from various case managers when they left the program, and the re-admission rate was quite high. Now, once a child is discharged, the team works as liaisons to bridge services and are on call for questions, offer clarification to on-campus experiences, and more, for up to six months. Each case offers a different level of engagement and involvement. A youth's transition is softer with this program because now there is preplanning to set the youth up for success as they return to their families, communities, and schools. Each child's permanency plan remains at the forefront throughout enrollment, and data is collected and analyzed to measure the success of the initiative. We've already seen a handful of successful adoptions this year with the cases having six months of aftercare!

Resource Guide

Transitional Social Worker Brittany Labonte, MS, CMHC, joined the team in October and is helping to develop a resource guide as an additional way to improve outcomes and opportunities for every child – and their families – once they return home.

The resource guide will be a catchment for areas where Spaulding Academy & Family Services children are served, such as Manchester and Hillsborough, providing details about services available to children and families for free, through insurance, or other means. These resources may include food banks, vocational experiences, in-home supports, and skill-building opportunities for parents and children.



All departments on campus will have digital access to the resource guide so staff can expand their understanding of community resources while improving networking opportunities and relationship building between those organizations and Spaulding Academy & Family Services. The resource guide may also serve to open doors for students to access different educational, career, and community involvement paths!

Leadership Team Expands

The Board of Directors of Spaulding Academy & Family Services named two new directors to the organization's executive leadership team in 2023.

Courtney Constant became the organization's Director of Development and Community Relations. Prior to this role, she was Director of Operations at Lake Life Realty - Compass New England since 2018, where she led the agency's team to raise over \$200,000 for Make-A-Wish New Hampshire and continues to volunteer on the Rafting for Wishes event planning committee. Constant holds a master's degree in human relations and a bachelor's degree in psychology from Plymouth State University.



Courtney Constant

Nick Silva was promoted to Director of Admissions. Since joining Spaulding Academy & Family Services in 2014, Silva was successful in several roles across campus, including Academic Aide, Paraprofessional, Residential Counselor and Associate Teacher. This experience made him uniquely qualified to earn a promotion to Admissions Assistant in 2017. As the Admissions Assistant, he worked closely with each department on campus to lead tours, follow up on new students' progress and be a part of the Spaulding enrollment process from start to finish.



Nick Silva

Silva holds an MBA from Southern New Hampshire University and a bachelor's degree from Elms College.

EchoVantage Launch

Spaulding announced its adoption of a highly integrated and intuitive behavioral health record management system this year. As of mid-November, all clinical medical, billing, incident reporting, and admissions data for each child is now accessible on a single platform in EchoVantage. This secure and streamlined real-time system is designed specifically for behavioral health and has eliminated the need for the three separate databases previously used on campus for documentation management.

Thanks to the talent and commitment of Spaulding staff members - especially Digital Learning Specialist Charley Suter, who wrote SQL databases and built reports to tailor EchoVantage to Spaulding's requirements, and Quality Improvement Coordinator Carol Sanborn, who is leading administrative training in the system - employees, parents, and foster families will have the opportunity to access information more efficiently.

All data for past and current students has been imported into EchoVantage, and ChartMeds, the student electronic medication administration record (EMAR) program, now interfaces with it. EchoVantage will be used across all of Spaulding's programs, including Residential, Academic, Community-Based, and ISO Foster Care.



ACADEMIC ACCOMPLISHMENTS

Academy Expansion

The Board of Directors and leadership team for Spaulding Academy & Family Services spearheaded campus growth this year with a few projects.

The biggest was the addition of 17,000 square feet to the original Academy building, significantly expanding the size of the school. Students and staff have two new classrooms, a technology wing, conference rooms, 18 offices, and treatment rooms. As part of this project, the dining hall and kitchen moved from Westwood Hall to Spaulding Academy, offering students more convenient access to meals while at school.

In addition to the Academy expansion, we also completed renovation to the second floor of Cutter Wiggins, which expanded and updated existing office space, as well as converted storage space into additional much needed office space.



Scan the QR Code to see photos of our Academy expansion

Experiential Challenges Outdoors (EChO)

Spaulding Academy's Experiential Challenges Outdoors (EChO) program continued to create more opportunities for kids to revel in the outdoors this year!

The arrival of five full-suspension mountain bikes and four paddleboards enables additional skill development paths for our students. The new bikes allow skilled older kids to further develop their riding, jumping, and stunt skills on dirt trails. The new paddleboards are more efficient for smaller students to maneuver and earn confidence more quickly. Construction of two mountain bike flow trails - featuring rollers, berms, and small tabletop jumps - are already being designed to enable kids to learn, practice, and continue to hone their skills for real mountain biking trail adventures.



New Curriculum Advancements

Thanks to the innovation of Brittany Rozen, RDN, LD of the Health Services team and Spaulding Academy leadership and teachers, the children have a new outdoor experiential learning opportunity on campus. The 30' x 40' teaching garden features bell peppers, hot peppers, carrots, corn, cucumbers, green beans, lettuce, pumpkins, squash, snap peas, tomatoes, basil, and edible flowers, including sunflowers.

Along with integrating education across subjects, the garden provides a sensory-friendly, hands-on opportunity to learn where food comes from, how to grow food, and to taste new, freshly picked produce.

In addition to the garden, we now have two chicken coops on campus: one by the Community Center and another by Wednesday House. Both coops have 12 chicks for the children to help feed and watch grow. Children help gather eggs and use them for food preparation on campus.

In addition to these outdoor curriculum elements, Spaulding Academy also implemented the Buddy Classrooms initiative which is blossoming. These classrooms are paired so that students can work together for various outcomes, including the Choose Love Social-Emotional Learning (SEL) activities every morning. Buddy Classes also participate in field trips, complete campus activities, cook lunch together, and more. Two classrooms even partnered on a science fair project!

The Buddy Classrooms are selected based on which students would be the best fit. Beyond considering factors like age and interest, teachers match students from across the spectrum of learning disabilities so that regardless of their individual challenges, all students can partner and create meaningful relationships and friendships. While it is always a valuable experience for students to expand their educational network and learn directly from their peers, the Buddy Classrooms are especially meaningful to build in-person connections - the very backbone of our strong Spaulding community!

RESIDENTIAL ACCOMPLISHMENTS

First Annual Prom

Spearheaded by our Activities Committee, we were proud to host an extraordinary event aimed to give our teens a taste of a quintessential youth experience: prom!

To support inclusivity, all teenagers on campus were invited to attend, and invitations were also extended to public-school peers.

Thanks to generous donations, we were able to provide an end-to-end magical evening for our prom attendees. Dresses and suits were donated for special event attire and a classy Cadillac provided rides around campus! Volunteers from staff and families decorated our community center, prepared a delicious buffet, and took on roles of DJs, hairstylists, makeup artists, and more. Our devoted staff even embraced the spirit of prom by dressing up for the occasion and joining in the grand celebration!

We're especially proud of Lambert cottage manager and activities leader Salena Durette, who led the committee in creating this spectacular event. Each attendee now has a treasure-trove of memories and pictures from this uplifting and positive event.



House Managers: Lifeblood of Residential Living

Residential house managers play a critical role that is difficult and demanding while being the lifeblood of our residential program. A house manager's responsibility is to advocate and care for our kids through empathy, remaining calm under pressure, and thinking on their feet. However, that's not all.

Our house managers engage in just about every facet of the cottages, including onboarding, training, and supporting staff and facilitating communication across the organization. They support each other across campus as needed for crisis management, day trips, vacations, and more.



They are constantly presented with new scenarios that require them to make decisions on the fly in real time! They have a positive impact in all areas of our campus with a dedication that extends beyond a normal 9-5 workday.

Each cottage has one manager and each of our current managers was promoted from within Spaulding! The cottages and managers are: Colcord - Rich Farquhar; Lambert - Salena Durette; Davis - Hernerce Popo; Wednesday - Wes Cannon; Young House - Dakota Lane; and Cutter Wiggins - Nicole Brizer. Lane and Brizer are the newest managers, replacing our two most tenured house managers who were promoted into new roles on campus based on their experience and proficiency.

Holiday Traditions and Magical Memories

Up to 75% of Spaulding Academy & Family Services residential students lack holiday traditions or community meals with their families. To this end, our residential house managers strive to celebrate ALL holidays and help our kids have a traditional holiday experience. We have a campus-wide (and VIP invite-only guest) Thanksgiving as well as Christmas morning in the cottages. There is also an annual Halloween trick-or-treating on campus, holiday parties for all major holidays all year long. Holiday celebrations are another area where our residential house managers go above and beyond for their students, to make sure every student feels included and makes magical childhood memories.



COMMUNITY-BASED ACCOMPLISHMENTS

Block Party

On May 6th, Spaulding Academy & Family Services celebrated foster families by hosting a Caregiver Block Party in collaboration with NH's Division for Children, Youth, and Families (DCYF). Attended by 300 kids and families, the joyful event showcased existing foster families in NH and sought to inspire new foster volunteers.

The event provided an excellent in-person opportunity to connect after a few years of virtual events. Festivities included face painting, a petting zoo, various program supports, and delicious BBQ.

Spaulding Academy & Family Services and Granite State College are collaborating on a curriculum with specialized training tracks for existing foster families, ensuring tailored support to meet each family's specific needs.



Foster Family Event

On May 21st, Spaulding Academy & Family Services Community Based team held a Foster Family Appreciation event in honor of National Foster Care Month. This event brought foster families and their foster children - some of whom have been adopted - together for a fun celebration.

They shared a garden planting activity, games (including a giant Connect Four and an oversized ring toss), food, and companionship. This great event enabled children to meet other kids in similar circumstances and for families to make meaningful connections and expand their support network.

Next year, the Community Based Programs team hopes to host a large-scale event on campus with other agencies, including DCYF.



Your Love Can Make a Difference

New Hampshire greatly needs foster families to love and support the many children in state care, and Spaulding's Community-Based team is helping to connect them. As a licensed Child-Placing Agency, Spaulding's Individual Service Option (ISO) Foster Care Program provides foster homes for children and youth ranging in age from birth to 18. The team recruits, trains, and licenses foster parents, and assists families with support services.

We continue to ask that if you or anyone you know is interested in helping us 'Foster Love, Foster Hope, Foster Care,' to contact Nicole Babineau at 603-286-8901, ext. 207, for details about upcoming informational events in your area.



CAMPUS HIGHLIGHTS OF 2022-2023

Carnival

The Behavioral Health team at Spaulding Academy & Family Services held its September 2022 Carnival for all children and staff on campus. It featured lawn games, from sack races to oversized Connect 4 and checkers, along with crafts, prizes, treats, and a photo booth. Many happy memories were made!



Fantastic Fall Fest

The 6th annual October Fall Fest at Spaulding Academy & Family Services featured craft activities, snacks, and Halloween-themed toys for the children to enjoy. Organized by Community Engagement Specialist Joyce McKenney, the highlight of the event was the student-led pumpkin carving and decorating. Performance Food Group (PFG) of Essex, Vermont, generously donated the pumpkins. Staff and students made happy memories together during this beautiful fall day on campus!



Creative Authors Tea

Every fall, the students of Spaulding Academy & Family Services spend weeks creating their own literary works. From idea conception and writing to illustration and production, the students become book authors. The 2022 Authors Tea event brought families, friends, and teachers together on campus so students could share their books while enjoying cookies and tea.



Book topics included student-crafted fairy tales, how to be a friend, the basics of coding, acrostic poems, and Choose Love curriculum "Courage" characters. Copies of each book are made for the library for students to enjoy as free reading choices.

Thanksgiving

The children and staff of Spaulding Academy enjoyed each other's company over a traditional Thanksgiving meal catered by Hart's Turkey Farm Restaurant last November.

It was the first time all the children from the school celebrated the holiday together - and a first for the Dining Services staff members, who could participate without having to prepare the food. There were two different meal seatings to accommodate everyone.



Friends, former employees, and community partners were also invited to join in the celebration. Every attendee was invited to write what they were thankful for on pieces of construction paper shaped like feathers, which were then used to create a turkey display. The children were thrilled with the finished product!

CAMPUS HIGHLIGHTS OF 2022-2023 (continued)

Arts Festival

In December 2022, Spaulding Academy enjoyed its first in-person Arts Festival performance since 2019. With support from Art and Music Teacher Robyn Allen and Visiting Artist TJ Wheeler, the children created artistic materials that were used during the festival. They acted, danced, played music, and sang on stage for their fellow students, teachers, and invited guests.

The Arts Festival theme was “Ubuntu,” a South African humanist philosophy that focuses on relationships. This word means, “I am because we are, together as one.” Each classroom created their own songs, plays, or visual art based on this theme.

They also connected the theme to the “Choose Love” curriculum used campuswide. The staff and students of Spaulding Academy look forward to creative opportunities like these in the years to come.



Winter Carnival

Spaulding Academy & Family Services held its annual Winter Carnival, an outdoor experiential learning event hosted by the Academy’s Experiential Challenges Outdoors (EChO) program in March. Leading up to this year’s event, children built their own sleds and decorated them using the 2023 “Choose Love” theme.

Additional Winter Carnival events included a tube park, sledding, ski demos, a snowshoe race, snow art and building, and snow croquet. Children also had the opportunity to participate in carnival games including a snowball toss, a “catch-a-duck” fishing activity, and a moose ring toss. Hot chocolate and cookies were available in Spaulding’s brand-new canvas bell tent!



Science Fair

On April 12th, we hosted our annual Science Fair so that the Spaulding Academy students could showcase the outcomes of their months of work in the classroom. This exciting event provides an opportunity for young Spaulding Academy students to explore their curiosity about the world around them. Students can practice scientific inquiry and experimentation, as well as develop presentation and communication skills as they explain their projects to visitors.

Project topics included the power of yelling at plants to promote growth, the effects of meteorites impacting earth, the influence smell has on the taste of food, and much more. Every child earned medals and ribbons for their display and report.



Multicultural Celebration

Our annual Multicultural Tradition Celebration returned in May. The event provided students with a unique platform to explore and express the rich tapestry of cultures from around the world and is a way we continue to foster an inclusive and creative environment for our students, encouraging them to embrace cultural diversity.

The Multicultural Tradition Celebration at Spaulding Academy & Family Services was a delightful show of creativity, learning, and celebration. In preparation for the event, children engaged in an immersive research process, delving into various cultures and their unique customs. The students then showcased their newfound knowledge in stunning performances, sharing their discoveries with an enthusiastic audience, fostering an environment of cultural exchange and appreciation.

The stage came alive with vibrant dances, melodious songs, and enthralling theatrical presentations. Each performance was carefully choreographed and infused with cultural elements, allowing the students to showcase their creativity while honoring the traditions they had studied.

The annual celebration and other events like this serve as a reminder that embracing diversity enriches our lives and promotes a more harmonious and accepting society.



Field Day

Laughter echoed through the campus as students and their beloved teachers and staff embraced a world of merriment and joy at this year's Spaulding Academy's Field Day. The atmosphere was electric as the young people raced through various activities, sharing love and laughter that will be etched into their hearts forever.

As the sun beamed down, eager students lined up to take their shot at dunking some of their favorite mentors. With wide smiles and playful enthusiasm, they aimed their throws, each splash greeted with roars of laughter and cheers from the crowd. The students reveled in this rare opportunity to playfully turn the tables on the people they look up to every day.

Bounce houses beckoned the students to jump, soar, and experience the sheer joy of being weightless for a moment. Their infectious laughter was contagious as they bounced higher and higher, their spirits soaring as they did.

The slip 'n' slide provided another thrilling escapade, as students glided down the slick surface, their faces beaming with delight.

Beyond the splashes and giggles, Field Day was a testament to the power of unity and togetherness. The event brought people from different corners of the campus, binding them with laughter, love, and shared experiences. It showcased the extraordinary relationship between the students and staff, reminding us all of the importance of creating cherished memories that will last a lifetime.



ADAPTIVE PLAYGROUND GRAND OPENING

We did it! On Friday, June 23rd, with beautiful weather and picturesque scenery, we celebrated the momentous grand opening of our new 10,308-square-foot adaptive playground - one of the largest inclusive play opportunities in New England!

With careful consideration and expertise from Spaulding occupational therapists, physical therapists, teachers, residential staff, and facilities team, the entire Spaulding Family worked together with our partners Miracle Recreation and Pettinelli & Associates to build a playground that would be inclusive and fun for everyone.

This impressive playground, located behind the Lambert Building right on Spaulding's campus, features a wide variety of carefully selected adaptive and accessible equipment that will help children develop balance and motor skills, while enjoying social time with friends. Many of the features are sensory-friendly and all were chosen for their benefits to children of every ability.

Seeing the unbridled joy on each child's face at the grand opening was worth every conquered challenge! Everyone will remember them racing down the hill from behind Lambert Building, shrieking with excitement as they explored the playground's features while our intrepid staff followed close behind.

The playground has wheelchair-friendly-poured rubber surfacing and sun protection shades to provide strategic coverage for children with light and heat sensitivities. The Inclusive Whirl quickly became a fast favorite - a flush-to-the-ground, multi-person spinner designed for direct accessibility. This feature can fit two wheelchairs and also offers a seat for caregivers or other children.

Another popular choice was the Accelerator Swing. This fun feature allows multiple kids to share the fun and freedom of a group ride through the air on a large disc seat mounted on a frame. The uniquely designed Avalanche Inclusive Slide lets kids access the slide from the ground and use side rails to pull themselves up to their desired locations.

We've gained another step on the way to provide every one of our children the opportunity to experience a childhood full of joyful play and just enjoy being a kid.

Scan the QR Code to view the Spaulding Academy and Family Services Adaptive Playground reveal video or visit SpauldingServices.org/videos.



Our playground grand opening gained significant media attention from key local channels and publications, including WMUR's New Hampshire Chronicle, New Hampshire Business Review, The Laconia Daily Sun, Northfield News, and Winnisquam Echo. We were excited to share the excitement with these community partners!



Scan the QR Code to see the New Hampshire Chronicle feature segment about our Adaptive Playground or visit SpauldingServices.org/nhchronicle.



Spaulding Academy & Family Services unveils new adaptive playground

NORTHFIELD — Spaulding Academy & Family Services recently held the grand opening of its state-of-the-art adaptive playground. This momentous occasion was celebrated with a ribbon-cutting ceremony with the Lakes Region Chamber, marking a significant milestone for inclusive play opportunities in New England. Event attendees enjoyed fresh lemon and treats from food trucks, interacted with local fire departments who brought their trucks, saved lessons on a modern fire knowledge stand, visited their practice, and more.

The new adaptive playground at Spaulding Academy & Family Services is one of the largest in the region with more than 10,000 square feet of play area. With careful consultation and expertise from Spaulding occupational therapists, physical therapists, teachers, residential staff, and facilities team, the entire Spaulding Family worked together with our partners Miracle Recreation and Pettinati & Associates to build a playground that would be inclusive and fun for everyone.

"We are thrilled to unveil our new adaptive playground, which embodies the critical work we do at Spaulding Academy & Family Services," said Todd Emmons, President & CEO of Spaulding Academy & Family Services. "We firmly believe



"Todd Emmons, president and CEO of Spaulding Academy & Family Services, said, 'We firmly believe that every child deserves a childhood, and with this playground, a child in a wheelchair can roll across the surface, swing on the swing set and ride on a spinner. All children can challenge their motor skills, balance and upper body strength in an inviting and inclusive space that will positively impact the lives of countless children and families for years to come.'"

"I have been eagerly anticipating this day for a very long time," said Michael Ventum, board chair of Spaulding Academy & Family Services. "It is disheartening to think that some children are unable to fully participate in a traditional playground. That is why we have put in extensive work, planning and patience to create a playground that is custom made to cater to the unique needs of the children at Spaulding."

"It has been over 200 speaking engagements,"

and fun for everyone.



The new adaptive playground at Spaulding Academy & Family Services is one of the largest in the region with over 10,000 square feet of play area. (Courtesy photo)

A YEAR IN REVIEW





THANK YOU TO OUR GENEROUS DONORS

Daniel Webster Legacy Society

We are pleased to acknowledge the following individuals who have included Spaulding Youth Center Foundation in their bequests and/or estate plans. Legacy membership is open to all who want to ensure a promising future for deserving children, youth and their families.

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Spaulding Sunshine Society

We are pleased to honor the following benefactors for their inspired giving of \$1,000 or more per year for five consecutive years to the Annual Fund, including the current fiscal year.

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Jack and Marci Williams Endowment
for Wednesday's Child

Giving

We are pleased to acknowledge our generous friends who have given to the Annual Fund, restricted funds, the New School Campaign and/or the Susan S. Calegari Endowment Fund. We are most grateful to the individuals,

These acknowledgments represent all contributions between July 1, 2022 and June 30, 2023. It is our intent to acknowledge all Spaulding Academy & Family Services benefactors. Please contact the development office at 603-286-8901 ext. 107 or donate@spauldingservices.org if you notice any omission or error. We deeply appreciate your generosity and are dedicated to providing proper recognition of your support.



businesses, civic organizations, faith groups and foundations for their gifts and grants that truly enrich the lives of children, youth and their families.

Gold Leaders

New Hampshire Charitable Foundation
Jack and Marci Williams Endowment for
Wednesday's Child

Leaders

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Samuel R. Walker II
WFTN Mix 94.1

Fred E. Whitcher
William and Barbara Zeckhausen
Anne K. Zopf

Associates

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Thomas Benjamin
Michael and Debra Bourbeau
James C. Carl Ph. D.
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Courtney Constant
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Cathy Duffy Cullity
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THANK YOU TO OUR GENEROUS DONORS

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Andrew R. Supplee
Jannine and George Sutcliffe
Elizabeth A. Taylor
Lee Thomas
Sherm and Pat White

Memorial Gifts

We are honored to recognize gifts given in memory of a loved one.

Those memorialized are shown in italics.

In Memory of Roland Benoit

Ron and Chrisy Benoit

In Memory of Jeffrey M. Donahue

Jane Donahue

In Memory of Karen B. Dufault

Karen and Dave Dufault Fund

We also benefit from donors who anonymously donate through Facebook, Amazon and other social media outlets.

Levels of Giving

Annual Giving Club

Gold Leader: \$10,000+

Leader: \$5,000 - \$9,999

Steward: \$2,500 - \$4,999

Benefactor: \$1,000 - \$2,499

Patron: \$500 - \$999

Associate: \$250 - \$499

Supporter: \$100 - \$249

Friend: Up to \$99



*In Memory of Robert A. Krueger**

Lois H. Reaven

In Memory of Warren C.

*Nighswander**

Francis A. Hayman, Jr.

Mary H. Leonard

*In Memory of Christopher S. Richter**

Sterling and Marci Hardy

In Memory of Noel Shaw

Melody & David Camire

In Memory of Carolyn E. Sutcliffe

Susan C. Bayer

Jannine and George Sutcliffe

In Memory of Gilbert Taylor

Elizabeth A. Taylor

*In Memory of Marjorie Winton**

Victoria F. Blodgett

Tribute Gifts

We are honored to acknowledge gifts given in honor or in celebration of loved ones.

Those honored are shown in italics.

Bette Fredrickson

Jane Banquer and Norm Proulx

Jonathan White

David and Susan White

Sherm and Pat White

In-Kind Gifts and Services

We are pleased to recognize all who have donated items and expertise to enrich the students' lives.

Alyssa and Christopher Beal

Belknap Mill Quilters' Guild

Borislow Insurance

Lawrence DeAngelis

Rosie Dennerly

Laurie Mayhew Esthetics

Plymouth State University Office of

Community Impact

Leo Raffle

Jaylin Simmonds

Bishop Brady High School

Jessica Tocco

Tower of Toys

Many donate time and talent all year through to benefit the children and our programs and we thank them.

Spaulding Academy & Family Services is a 501(c)(3) organization. Charitable donations are tax deductible to the extent allowed by law.



SUPPORTING OUR STAFF

Spaulding Family Member Milestones

As an employer of choice in New Hampshire, Spaulding Academy & Family Services has a long history of attracting and retaining top-notch employees who choose to make their careers with us. Many of our employees have been employed with us for years - and even decades. We are both humbled and grateful to have such talented and committed staff members who work hard every day to ensure our children are happy, safe, and loved.

We celebrated all our employees - our 'Spaulding Family' - and thanked them for their daily contributions with an afternoon of food, games, giveaways, and relaxation during the organization's annual Staff Appreciation event. More than two-thirds of the total number of employees - approximately 205 people - attended. The event overlapped multiple shifts so that staff members on the Academic, Residential, Community Based, Family Services, Housekeeping, Facilities and Grounds, Support Services, and Administrative teams could attend, including some with overnight shifts.

Amanda Champagne Honored as Outstanding Woman in Business



Amanda Champagne, Executive Director of Family Services at Spaulding Academy & Family Services, was named a 2023 Outstanding Women in Business recipient from New Hampshire Business Review magazine. The award celebrates New Hampshire women who excel in their professional lives and as leaders and role models in their communities and possess traits such as a strong sense of self, a success-driven work ethic, and the extraordinary accomplishments to show for it.

Formerly the residential services director at Spaulding, Amanda has been with us since 2000. She now oversees residential, health services, medical directors, clinicians, board-certified behavior analysts, and community-based programs, including family and social workers. She is also an academic instructor with Granite State College's Education and Training Partnership, teaching online classes related to child and adolescent development, supporting children with traumatic backgrounds, child welfare, autism and managing severe behaviors. She is also a professional crisis management trainer and a justice of the peace. Amanda serves on the boards

of Lakes Region United Soccer and the Tilton and Northfield Youth Assistance Program. She holds an MBA and an MS in psychology, child, and adolescent development from Southern New Hampshire University.

Several Spaulding Academy & Family Services colleagues and direct reports joined Amanda, her family, and more, at the May 3rd reception to celebrate her achievement.

In Memorium For Dawn Hinxman

Spaulding Academy & Family Services was devastated by the January loss of Dawn Hinxman, a member of the Spaulding Family since 2014. Dawn made a daily difference on campus as manager of the Support Services team with her caring heart and supportive nature.

Dawn's contributions to Spaulding were countless and often unseen. Her dedication and skill made operations run smoothly on campus - while her caring heart and supportive nature made her a joyful, and essential member of the Spaulding Family.

Dawn's influence on Spaulding lives on through her daughter Meagan Hinxman, who is now the support services office manager.

We are so grateful that Dawn shared her joy and light with us for nine years.

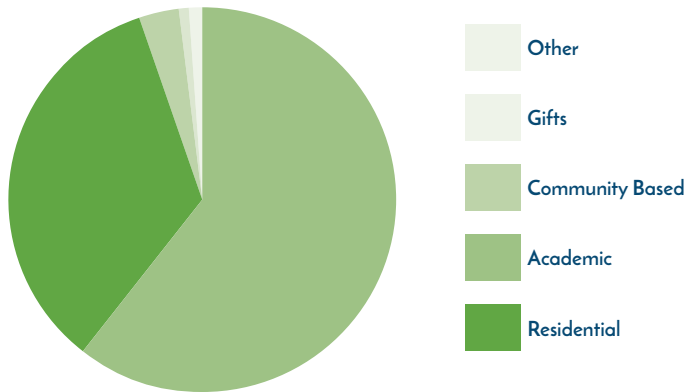


STATEMENT OF REVENUES & EXPENSES

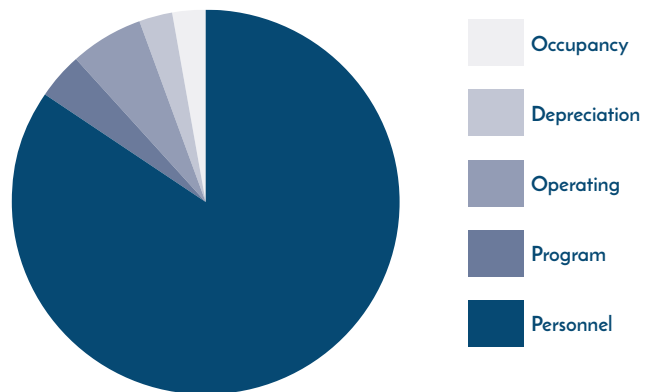
Fiscal Year 2023 Operating Budget as of June 30, 2023

REVENUE			EXPENSES		
Residential	16,839,662	60.7%	Personnel	20,671,408	84.6%
Academic	9,515,425	34.3%	Program	962,402	3.9%
Community Based	873,881	3.2%	Operating	1,477,492	6.0%
Gifts	247,960	0.9%	Depreciation	682,861	2.8%
Other	251,158	0.9%	Occupancy	651,601	2.7%
TOTAL REVENUE	27,728,086	100.0%	TOTAL EXPENSES	24,445,764	100%
NET				3,282,322	

Revenue



Expenses



FACTS AND FIGURES

Spaulding Academy & Family Services is a leading 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, including Autism Spectrum Disorder and those who have experienced significant trauma, abuse or neglect. Established in 1871, Spaulding Academy & Family Services is a tax-exempt 501(c)(3) nonprofit that was formerly known as Spaulding Youth Center since 1958. Our scenic hilltop campus is located on over 500 acres in Northfield, NH and welcomes youth from ages 4 through 21 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 21 and their family.

Spaulding Academy & Family Services

- Managed by a President/CEO and Executive Leadership Team with governance provided by a Board of Directors.
- Our legacy began in 1871 as the New Hampshire Orphans Home and School for Industry, which later was renamed as the Daniel Webster Home. In 1958, this organization merged with the Golden Rule Farm (Est. 1914) to become Spaulding Youth Center. To best represent the evolution of available programs and services, the organization became Spaulding Academy & Family Services in 2020.
- Funding primarily provided from referring New Hampshire school districts, Bureau of Children's Behavioral Health (BCBH), Division for Children, Youth and Families (DCYF), Dept. of Education (DOE) and counterpart agencies from other states.
- The Spaulding Youth Center Foundation Endowment was founded in 1986 to raise funds to support the programs, values and goals of Spaulding Academy & Family Services, its sole beneficiary.
- Private donations and grants from individuals, foundations and community organizations help fund activities, projects and programs that directly benefit the children in our care, which are not afforded through public funding.



Since 1871, we have supported over
47,500
exceptional children and family
members toward a successful future.



Regional Economic Engine:
One of the area's largest employers with over 300 staff, Spaulding has a \$26.5 million annual operating budget.

Since inception, Spaulding Academy & Family Services has supported more than 47,500 exceptional children and family members toward successful futures - and continues to have a deep and recognizable societal impact. Its commitment to ensuring every child has a childhood has ripple effects evident in the successful, well-adjusted prior students who live active, independent, and positive lives - despite the challenges they experienced prior to their time at Spaulding Academy & Family Services. Thank you for supporting our belief that every child deserves a childhood.

Certification & Licensing

- Child Care Program License from State of New Hampshire per RSA 170-E
- Special Education Accreditation from New Hampshire Dept. of Education
- Child Placing Agency License from New Hampshire Dept. of Health and Human Services
- Certification for Payment from New Hampshire Division for Children, Youth and Families and Bureau of Children’s Behavioral Health
- Commission on Accreditation of Rehabilitation Facilities (CARF)

Services & Programs

- Spaulding Academy, providing special education for grades K-12
- Experiential Challenge Outdoors (EChO), providing adaptive adventure-based learning
- Wide-Ranging Clinical and Behavioral Services, supporting our therapeutically-intensive programs
- Community Based Program, supporting foster and adoptive families
- Music and Arts Program, including visiting artists and special events
- Residential Program, providing a safe and nurturing home away from home
- Food Services, offering diverse options, special needs diets and a Registered Dietician

STUDENTS & FAMILIES SERVED	FY 2023	NUMBER OF EMPLOYEES	FY 2023
Avg. Residential	51	Academic	80
Avg. Academic	70	Health Services	17
Avg. Community Based	23	Clinical, Behavioral Health & Case Managers	28
Total Unique Students Served	195	Residential Program	98
Unique Family Members Served	488	Community Residential Program	22
		Community Based Program & ISO	19
		Facilities, Housekeeping & Food Services	28
		Executive & Administrative Staff	13
		Total Full Time Employees	305

Supporting exceptional children and families toward a successful future.

Like, Follow and Share Spaulding Academy & Family Services Online!

Our social media platforms include the latest updates about campus happenings, video tours of campus, employee recognitions and industry trends. Please use the information below to engage with us on your favorite social media platforms and help us to make new virtual connections.



Facebook: [@SpauldingNH](#)



[LinkedIn.com/school/SpauldingNH](https://www.linkedin.com/school/SpauldingNH)



Instagram: [@SpauldingServices](#)



[YouTube.com/@SpauldingNH](https://www.youtube.com/@SpauldingNH)

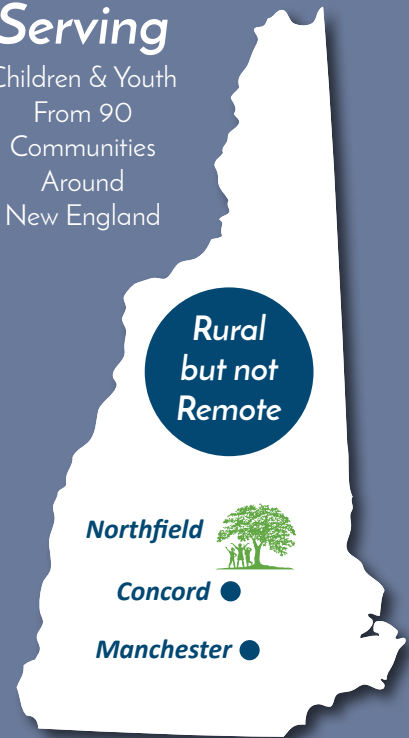


We Never Sleep:

Spaulding Academy & Family Services operates 24 hours a day, 7 days a week, 365 days a year.

Serving

Children & Youth
From 90
Communities
Around
New England



Spaulding Academy & Family Services is a 501(c)(3) organization. Charitable donations are tax deductible to the extent allowed by law.



SPAULDING

ACADEMY & FAMILY SERVICES

Spaulding Academy & Family Services • 72 Spaulding Rd • Northfield, NH 03276
Phone: 603-286-8901 • Fax: 603-286-7511 • SpauldingServices.org

Spaulding Academy & Family Services

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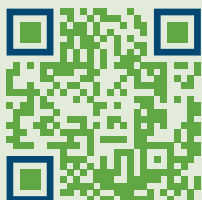
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