



**ADVANCING WHOLE PERSON HEALTH**

*Devereux*  
ADVANCED BEHAVIORAL HEALTH

UNLOCKING  
HUMAN POTENTIAL™

*Devereux Advanced Behavioral Health changes lives by unlocking and nurturing human potential for people with emotional, behavioral or cognitive differences.*

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## ADVANCING WHOLE PERSON HEALTH

*At Devereux Advanced Behavioral Health, we integrate the latest scientific and medical advancements with time-tested philosophies and compassionate family engagement to provide practical, effective and efficient care, making a meaningful difference in the lives of those we serve, and the world around them.*

*We help change lives for people with Autism, Intellectual and Developmental Disabilities, Specialty Mental Health Needs and Child Welfare Concerns, while supporting the good social and emotional health of all people.*



FROM THE PRESIDENT AND CEO  
**ROBERT Q. KREIDER**

Devereux Advanced Behavioral Health is built on a bedrock of solid values. These values guide our organization and enhance our ability to make a significant difference in the lives of the individuals and families we serve every day.

To achieve our mission – now and in the future – we must remain connected and open to an ever-changing world. We also must embrace change and continue to evolve our knowledge, breadth of services, and empathy for those who need our help. Our commitment to the success of our mission demands that we evaluate long-established orthodoxies, traditional assumptions and practices, and our own strategies and aspirations.

As a result of this evaluation, I am excited to announce we unveiled a name change and an expanded brand promise earlier this year. Devereux is now **Devereux Advanced Behavioral Health**.

Our refreshed tagline is: ***Unlocking Human Potential™***.



Our new brand identity – the result of an extensive, two-year initiative involving discussions with families, clients, clinicians, regulators, educators, donors and other partners – better reflects our commitment to radically evolving and advancing behavioral healthcare in America.

Accompanying our new name is an expanded brand promise that highlights the importance of the reintegration of physical and behavioral healthcare – both ensuring whole-person health – and helping end the stigma facing people with emotional, behavioral and cognitive differences. This bold brand promise more accurately communicates our unique approach to providing innovative behavioral healthcare, combining the most cutting-edge medical and clinical interventions with the art of deeply compassionate care.

And while our brand better reflects our broadening focus on society's evolving needs, the commitment and fervor we bring to our work remains unchanged. From our humble beginnings in a small classroom in South Philadelphia, to today's organization that is now one of the country's largest and most advanced comprehensive networks of care, our growth has been, and will continue to be, guided by the values we embraced 104 years ago.

In addition to fulfilling our new brand identity, the leadership of Devereux Advanced Behavioral Health is executing the most significant leadership transition since our founder, Helena, stepped down many decades ago. Over the course of the four years beginning in 2015, more than half of our senior leadership team will retire, their positions filled with experts from both inside and outside of our organization who will carry on our extraordinary traditions, while infusing our organization with new energy and vision.

One of the most notable of these transitions was the retirement this year of Maggie McGill, who dedicated 40 years of exemplary service to our organization. Maggie's career began in direct care as a counselor and supervisor in our seminal program for children on the autism spectrum. Over time, Maggie earned positions of increasing responsibility such as: Chief Financial Officer, Senior Vice President and Chief Operating Officer and, ultimately, Executive Vice President and Chief Operating Officer. Maggie has been a key contributor to our success, and I am incredibly grateful for her leadership, expertise, passion and friendship.

Assuming our operational helm from Maggie is Carl Clark, a seasoned behavioral healthcare expert with more than 30 years of experience in our field.

Devereux Advanced Behavioral Health has been unusually blessed with a long legacy of extraordinary leaders like Maggie and Carl. What's not surprising is that these leaders share the same traits: their love of our work, and the commitment to keep us at the forefront of our industry. Rest assured Devereux Advanced Behavioral Health will continue to evaluate and pursue change that carries with it the power to transform. But our mission – to unlock and nurture human potential for people living with emotional, behavioral or cognitive differences – is enduring.

Thank you for your ongoing support and commitment, and for helping us live our mission every day.

Yours truly,



Bob

FROM THE CHAIRMAN OF THE BOARD  
**SAM COPPERSMITH**

This letter marks the fourth year in Devereux Advanced Behavioral Health's second century of service. As we begin a new year of possibility and challenge, we reflect on the successes of last year and look forward to the promise of 2017.

As a Trustee with many years of emotional attachment to this wonderful organization, I remain deeply touched by the tremendous work and accomplishments of our Devereux staff. Their efforts on behalf of individuals facing significant emotional, behavioral and cognitive challenges is truly amazing. This important, vital work fundamentally improves life for individuals and families, and ultimately entire communities. I know all my fellow Board members join me in deep appreciation of the exceptional efforts, compassion, and continued focus of Devereux staff who have dedicated their lives to this cause.

I am also humbled by, and grateful for, the generosity and commitment of my fellow Trustees and advisory board members across the country. Their support and steadfast dedication not only help to strengthen our services but also to spread the word about Devereux's work. These board members demonstrate the dedication and commitment often sought, but seldom found, in volunteer boards.

This year, sadly, we lost Tom Hays, one of Devereux's most influential and respected Trustees. Throughout his nearly two decades of service, Tom was an exemplar of guidance, support, and leadership. He served in several key roles including Chair, Vice-Chair, as a member of the Executive Committee, and as a Devereux parent. Tom's influence, insights and leadership were a constant boon to Devereux, and his generosity and wisdom helped us all do better. The Devereux family will remember Tom in formal ways, but we also will remember him more informally, by trying to be better stewards and supporters of Devereux.

The support that remarkable individuals like Tom and Mary Ann Hays have given to Devereux is wide-spread and impressive, and set a legacy benchmark for us all.



The common goal we share, as supporters and stakeholders, is to help provide the tangible and intangible resources necessary for the individuals in Devereux's care to thrive and grow. That support may take many forms, from vital financial contributions to donations of time, services and influence. All of it is greatly needed – and always appreciated.

My “use by” date as Board Chair is coming up soon. But before I start my last year with the gavel (as a metaphor only; the real gavel only rarely makes it to meetings), I cannot say enough about my fellow Board members, a remarkable and dedicated group. They have offered far more support, friendship and collaboration than I ever could have expected. Thank you for always challenging Devereux to excellence, in the spirit of Helena Devereux and her unwillingness to bend to the conventional. Board service is a collaborative act, and I have been lucky to serve on this Board of Trustees with some of the most generous and perceptive individuals I have ever known. I appreciate that you were eager to serve our cause, and I hope you know how deeply I have valued your time, expertise and contributions.

Yours truly,



Sam

## BOARD OF TRUSTEES

### CHAIRMAN OF THE BOARD

**Samuel G. Coppersmith, Esq. \***

Managing Member,  
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Schermer & Brockelman PLC

Phoenix, Arizona

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Former Executive  
Vice President & COO,  
Independence Blue Cross

Daufuskie Island, South Carolina

**Francis "Skip" Genuardi \***

Director,  
Genuardi Family Foundation

Blue Bell, Pennsylvania

### PRESIDENT AND CEO

**Robert Q. Kreider \***

Devereux Advanced Behavioral Health

Villanova, Pennsylvania

The following Trustees are missing from the photograph:

Tami Benton, Robert Ellis, Elva Ferrari, Robert Gottlieb  
and James Schwab

Thomas C. Hays, our trusted counselor and beloved friend passed away this year.



**Clarence Armbrister**

President,  
Girard College

Philadelphia, Pennsylvania

**Tami Benton, M.D.**

Psychiatrist-in-Chief,  
Department of Child &  
Adolescent Psychiatry,  
The Children's Hospital  
of Philadelphia

Philadelphia, Pennsylvania

**Edwin R. Boynton, Esq.**

Partner,  
Stradley Ronon Stevens & Young, LLP

Malvern, Pennsylvania

**Robert D. Ellis, Esq.**

General Counsel,  
Manikay Partners

New York, New York

**Elva B. Ferrari-Graham \***

Former Vice President of Investments,  
Nuclear Electric Insurance Limited

Wilmington, Delaware

**Robert Gottlieb**

Former President,  
Display Producers, Inc.

Neponsit, New York

**John Gustafsson, Esq.**

Former Partner,  
Sheppard Mullin Richter & Hampton

Staten Island, New York

**Peter R. Haje, Esq. \***

Former Partner,  
Paul, Weiss, Rifkind, Wharton &  
Garrison; Former Executive Vice  
President & General Counsel,  
Time Warner

New York, New York

**Howard Hassman, D.O.**

Chief Scientific Officer,  
Hassman Consulting Enterprises

Delray Beach, Florida

**Thomas C. Hays \*\***

Devereux Advanced Behavioral Health  
Parent, Former Chairman & CEO,  
Fortune Brands, Inc.

Santa Monica, California

**Shaye Schloss**

Devereux Advanced Behavioral Health  
Parent & Behavioral Health Advocate

Richboro, Pennsylvania

**James H. Schwab, Esq. \***

Co-President,  
Vice Media

Brooklyn, New York

\* This dear friend of Devereux Advanced Behavioral Health passed this year.

+ Member of the Executive Committee.



**Lauren Solotar, Ph.D.**  
President & CEO,  
May Institute  
*Randolph, Massachusetts*

**Steven Udvarhelyi, M.D.**  
President & CEO,  
Blue Cross Blue Shield  
of Louisiana  
*Baton Rouge, Louisiana*

**K. Lisa Yang**  
Devereux Advanced Behavioral Health  
Parent, Former Investment Banker,  
Investec/PMG Capital  
*Rosemont, Pennsylvania*

#### CHAIRMEN EMERITI

**Thomas F. Donovan**  
**Francis “Skip” Genuardi**  
**Thomas C. Hays\***

#### TRUSTEES EMERITI

**Jean J. Beard**  
**Ronald P. Burd**  
**William W. Christopher**  
**Joseph A. Duda**  
**Alan Glen**  
**C. Edward Hansell, Esq.**  
**Marguerite D. Hark**  
**Millard W. Jacobs**  
**Ernest E. Jones**  
**Robert Selman, Ph.D.**  
**Larry A. Smith**  
**John “Bud” C. Taylor, III, Esq.\***  
**W. L. Williams**

#### ADMINISTRATIVE OFFICERS

**Robert Q. Kreider\***  
President &  
Chief Executive Officer

**Marilyn Benoit, M.D.**  
Senior Vice President,  
Chief Clinical Officer &  
Chief Medical Officer

**Carl Clark**  
Senior Vice President &  
Chief Operating Officer

**Robert C. Dunne**  
Senior Vice President &  
Chief Financial Officer

**Stephen Nolan, Esq.**  
Senior Vice President &  
General Counsel

**Leah S. Yaw**  
Senior Vice President,  
External Affairs

**L. Gail Atkinson**  
Vice President,  
Operations

**Rayni Brindley**  
Vice President, Operations  
& Business Development

**Timothy Dillon**  
Vice President,  
Human Resources

**Sarah Ellen Lenahan, Ed.D.**  
Vice President, Operations &  
Organizational Development

**Martha B. Lindsay**  
Vice President,  
Product Development

**Carol Oliver**  
Vice President,  
Operations

**Thomas Shurer**  
Vice President,  
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**Lawrence W. Williams**  
Vice President,  
Audit & Compliance

**David Griffith**  
Controller

**Lorraine Barrett**  
Assistant Secretary



# LEADING THE INDUSTRY DEVEREUX ADVANCED BEHAVIORAL HEALTH

**DEVEREUX ADVANCED  
BEHAVIORAL HEALTH  
CHANGES LIVES –  
BY UNLOCKING AND NURTURING  
HUMAN POTENTIAL FOR PEOPLE  
LIVING WITH EMOTIONAL,  
BEHAVIORAL OR COGNITIVE  
DIFFERENCES.**

## **NEW BRAND PROMISE TO DRIVE THE FUTURE OF BEHAVIORAL HEALTHCARE; END STIGMA**

This year, as is only fitting for one of the nation's most longest-standing, largest and most stable providers of behavioral healthcare, we refreshed and realigned our brand, and most importantly, our brand promise, to position our organization to take the leading role in the industry.

Devereux ... is now

**Devereux Advanced Behavioral Health.**

Accompanying our new name and tagline – **Unlocking Human Potential** – is an expanded brand promise highlighting the importance of the reintegration of physical and behavioral healthcare, ensuring

whole-person health and helping to end the stigma facing people with emotional, behavioral and cognitive differences.

President and CEO Robert Kreider explained: "Our new name – Devereux Advanced Behavioral Health – reflects our renewed commitment to advancing the provision of behavioral healthcare in America, in the great tradition of our founder, Helena Devereux, who, more than a century ago, set the education system on its ear by demanding that children with special needs be treated with respect, and provided with a meaningful education and a place in the world."



**“OUR BOLD BRAND PROMISE MORE ACCURATELY COMMUNICATES OUR UNIQUE APPROACH TO PROVIDING TRULY ADVANCED BEHAVIORAL HEALTHCARE, WHICH COMBINES THE MOST PROGRESSIVE MEDICAL AND CLINICAL INTERVENTIONS WITH THE ART OF DEEPLY COMPASSIONATE CARE.”**

ROBERT Q. KREIDER

### ADVANCING BEHAVIORAL HEALTH IN FOUR KEY WAYS

Devereux Advanced Behavioral Health's new brand identity is the result of more than two years of extensive research and discussion with families, clients, clinicians and other staff, regulators, educators, donors, community advisors and allied-health professionals.

Through this collaborative effort, a new framework emerged to emphasize four key areas of focus and leadership in *Advanced Behavioral Health*. They include:

- **Translating** the insights from the latest scientific and medical advancements into practical, effective and efficient behavioral health prevention and interventions, married with the most compassionate approaches to care.
- **Elevating** the standards of all behavioral healthcare – through research, innovation, data-driven individualized care, shared best practices, partnerships, education and outreach.
- **Re-integrating** behavioral healthcare into the clinical, operational and financial frameworks of primary and specialty medical care to ensure a more effective, efficient and accountable approach to whole-person health
- **Eradicating** the stigma facing individuals and families with behavioral health needs through education about, and advocacy for, those living with emotional, behavioral and cognitive differences.

### FOCUSING ON EVIDENCE-BASED CARE

Essential to its advanced approach to care, Devereux Advanced Behavioral Health will continue to develop and evolve its considerable evidence-based treatment protocols – rooted in data-based clinical decision-making – across its programs and services.

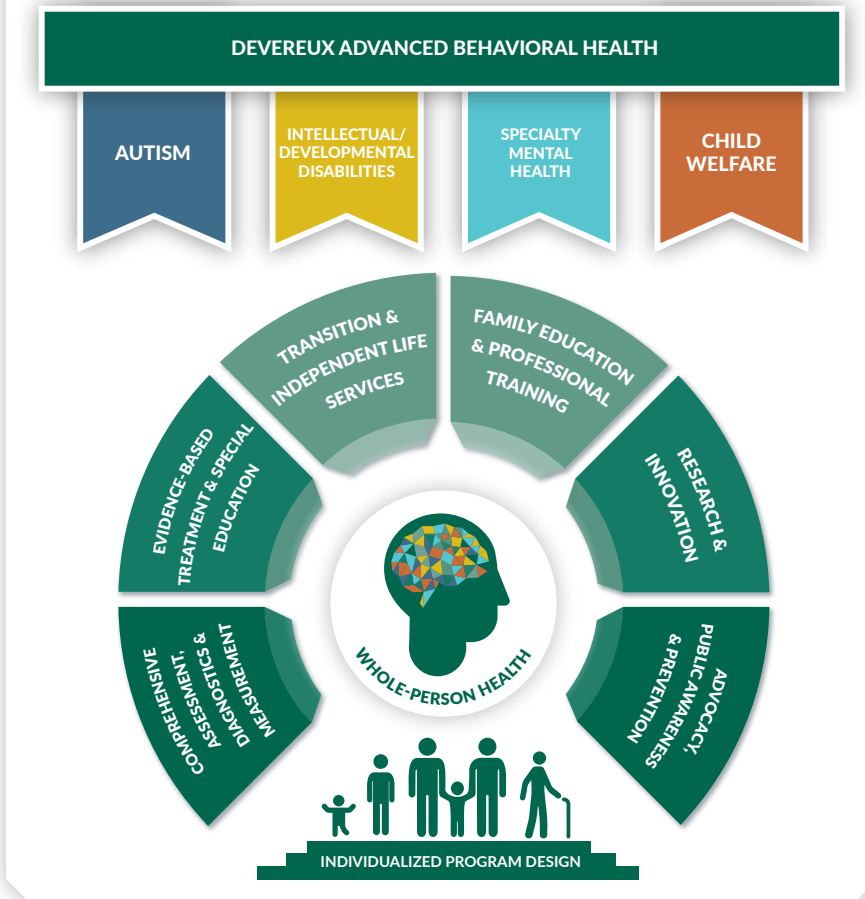
While collecting and analyzing treatment data is a standard best practice in physical healthcare, it is less widely applied across the behavioral healthcare spectrum. An expanded use of data, fortified by evidence-based practices from the fields of science and medicine, will enrich Devereux's efforts to improve outcomes and the life success of individuals receiving care.

In addition, by expanding its already noteworthy research studies, and publishing and presenting its organizational learning, Devereux will contribute to improved patient care, practices and outcomes across the industry.

### ADVANCEMENT AND CONVERGENCE IN BEHAVIORAL HEALTH

As we look forward, important breakthroughs in brain-related science and research will change the way experts understand the causes and treatments of emotional, behavioral, or cognitive differences.

**“THIS IS A COMPLEX AND CONTINUALLY EVOLVING FIELD, AND IT IS DEVEREUX ADVANCED BEHAVIORAL HEALTH'S RESPONSIBILITY, WITH OUR STORIED HISTORY AND EXTRAORDINARY STABILITY, TO INVEST IN ADVANCING THIS FIELD FOR THE BENEFIT OF THOSE WE SERVE AND SOCIETY AS A WHOLE. OUR EXPANDED BRAND PROMISE FOCUSES ON ADVANCEMENTS RELATED TO BRAIN HEALTH AND HOW IT IMPACTS THE OVERALL HEALTH OF OUR SOCIETIES,” SAID KREIDER “AS THE BEHAVIORAL HEALTH FIELD CONTINUES TO PROGRESS, WE’RE COMMITTED TO REMAINING AT THE FOREFRONT OF SUPERIOR CARE AND DRIVING SOCIETAL CHANGE.”**



## DEVEREUX'S ADVANCED PHILOSOPHY OF CARE

At its core, Devereux embraces a philosophy of care that continuously evolves from an understanding of, and empathy for, the unique perspectives of the individuals we serve – and their families. As part of Devereux’s rebranding process, Kreider challenged the organization to examine and recharge this philosophy. The end result was the “Devereux Advanced Behavioral Health Model of Care,”™ which integrates the latest scientific and medical advancements with time-tested philosophies and compassionate family engagement to provide practical, effective and efficient care, making a meaningful difference in the lives of those we serve, and the world around them. The guiding principles of this Advanced Philosophy of Care (see graphic above) provide for a more holistic approach to behavioral health and the framework for consistently high quality throughout the organization.

## CHALLENGING THE STATUS QUO

Since its origins in a Philadelphia turn of the century classroom, Devereux has provided groundbreaking services to individuals struggling with emotional, cognitive or behavioral differences. It has long been a distinguishing quality of Devereux’s organizational DNA to have an abiding discontent with the status quo; always reaching higher for breakthrough results for individuals in our care.

In the guiding words of its founder, Helena Devereux, Devereux must, “*Always be en route,*” continually pursuing new innovations and learning to advance services, the industry as a whole, and the lives of those we serve. Devereux Advanced Behavioral Health will continue to innovate and advocate, share its methods and successes with other organizations, and always provide its expert services with the utmost compassion, resilience and empathy.



"IF I HAVE SEEN FURTHER, IT IS BY STANDING  
ON THE SHOULDERS OF GIANTS."

ISAAC NEWTON

IN MEMORIAM:

***Thomas C. Hays, Board of Trustees Chair Emeritus***

1935 - 2016

**With the passing this year of our beloved friend, mentor and most-trusted counselor, Thomas C. Hays, the perpetual motion machine that is Devereux Advanced Behavioral Health took a moment's pause to honor a visionary leader, and a truly great man.**

An esteemed member of our Board of Trustees for nearly 20 years – and a deeply committed friend and supporter across five decades – Tom was a towering leader, and a devoted patron and parent. His guidance, warmth and strategic and tactical insights were prized throughout Devereux. Above all things, he was an impeccable role model. To more than one aspiring Devereux leader has the advice been given, "Let your inner Tom Hays shine."

"Trust is a most-valued human quality that is earned, not simply given," was one of Tom's enduring mantras, and he lived by those words, as he earned the trust and respect of every person who had the privilege of working with him. Tom, his wife, Mary Ann – and their family – personified loyalty and dedication to Devereux of the highest order. The Devereux we know today – an organization of the highest quality, dedicated to those we serve and those we employ – has been forever shaped for the good by the Hays Family.

Tom was elected to the Devereux Board of Trustees in May 1998. He served as vice chair from 2000 to 2002, and assumed the position of board chair from 2002 through 2008. Not yet ready to part with his wisdom at the head of the table, the organization then asked him to reassume the role of vice chair, and he graciously agreed, serving again from 2008 through 2011. Thereafter, he held the title of Chair Emeritus. During his board tenure, Tom also chaired the Executive Committee, the Finance Committee and the Development Committee.

Having graduated with highest honors from the Harvard School in North Hollywood, California, he went on to complete ROTC training and earn a bachelor's degree (1957) and a master's degree (1958) from the California Institute of Technology in Pasadena, California. He then served as a first lieutenant and project engineer at the Wright-Patterson Air Force Base in Dayton, Ohio.

In 1963, after graduating from Harvard University's School of Business as a Baker Scholar, he worked at Lockheed Martin as an operations engineer in the space systems division. One year later, he was recruited by the Andrew Jergens Company, in Cincinnati, Ohio. He was elected to its board during his first year and, in 1979, was named president and CEO. In 1980, Tom joined the team at American Brands, where he served as a director. He led a successful rebrand of the company, renaming it Fortune Brands. Through the years its many subsidiaries grew to include: Titleist, Jim Beam Distillery, Master Lock, Franklin Life and Swingline. In 1988, Tom became Fortune Brands' president and chief operating officer and, in 1995, he was appointed chairman and CEO, remaining in the role until his retirement.

Throughout his long and very meaningful life, Tom gave his time, talent and energy to the people and organizations that meant the most to him, and importantly, to those he felt could do the most good in the world. Devereux was blessed beyond measure to be among those organizations. He left his mark on Devereux in many ways. One of his particular passions was ensuring we kept a keen eye focused on recruiting and retaining the most excellent staff to work with the individuals in our care. Tom had a unique understanding – born of a business titan's mind and a special-needs father's heart – of why this issue was, and will always be, so important. There are few Board-Designated Devereux Funds that emphasize and sustain the long-term excellence of our services so impactfully as does the Thomas C. and Mary Ann Hays Employee Education & Recognition Fund, which Tom and Mary Ann founded many years ago.

Tom is, quite simply, irreplaceable, but we will remember everything he taught us, and because of his and Mary Ann's generosity, through the Hays Fund, we will continue to invest in the issues that mattered to him most. On behalf of the entire Devereux organization, we thank Tom, and the entire Hays family, for their generous support, dedicated leadership and the significant roles they have played in pushing Devereux Advanced Behavioral Health to the forefront of the behavioral healthcare field.

# The Kreider-McGill Enterprise Fund – Unlocking Human Potential™

Robert Q. Kreider serves as Devereux Advanced Behavioral Health's sixth President and CEO across the organization's 104-year history. Following a successful career in law and finance, while serving the organization as a consultant, Mr. Kreider designed a financial turn-around plan for Devereux. At the invitation of leadership to execute his design from the inside, he joined the organization in December 1994 as Senior Vice President and Chief Financial Officer. In 2001, he became Executive Vice President and Chief Operating Officer. In 2004, he was appointed President and CEO and a member of the Devereux Board of Trustees. Mr. Kreider will step down from his position on January 1, 2018.

Maggie McGill dedicated her entire professional career, spanning 40 years, to Devereux – rising from the ranks of our dedicated direct care staff to CFO, COO and then EVP. Ms. McGill was the first awardee of the Weaver Falberg Leadership Promise Fellowship, which supported the earning of an MBA from the Wharton School, and established a remarkable legacy of operational leadership and outstanding services at Devereux. Ms. McGill retired as Devereux's Executive Vice President on January 1, 2016.

In large part, it is due to Mr. Kreider's strategic vision and leadership, and Ms. McGill's dedication and extensive operational expertise, that Devereux finds itself positioned as the strongest and most stable nonprofit provider of behavioral healthcare in the nation. Mr. Kreider and Ms. McGill envisioned and stewarded Devereux's transition from principally a residential-care provider to an organization that serves more than 80 percent of its clients in community settings. This carefully planned and thoughtful transition broadened Devereux's expertise, customer base, service array, national footprint and overall staying power.

That sea change, as part of a comprehensive portfolio of critical strategic adaptations led by Mr. Kreider and Ms. McGill, positioned Devereux not only to thrive in a rapidly changing and complex operating environment, but, in fact, placed the organization at the vanguard of all behavioral healthcare organizations operating today.

Among the many significant aspects of Devereux's evolution under the Kreider-McGill stewardship is the development of several cutting-edge programs serving the most complex individuals in the behavioral healthcare industry. Today, Devereux is the leading provider of specialty programming for some of the most underserved and vulnerable members of our society.

On the occasion of their retirements, and to honor and endure their extraordinary contributions to Devereux for the coming generation of leaders and set a clear path into its second century of service, Devereux has launched a three-year campaign to create The Kreider-McGill Enterprise Fund.

### ***The Fund will be used for:***

- the continued development and spread of Devereux Signature Programs across the organization
- physical plant improvements or acquisitions to allow for Signature Program expansion

As leaders in Devereux's family of supporters, please honor the legacy and vital work of Robert Kreider and Maggie McGill. Your support will endow a fund that will provide the resources to continue their ground-breaking signature programs, sustain client and staff diversity, and continue Devereux's history of innovative specialty services.

Each program or facility benefitted by the fund will proudly bear the stamp of "Kreider-McGill Enterprise Fund Project."

### **FUND HONORARY CHAIRMEN:**

***Thomas Hays, Sam Coppersmith, Skip Genuardi, James Schwab, Tom Donovan***



# HELENA T. DEVEREUX SOCIETY

94 FAMILIES HAVE MADE THE EXTRAORDINARY COMMITMENT OF A PLANNED GIFT TO DEVEREUX ADVANCED BEHAVIORAL HEALTH.

*In 1995, we established the Helena T. Devereux Society to honor individuals who have planned for Devereux's future by naming us in their will or making Devereux a beneficiary of a planned gift.*

Mr. and Mrs. Charles S. Ackerman  
Mrs. Antonia Allsman  
Mr. Robert Alpert  
Mrs. Frances D. Armentrout  
Ms. L. Gail Atkinson  
Mr. and Mrs. Donald E. Austin  
Mr. Norman Avrech and  
Ms. Esther A. Schneider  
Ms. Susan H. Bailey  
Mr. and Mrs. Fred D. Barre  
Mr. and Mrs. Anson M. Beard, Jr.  
Ms. Jean J. Beard  
Ms. Melanie Beidler  
Mr. and Mrs. Francis M. Bird, Jr.  
Mrs. Marcia Brason-Potts  
Mr. Elliot F. Brown  
Mr. Ronald Brown

Mr. and Mrs. Ronald P. Burd  
Mr. Buddy Camp  
Mr. and Mrs. William W. Christopher  
Dr. and Mrs. Martin H. Cooper  
Samuel G. Coppersmith, Esq. and  
Beth Schermer, Esq.  
Mr. and Mrs. Theodore Daniels  
Mr. and Mrs. Thomas F. Donovan  
Mr. and Mrs. Robert C. Dunne  
Clark H. Edwards Fund  
Mrs. Virginia Falberg  
Mr. Barry W. Fenstermacher  
Mr. and Mrs. Paul J. Fleury  
Estate of Carole Friedman  
Ms. Frances L. Gainer  
Mr. and Mrs. Francis L. Genuardi  
Mr. and Mrs. Philip K. Glick

Mr. and Mrs. Bruce R. Glickman  
Mr. and Mrs. Robert Gottlieb  
Mr. Kenneth Hanby and  
Ms. Ellen S. Green  
Mr. and Mrs. Walter "Chip" J. Grono  
Dr. and Mrs. Walter B. Hall  
Ms. Cheryl A. Hassman  
Howard A. Hassman, D.O.  
Mr.\* and Mrs. Thomas C. Hays  
Ms. Treva T. Hicks  
Mr. and Mrs. Richard Hudak  
Ms. Audrey D. Hunt  
Mr. and Mrs. David Hunt  
Ms. Maureen L. Johnston  
Mr. Christopher E. Knight  
Mr. and Mrs. Robert Q. Kreider  
Mr. C. Perry Lacey





## DEVEREUX ADVANCED BEHAVIORAL HEALTH CHANGES LIVES.

Mr. and Mrs. Valentino Lemma  
Mr. James Lenahan  
Sarah Ellen Lenahan, Ed.D.  
Mrs. Betty Z. Levinson  
Mrs. Martha Lindsay  
Mr. and Mrs. Jerome F. Lombard, Jr.  
Mr. and Mrs. William Loeffler  
Mr. and Mrs. Anthony Maggi  
Mr. and Mrs. Steven Mansh  
Ms. Samantha Maracle  
Mrs. Wendy B. Michel  
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James H. Schwab, Esq. and  
Mrs. Kimberly Schwab  
Mrs. Carol Schwabacher  
Albert G. Shelton  
Mr. Leo Springer  
Mr. and Mrs. Fred Stroock  
Mrs. David D. Stuart  
Ms. Anne R. Swan  
Mr. Michael Tanguay  
John C. Taylor, III\*

Mr. Jeffrey K. Thompson  
Ms. Sally Thompson  
Patience S. Trainor Revocable Trust  
Mr. and Mrs. Joseph B. Tumolo  
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Mrs. Marcia M. Victor  
Mr. Robert Wagner  
Mr. John Watson  
Mrs. Clarissa T. White  
Mr. Michael T. Wilder and  
Mr. Brian N. Gettig  
Mr. and Mrs. W. L. Williams  
Mrs. Iva S. Willis  
Mr. Paul E. Wish, III  
Mr. Steven Bollinger and  
Ms. Leah S. Yaw

*\* This dear friend of Devereux Advanced Behavioral Health passed this year.*

## WITH DEEPEST APPRECIATION

### FOUNDERS SOCIETY

\$500,000-\$999,999

Anonymous

*1 donor contributed at the Founders Society level*

### PACESETTERS SOCIETY

\$100,000-\$499,999

#### **Individuals**

Mr. and Mrs. Ray Blydenburgh

Mr. Michael Goodwin

Mr. and Mrs. Robert Q. Kreider

Mr. and Mrs. Marty Schwarzkopf

Mr. Steven Bollinger and

Ms. Leah S. Yaw

### PACESETTERS SOCIETY

\$100,000-\$499,999

#### **Corporations and Foundations**

The Albert M. Greenfield Foundation

Independence Blue Cross

M.G. and Lillie A. Johnson Foundation, Inc.

The Kemper and Ethel Marley Foundation

Wawa, Inc.

Wyncote Foundation

*A total of 11 donors contributed at the Pacesetters Society level*

### BENEFACTORS SOCIETY

\$25,000-\$99,999

#### **Individuals**

Mr. and Mrs. James M. Allsman

Ms. Mary Ann Bartels

Ms. Melanie A. Beidler

Mr. Eric Blumencranz

Mr. and Mrs. Charles T. Creecy

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## CONDENSED STATEMENT OF REVENUE AND EXPENSES

2016

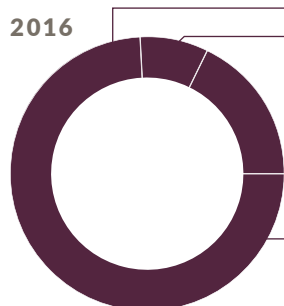


### REVENUE (in thousands)

Category	Percentage
Net client revenue	95.53%
Investment income	0.93%
Unrestricted contributions	0.77%
Other revenue	2.77%

	2016	2015
Net client revenue	\$422,189	\$401,253
Investment income	4,128	7,736
Unrestricted contributions	3,385	5,502
Other revenue	<u>12,250</u>	<u>12,440</u>
<b>Total Revenue</b>	<b>\$441,952</b>	<b>\$426,631</b>

2016



### EXPENSES (in thousands)

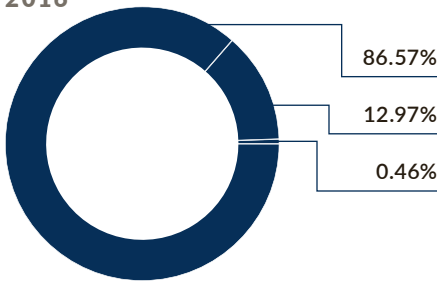
Category	Percentage
Salaries and benefits	74.30%
Purchased services	8.09%
Other	17.61%

	2016	2015
Salaries and benefits	\$325,896	\$307,628
Purchased services	35,472	35,319
Other	<u>77,259</u>	<u>74,980</u>
<b>Total Expenses</b>	<b>\$438,627</b>	<b>\$417,927</b>
Operating Income	3,325	8,704
Other Income (Loss)	<u>1,028</u>	<u>278</u>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$4,353</b>	<b>\$8,982</b>



## CONDENSED STATEMENT OF FUNCTIONAL EXPENSES

2016



### FUNCTIONAL EXPENSES (in thousands)\*

	2016	2015
Program services	\$379,719	\$361,306
General and administrative	56,890	54,185
Fundraising	<u>2,018</u>	<u>2,436</u>
<b>TOTAL</b>	<b>\$438,627</b>	<b>\$417,927</b>

### SELECTED OTHER INFORMATION FOR FISCAL YEAR 2016

Average number of clients served daily in residential programs	2,254
Average number of employees	6,524
Client revenue from campus-based services	52%
Client revenue from community-based services	48%
Uncompensated care provided to clients unable to pay	\$13,573*
Total contributions (restricted and unrestricted)	\$5,380*

## NATIONAL NETWORK

Devereux Advanced Behavioral Health's Philosophy of Care focuses on developing the strengths of each individual through research-based assessment and treatment programs. Devereux employs more than 6,000 staff and operates 15 centers in 13 states, providing services to tens of thousands individuals and their families annually.

### **Institute of Clinical and Professional Training and Research (ICPTR)**

*Located in Pennsylvania  
Services provided nationwide*

**610-542-3094**

[www.devereux.org/prevention](http://www.devereux.org/prevention)

**Ages:** Birth through life span

**Services:** Founded in 1957, the Institute of Clinical and Professional Training and Research (ICPTR) provides high-quality psychological and educational resources, consultation, and training to Devereux and other child, youth, and adult-serving organizations, including government agencies, early childhood programs, schools, and community-based systems of care. Since 1957, Devereux's Professional Psychology Internship Program has been offered by the Institute. ICPTR operates three centers:

#### **Center for Effective Schools (CES)**

improves services for children with, and at risk for developing, emotional and behavioral disorders through evidence-based practices. CES provides training and technical assistance to schools and other organizations in developing multi-tiered prevention and early intervention systems such as School-wide Positive Behavioral Interventions and Supports.

[www.CenterforEffectiveSchools.org](http://www.CenterforEffectiveSchools.org)

#### **Center for Resilient Children (CRC)**

promotes social and emotional development, fosters resilience, and builds skills for school and life success in children birth through school-age and also in the adults who care for them. CRC develops strength-based assessments and strategy resources supported by research in the fields of social and emotional development and resilience, and makes these resources available to teachers, staff, and parents.

[www.CenterforResilientChildren.org](http://www.CenterforResilientChildren.org)

#### **Direct Care Training Resources**

**(DCTR)** enhances staff performance at an organization's most critical level: the point at which services are delivered to the individuals entrusted to its care. DCTR's competency-based, empirically-supported programs for learning and performance have been provided for trainers, first-line personnel, and supervisory staff, throughout Devereux's national treatment network and in more than 100 other behavioral health, educational, and human service organizations.

### **Arizona**

*Locations throughout the state*

**602-283-1573**

[www.devereuxaz.org](http://www.devereuxaz.org)

**Ages:** Birth through life span

**Services:** Prevention/early intervention for birth to age five; parent training; ABA strategies for Autism Spectrum Disorders (ASD); family and facility-based respite; therapeutic and traditional foster care (including homes for seriously mentally ill adults); outpatient counseling and psychiatric support; special education; short-term intensive group home; and residential treatment with a wellness focus incorporating Positive Behavior Intervention and Support (PBIS) and emphasizing family engagement. Specialty tracks include substance abuse treatment, programming for Native American youth and a Culinary Arts program.

**Diagnoses:** Culturally competent care for individuals with emotional, behavioral and mental health disorders; complex trauma histories; ASD; and co-occurring substance abuse and mental health disorders.

## California

*Located throughout  
Santa Barbara County*

**805-968-2525**

[www.devereuxca.org](http://www.devereuxca.org)

**Ages:** Adults ages 18 through life span

**Services:** Campus-based residential treatment and respite care for adults ages 18 to 59; residential care facility for the elderly. Adult day program comprised of training and activity services, behavioral management/support services, social skills development, personal management, and pre-vocational training. Community-based supported living, independent living, behavioral support services, and community-based specialized residential services for individuals with Autism.

**Diagnoses:** Intellectual/Developmental Disabilities (IDD); neurological impairments; Autism Spectrum Disorders (ASD); dual diagnosis; mental health; and emotional and behavioral disorders.

## Colorado

*Locations throughout metro Denver area*

**800-456-CLEO**

[www.devereuxco.org](http://www.devereuxco.org)

**Ages:** Residential boys and girls age 7 to 21

Community-based services serve all ages throughout metro Denver.

**Services:** Campus-based residential program for youth age 12-21 and short term intensive residential for youth age 7-19; school-based day treatment program for youth 6th-12th grade. Community behavioral health services located throughout the metro Denver area including medication

management, intensive home-based services, outpatient services, mobile crisis stabilization, independent living programs, individualized transition services, and vocational training for adults with Intellectual/Developmental Disabilities (IDD).

Residential specialty tracks including treatment for youth with high-functioning autism; sexually reactive youth; programming for Native American youth; work experience programs; and vocational training program for adults with IDD.

**Diagnoses:** Psychiatric; emotional and behavioral disorders; and substance abuse.

## Connecticut

### The Glenholme School

*Located in Washington*

**860-868-7377**

[www.theglenholmeschool.org](http://www.theglenholmeschool.org)

**Ages:** 10 to 21, grades 5-12+

**Services:** The Glenholme School is an independent, co-educational, special needs boarding school for students with high functioning Autism Spectrum Disorders (ASD), attention deficit disorder (ADHD), Tourette, compulsive disorders, depression, anxiety and various learning differences. The school provides a positive, nurturing setting and individualized services designed to help students develop competence, socially and academically.

Glenholme also offers a supportive college and post-secondary transition program for young men and women who seek advanced education and career development. Individuals with learning differences and ASD learn higher levels of independence with Glenholme's professional support and coaching.

**Diagnoses:** Emotional, behavioral and/or learning differences; ASD, ADHD, OCD, Tourette; anxiety; and mood disorders.

## Florida

*Locations throughout the state*

**800-338-3738 Ext. 77130**

[www.devereuxfl.org](http://www.devereuxfl.org)

**Ages:** Birth through life span

**Services:** Child and adolescent psychiatric specialty hospital; intensive therapeutic residential treatment center; dual diagnosis center; accredited K-12 school; statewide intensive psychiatric program; Intellectual/Developmental Disabilities (IDD); diabetes management program; community-based group homes; treatment foster care; traditional foster care; child welfare services; outpatient counseling; case management; abuse/neglect prevention programs; community outreach and specialized services for sexually exploited youth.

**Diagnoses:** Wide range of psychiatric, emotional and behavioral disorders; mild to severe Intellectual/Developmental Disabilities (IDD); Autism Spectrum Disorders (ASD); and trauma-related disorders.

## NATIONAL NETWORK

### Georgia

*Locations in metro Atlanta area*

**800-342-3357**

[www.devereuxga.org](http://www.devereuxga.org)

**Ages:** Birth to 21

**Services:** Psychiatric Residential Treatment Facility (PRTF); Foster Care Program; Group Homes; and AdvancED-accredited school. PRTF treats youth within a secure setting who are experiencing severe emotional/behavioral challenges. Foster Care Program provides training to foster parents to meet the physical, emotional and social needs of youth in a supportive family setting until the natural family can be reunited or permanency through adoption can be achieved. Group Homes provide supervision, life skills and support services to youth who cannot be served in their own homes but are appropriate to receive those services in a community setting (one within the secure campus and one in the community).

**Diagnoses:** Psychiatric; behavioral and emotional disorders; dual diagnoses.

### Massachusetts and Rhode Island

*Locations throughout Massachusetts and Rhode Island*

**508-886-4746**

[www.devereuxmari.org](http://www.devereuxmari.org)

**Ages:** Birth to 21

**Services:** Residential treatment; community-based group homes; therapeutic foster care; special needs day school; substance abuse; autism services; diagnostic services; in-home services; and vocational training.

**Diagnoses:** Psychological, emotional and behavioral disorders; Intellectual/Developmental Disabilities (IDD); complex post-traumatic stress disorder; co-mental health and substance abuse disorders; and Autism Spectrum Disorders (ASD).

### New Jersey

*Locations throughout the state*

**856-599-6400**

[www.devereuxnj.org](http://www.devereuxnj.org)

**Ages:** 5 through life span

**Services:** Community-based group homes; supervised apartments; intensive and traditional treatment foster care homes; specialty bed programs; in-home clinical services; apartments for medically-fragile adults; professional consultation services; and vocational programs.

**Diagnoses:** Emotional and behavioral disorders; Autism Spectrum Disorder (ASD); and mild to profound Intellectual/Developmental Disabilities (IDD).

### New York

*Locations in Westchester, Dutchess, Columbia and Ulster Counties*

**845-758-1899**

[www.devereuxny.org](http://www.devereuxny.org)

**Ages:** 5 through life span

**Services:** Campus and community-based residential treatment group homes; staffed and supported apartments; special needs day schools; and day habilitation.

**Diagnoses:** Intellectual/Developmental Disabilities (IDD) with emotional disorders; Autism Spectrum Disorders (ASD); pervasive developmental disorders; and multiple challenges.

### Pennsylvania

#### Adult Services

*Locations in Chester, Delaware and Montgomery Counties*

**610-251-2017**

[www.devereuxpa.org](http://www.devereuxpa.org)

**Ages:** 21 through life span

**Services:** Campus and community homes and apartments offering respite, semi-independent living, supported living programs, and shared-living programs/lifesharing; vocational and employment services.

**Diagnoses:** Intellectual/Developmental Disabilities (IDD); emotional/behavioral disorders; dual diagnosis; Autism Spectrum Disorders (ASD); learning disabilities; and brain injury.

### Children's Behavioral Health Services

*Locations in Chester County, PA and Wilmington, DE*

**800-935-6789**

[www.devereuxpa.org](http://www.devereuxpa.org)

**Ages:** 2 to 21

**Services:** Acute and sub-acute psychiatric hospitalization; intensive, short-term and community-based residential treatment; special education day school programs; psychiatric services; school-based services; and pre-vocational programs. Community-based family counseling; case management; and outpatient services, including evidence-based therapies such as: Dialectical Behavioral Therapy (DBT); Parent Child Interactive Therapy (PCIT); and Trauma-Focused Cognitive Behavioral Therapy (TF-CBT).

**Diagnoses:** A wide range of psychiatric, emotional and behavioral disorders.

### Children's Intellectual and Developmental Disabilities

*Locations in Chester, Delaware and Philadelphia Counties*

**866-532-2212**

[www.devereuxpa.org](http://www.devereuxpa.org)

**Ages:** Birth through the life span

**Services:** Home and community based services include therapeutic support services; mobile therapy; psychological and autism assessments; therapeutic foster care; treatment family program (specialized foster care for children with Intellectual/Developmental Disabilities (IDD) and with Autism Spectrum Disorder (ASD); consultation services; and special education programs including day schools for students with ASD and IDD. Residential treatment services provided for ages 6-21 include a specialized, short-term program for individuals with ASD.

For adults 18 years of age through the lifespan: Community-based services include assessment services; community-based supportive living programs; independent living supports; and employment/supportive employment programs.

**Diagnoses:** Intellectual/Developmental Disabilities (IDD); ASD; dual diagnosis; neurological impairments; and emotional, behavioral, sexual and developmental disorders.

### Pocono

*Locations throughout Northeastern Pennsylvania*

**570-839-6147**

[www.devereuxpocono.org](http://www.devereuxpocono.org)

**Ages:** 2 through life span

We provide a wide array of quality programs and services to children, adolescents, and adults whose needs stem from Intellectual/Developmental Disabilities (IDD); Autism Spectrum Disorders (ASD); mental health disorders and challenging behaviors.

**Services:** Community Living; Life Sharing; Community Integrated Employment and Pre-employment services; School to Work Transition; and Behavioral Health Rehabilitation Services.

**Diagnoses:** Intellectual/Developmental Disabilities (IDD); emotional and behavioral disorders; autism and Autism Spectrum Disorders (ASD); mental health/developmental disabilities combinations; and brain injury.

### Texas

*Locations in League City and Victoria*

**800-373-0011 (league city)**

**800-383-5000 (victoria)**

[www.devereuxtexas.org](http://www.devereuxtexas.org)

**League City Services:** Long-term hospitalization and intensive residential services for adolescents and young adults; non-public special education school for ages 12 to 22; vocational programs; and foster care services for birth to 18.

**Victoria Services:** Residential services for children, young adults and adults; with non-public special education school for grades K-12; foster care services for birth to 18; community-based living program; and vocational programs.

**Diagnoses:** Emotional/behavioral disorders; Intellectual/Developmental Disabilities (IDD); dual diagnosis; and Autism Spectrum Disorders (ASD).

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**DEVEREUX ADVANCED  
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It is the policy of Devereux Advanced Behavioral Health to practice non-discrimination in services. All activities – with regard to referrals, admissions, placement of individuals and provision of services – shall be conducted without regard to race, color, religious creed, ancestry, national origin, gender, sexual orientation, or identity.

For more information on our programs, service offerings or additional copies of this annual report, please call 800-345-1292 or 610-520-3000 or visit [www.devereux.org](http://www.devereux.org).

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