

Devereux | UNLOCKING
ADVANCED BEHAVIORAL HEALTH | HUMAN POTENTIAL™

2021

ANNUAL REPORT



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

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A LETTER FROM THE CHAIRMAN OF THE BOARD



Dear Devereux Families and Community Members,

Creating safe and welcoming spaces for children, adolescents and adults to learn and thrive is the foundation of excellent care.

At Devereux Advanced Behavioral Health, we are placing unwavering focus on supporting those who rely on us for compassionate and high-quality programs and services.

The last few years have been challenging for everyone. But through these challenges – COVID-19 and the Great Resignation to name a few – Devereux’s resilient team members have weathered the storm. I am humbled by this group of servant leaders and their commitment to the individuals in our care. It is inspiring to watch them in action – their patience, positivity and passion for our mission, and our individuals, is like nothing I have ever witnessed.

I also am grateful for the dedication and guidance of my fellow Board of Trustees, whose enduring support has been instrumental in helping to shape this outstanding organization’s future.

This annual report underscores Devereux’s unyielding commitment to enhancing safety and quality throughout our programs and services. It represents a comprehensive and concerted effort to drive positive change on our campuses, in our communities and across the industry – through actionable initiatives, outcomes-driven reporting and steadfast transparency. I have been proud to watch the Devereux leadership team work together, tirelessly, to implement steps toward this end.

Devereux’s achievements over the last few years have been many, and they have been significant, but we will not rest until we are best-in-class – in the areas of safety and quality of care – within the behavioral healthcare industry.

Our journey to serve those most vulnerable members of our society includes many stakeholders. Countless partners, including parents, academics, experts, educators, researchers and regulators play a vital role in helping the individuals we support unlock their full potential. With clinical expertise and compassion, our partners serve as a critical source of emerging insight, coordinated metrics, broad clinical perspectives and shared best practices.

Looking ahead, we will continue to foster close relationships with our valued partners – particularly in today’s complex and ever-changing behavioral health landscape – to ensure we are providing the highest levels of quality and evidence-based treatment, coupled with empathy and the utilization of exceedingly safe and measurable programs, for our individuals in care.

My heartfelt thanks go out to the entire Devereux community, who work together, every day, to help ensure the individuals we are privileged to serve lead healthy and happy lives, and that, with our support, blossom into the people they were meant to become.

Sincerely,
Christopher D. Butler
Chairman of the Board

A LETTER FROM THE PRESIDENT AND CEO



Dear Family Members, Partners and Supporters,

It is with deep gratitude and shared resolve that I introduce Devereux Advanced Behavioral Health’s annual report. In the pages that follow, you will find a detailed update of the important and meaningful progress we have made across our organization.

Guided by our mission and supported by the shared compassion of thousands of team members, we have made significant improvements, particularly in the areas of safety and quality, throughout our entire network. I am extremely proud of Devereux’s achievements and continued evolution, and confident about our future impact within our communities.

Due to a confluence of trends – a global pandemic and a rapidly changing behavioral healthcare landscape – the world’s focus on mental health has never been greater or more essential. Across all corners of society, the call for holistic care has taken on new urgency.

We believe that, in order for our individuals to flourish and be the best version of themselves, Devereux must maintain an unwavering focus on whole-person health – the integration of behavioral and physical health. As part of this belief, we recognize our clinical care must be inextricably linked with ensuring those we serve feel physically and emotionally safe, while helping them unlock their full potential. This innate understanding of what exceptional behavioral healthcare looks like – and how it is delivered – extends to our classrooms, campuses and community-based services.

On par with the largest hospitals and health systems, Devereux has taken several actions to further enhance its evidence-based metrics and reporting efforts. Our new Integrated Safety and Quality Model sets a standard for the industry in formalizing our approach to measuring progress on these critical fronts. We are committed to accelerating the continued adoption of outcomes-driven reporting to elevate the value, transparency and accountability of our work for all Devereux constituents – from individuals and families served to providers, funders and community partners.

In this report, you will find an overview of Devereux’s clinical and community impact, metrics tied to safety and quality, financials, and our sincere recognition and gratitude for those who are advancing our mission for the benefit of the individuals we are privileged to serve. Truly, we are charting a new course, with an enhanced outcomes-driven focus to support our field’s forward momentum in the years to come.

While the scope and complexity of our industry continues to evolve, Devereux’s promise of high-quality, evidence-based treatment and compassionate care has never been stronger. Ensuring the well-being of our individuals’ minds and bodies will continue to be the cornerstone of our programs and services, connecting everything we do for the 25,000 children, adolescents and adults – and their families – entrusted to our care annually.

I am incredibly grateful to our growing network of supporters who enable us to continue this rewarding, service-minded work. Thank you for helping Devereux build even stronger bonds between our families – and our communities.

Sincerely,
Carl E. Clark II
President and CEO
Devereux Advanced Behavioral Health

BOARD OF TRUSTEES

Christopher D. Butler +

Chairman of the Board
Daufuskie Island, South Carolina

Clarence Armbrister +

Vice-Chair of the Board
President, Johnson C. Smith University;
Devereux family member
Charlotte, North Carolina

Lisa McCann +

Vice-Chair of the Board
Glenmoore, Pennsylvania

Francis "Skip" Genuardi *

Devereux family member
Worcester, Pennsylvania

Carl E. Clark II +

President and CEO,
Devereux Advanced Behavioral Health
Villanova, Pennsylvania

Hank Booth

eCommerce Manager,
The Coca Cola Company
Marietta, Georgia

Constance A. Eagan

New York, New York

Robert Ellis, Esq. +

Montclair, New Jersey

John C. Gustafsson, Esq. +

Staten Island, New York

Elizabeth Hirsch +

Retired Executive Officer,
Praxair, Inc.;
Devereux family member
Fort Lauderdale, Florida

Dr. Marissa Leslie

Psychiatrist,
Adventist Health Care
Silver Spring, Maryland

Jamie Nelson

Senior Vice President and
Chief Information Officer,
Hospital for Special Surgery
New Paltz, New York

Shaye Schloss

Devereux family member
Richboro, Pennsylvania

James H. Schwab, Esq. +

Devereux family member
Briarcliff Manor, New York

Jane Taylor

Visual artist and painter;
Devereux family member
Germantown, New York

K. Lisa Yang

Devereux family member
Bryn Mawr, Pennsylvania

CHAIRMEN EMERITI

Samuel G. Coppersmith, Esq.
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
Elva Ferrari-Graham

*This dear friend of Devereux Advanced Behavioral Health has passed away

+ Member of the Executive Committee

OFFICE OF THE PRESIDENT

Carl E. Clark II

President and Chief Executive Officer

Robert C. Dunne

Senior Vice President and Chief Financial Officer /
Operating Vice President

Rhea Fernandes, Psy.D.

Senior Vice President and Chief Operating Officer

Yolanda Graham, M.D.

Senior Vice President and Chief Clinical/Medical Officer

Leah S. Yaw

Senior Vice President and Chief Strategy Officer

Mike Ernst

Senior Vice President of People Operations

John A. "Jack" Kane, Esq.

Senior Vice President and General Counsel

Kelsey Lawson, JD

Senior Vice President and Chief Safety and Risk Officer

CORPORATE OFFICERS

Jacalyn Auris, Ed.D.

Vice President of Educational Services

Melanie Beidler, M.S.

Vice President of Operations - Children's Services

Glen Bianchini, RPh, M.S.

Chief Pharmacy Officer

Stephen Bruce, M.Ed., BCBA

Vice President of Operations - Adult Services

Tom Shurer

Vice President of Information Resources

Gwendolyn B. Skinner

Vice President of Operations

Fran Wagner

Vice President of Audit and Compliance

David A. Griffith, C.P.A.

Controller



OUR COMMITMENT TO THE FAMILY STANDARD

Our programs, practice settings and systems of care must match the same high levels of quality and compassion of those we would choose for our own family members.



For more than a century, Devereux has held a core belief that each individual served should be treated with the utmost care and respect. Grounded in compassion, our approach provides sensitive and flexible care that takes into account the developmental, psychological, emotional and social needs of children, adolescents and their families.

We formalized this commitment by establishing a standardized set of principles and practices that is now a model for the industry.

ALL FAMILIES AND LOVED ONES IN OUR CARE HAVE THE RIGHT TO:

- Be treated with dignity, respect, appreciation and empathy
- Receive services in treatment settings that foster positive family relationships
- Receive appropriate levels of care according to the needs of their loved one
- Receive timely and appropriate medical care and follow-up
- Receive person-centered and strength-based care individualized to their loved one's needs

- Receive equitable care – race, ethnicity, national origin, religion, ability, gender, gender identity, sexual orientation and age will not impact quality of care
- Have their confidentiality and privacy protected
- Have questions and grievances taken seriously and addressed in a safe and timely manner

Actively engage in their loved one's care and treatment

- Be recognized and valued for their expertise regarding their loved one
- Incorporate their own family values, culture and preferences into the treatment model
- Participate meaningfully in treatment and planning team meetings, evaluations and feedback sessions
- Receive resources, trainings, supports and continuing education regarding their loved one's diagnoses and conditions
- Be actively involved in the discharge planning process

Communicate openly and in the way that best meets the unique needs of them and their loved one

- Be heard and supported regarding their views, opinions and concerns
- Have ongoing and frequent communication with their family member in care, as well as their loved one's staff and treatment team
- Receive comprehensive information about diagnoses, medications, individualized treatment options and plans, available programs, activities and experiences, progress, and expected outcomes
- Request an interpreter to facilitate full communication and understanding in the family's preferred language



DEVEREUX'S FAMILY ADVISORY BOARD

At Devereux, we recognize our families are the first and foremost experts on their children, siblings or loved ones.

In 2018, in an effort to formalize and expand the roles our families play at our organization, we established the Devereux Family Advisory Board, under the leadership of National Trustee and parent James Schwab and his wife, Kim, and National Trustee and sibling Jane Taylor.

Joined by fellow National Trustees and parents Clarence Armbrister and Shaye Schloss, a committed, invested group of parents and siblings across Devereux's continuum of care and geographic locations came together to inform, enrich and expand the Devereux Family Standard.

Since its inception, the Devereux Family Advisory Board has helped lead efforts to formulate and codify a Devereux Family Bill of Rights, along with a Family Balanced Scorecard. In addition, in 2021, the advisory board provided valuable insight into the development of a family communications survey, sent to thousands of Devereux family members. From that input, Devereux is committed to deploying an advanced electronic portal that will further improve communication between families and the Devereux staff who support and serve their loved ones.

Devereux extends its sincere gratitude to the members of the Family Advisory Board for their leadership, guidance and dedication to enhancing the family experience for everyone Devereux is privileged to serve.

CO-CHAIRS

James Schwab
Kimberly Schwab
Jane Taylor

EXECUTIVE COMMITTEE

Clarence Armbrister
Cecilia Bakker
Shaye Schloss

COMMITTEE MEMBERS

Edward and Janet Chen
Laurie DeMoon
Frank Genuardi
Rick Haury
Barbara Nash
Evon and Rick Peet
Jackson Schwab

OUR PLEDGE TO QUALITY & SAFETY



01 CULTURE OF CARING

Grounded in our founding principles of compassion, care and Servant Leadership, our culture helps ensure a continual commitment to safety and quality for all of those in our care.



02 ROBUST POLICIES & PROCEDURES

By taking a holistic, system-based approach, we have made sweeping enhancements to all dimensions of our operations to achieve the highest standards of safety, quality and accountability.



03 ENHANCED STAFFING, TRAINING & SUPERVISION

Over the last 20 years, we have supported our model of care with comprehensive recruiting, hiring, training and staffing protocols that help our thousands of dedicated team members best support the individuals we serve every day.



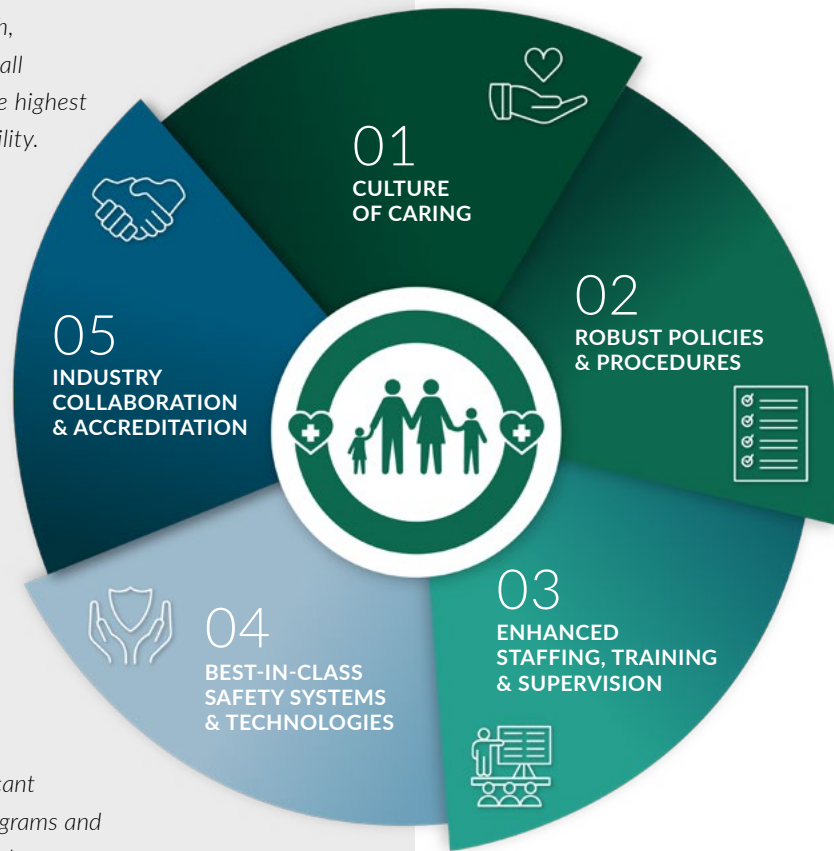
04 BEST-IN-CLASS SAFETY SYSTEMS & TECHNOLOGIES

As an industry leader, we have made significant investments to enhance our technology, programs and facilities to improve the safety of our physical spaces and mitigate risk across the full spectrum of our care.



05 INDUSTRY COLLABORATION & ACCREDITATION

Working in close partnership with a national network of families, educators, policymakers, regulatory agencies and law enforcement groups who share our commitment to creating an even safer environment for all.



DEVEREUX'S CENTURY-LONG COMMITMENT TO SAFETY

The year 2021 marked a recommitment to our core values of safety and quality. Despite industry-wide progress and enhancements, the issue of safety remains a critical and complex challenge for all care providers. We have re-dedicated ourselves to developing, implementing and closely overseeing meaningful safety and quality solutions, so everyone receiving care at Devereux feels safe, protected and loved – and so their families can enjoy genuine peace of mind.

DEVEREUX INTEGRATED SAFETY AND QUALITY MODEL

The World Health Organization defines patient safety as “a framework of organized activities that creates cultures, processes, procedures, behaviors, technologies and

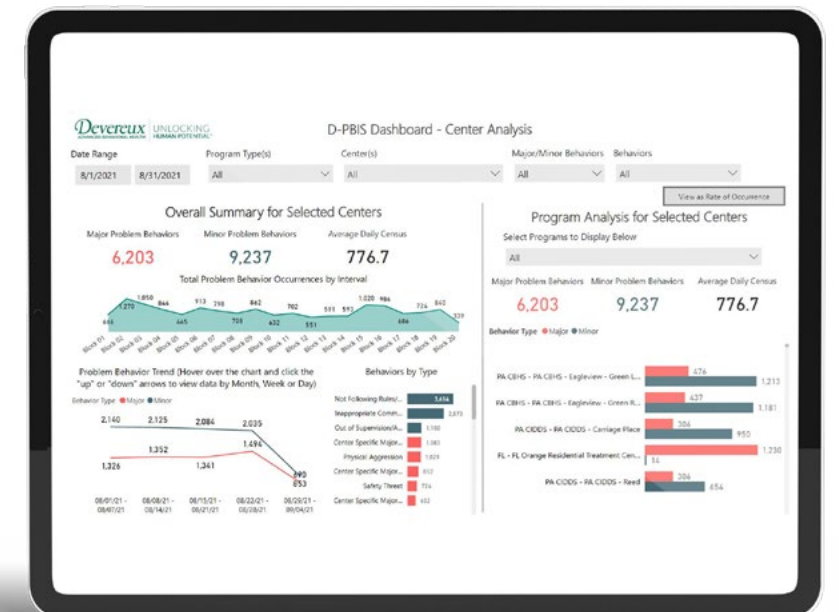
environments in health care that consistently and sustainably lower risks and reduce the occurrence and impact of avoidable harm.”

We recognize that ensuring meaningful, continuous quality and safety improvements in the behavioral healthcare field requires dedicated focus and commitment, as well as significant investments of time and capital resources. By taking a holistic, system-based approach to safety and quality, we have made, and will continue to make, sweeping and significant enhancements to all dimensions of our operations, culture, systems and standards.

Our focused, holistic model ensures the consistent progress all responsible healthcare providers must make on an ongoing basis: enhanced visibility on the ground, in care settings, where it matters most; ever-stronger controls and oversight of safety, quality and risk management; faster cycles of decision-making; and complete accountability at every level.

SYSTEM-WIDE SAFETY DATA DASHBOARDS

To further enhance the transparency of our incident data and reporting, we launched an innovative dashboard that provides a clear and comprehensive view of incidents. High-value data from the organization's internal systems and, increasingly, from external sources is structured in a configuration that joins information from various sources and functional domains. All direct care managers can see and act on a variety of important data in real time.





01 CULTURE OF CARING

In 2021, we continued to strengthen and enhance our core culture. Grounded in our founding principles of compassion, care and Servant Leadership, our culture helps ensure a continual commitment to safety and quality for all of those in our care.

MISSION

To change lives – by unlocking and nurturing human potential for people living with emotional, behavioral, or cognitive differences.

OUR CORE VALUES

COMPASSION:

We have a deep and abiding understanding of, and respect for, our individuals and their families.

KNOWLEDGE:

We rely on data and evidence to inform our care. Our work requires a marriage of science and art.

COLLABORATION:

We require an integrated team approach based on respect, shared goals and altruism.

DEDICATION:

We maintain relentless optimism and perseverance to support the lifelong journey of those we serve.

LEARNING:

We pursue continuous personal improvement, professional development and expanding impact.

PROGRESS:

We are *Always en Route*, continually incorporating new innovations to advance our services, our industry and the lives of those we serve.

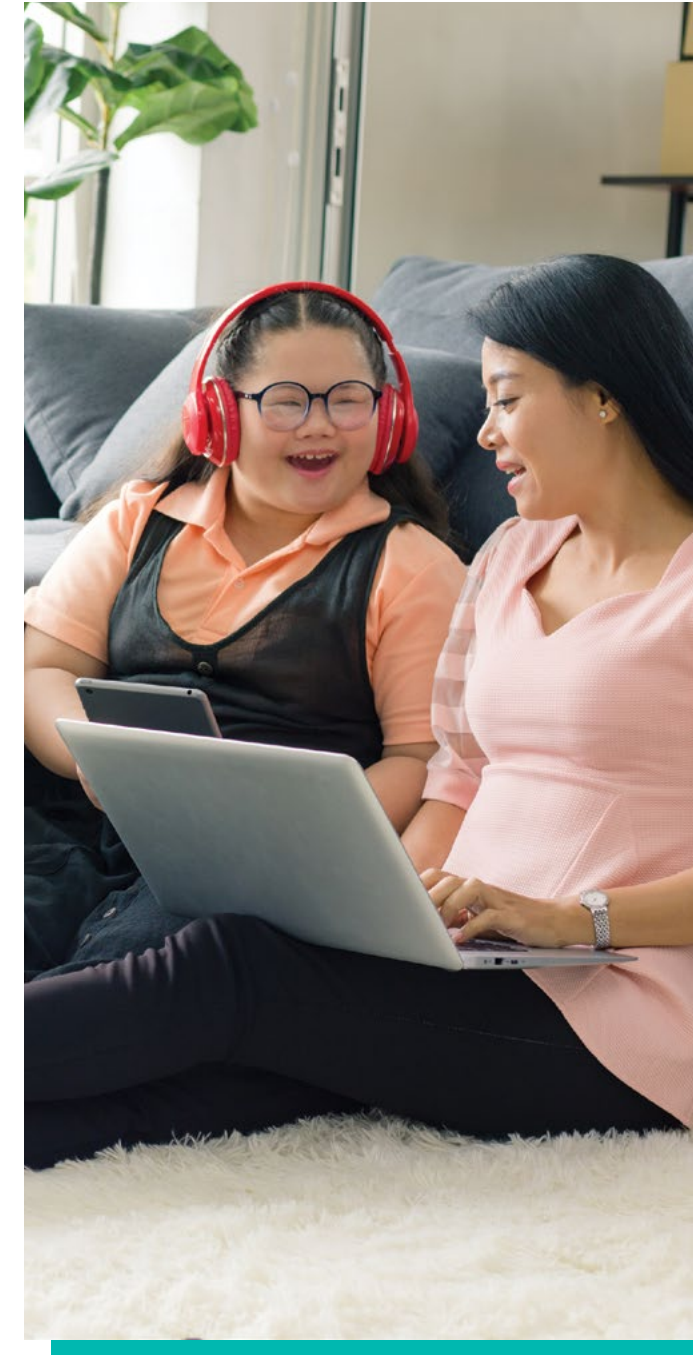


PARENTS IN BOARD COMPOSITION

Our national Board of Trustees is required to ensure the board be comprised of a minimum of five family members. In 2021, a total of seven national Trustees – or 50% of our Board – were also family Devereux members.



02 ROBUST POLICIES & PROCEDURES



By taking a holistic, system-based approach, we have made sweeping enhancements to all dimensions of our operations to achieve the highest standards of safety, quality and accountability.



RISK MANAGEMENT COMMITTEE



CONSISTENT FOCUS ON MAJOR RISK EVENTS (MRES)



ENHANCED SAFETY DATA COLLECTIONS



SYSTEM-WIDE SAFETY DATA DASHBOARDS



03 ENHANCED STAFFING, TRAINING & SUPERVISION

In 2021, we continued to support our model of care with continued investment and focus on recruiting, hiring, training and staffing protocols that help our thousands of dedicated team members best support the individuals we serve every day.

- Rigorous pre-employment clearances
- Enhanced screening tools and evaluations
- Expanded staff structures and supervision
- Essential Skills program for behavioral health professionals
- Reducing turnover and vacancies
- Championing wage increases to elevate care
- Direct care professional compensation initiative

“A quick note that our son has been doing well since he got home. He misses you, the nurses, the staff and the teachers very much. He has been constantly telling me how grateful he feels about all the love, care and support he received from you and the Devereux team. Without that, he could not have improved so much and could not have graduated from high school this summer. We just can’t thank you more for all the great support from you and the team! He has only been home for four days, but he already asked when he could go back to visit Devereux.”

— Devereux Parent, 2021

ENHANCED MANDATORY SAFETY TRAINING

COMPREHENSIVE EVALUATION

after 90 days of employment, and again after 12 months

50 HOURS

of safety training upon hiring

40 HOURS

of annual training

- Quality care
- Regulations and quality
- Abuse and neglect
- Corporate compliance
- CPR and first aid
- Cultural diversity
- Documentation
- Driver safety
- Fire safety
- Food safety and dietary precautions
- LGBTQ rights
- Positive care approaches
- Rights of individuals in care
- Safe and appropriate interactions
- Safe physical management of individuals
- Sexual harassment
- Supervision
- The family perspective
- Trauma-informed care
- Workplace safety



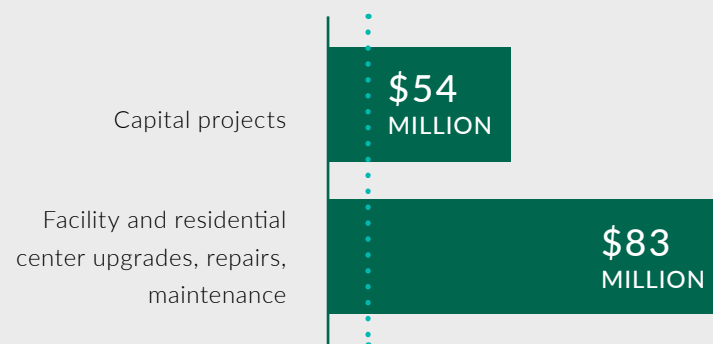


04 BEST-IN-CLASS SAFETY SYSTEMS & TECHNOLOGIES

As an industry leader, we have made significant investments to enhance our technology, programs and facilities to improve the safety of our physical spaces and mitigate risk across the full spectrum of our care. Over the last three years, we've made more than \$50 million in additional investments in our systems, video technologies and reporting protocols.

- Multimillion-dollar investments in video technologies
- Real-time observation solutions
- Capital investments and facility upgrades

OUR SAFETY-LED INVESTMENTS



05 INDUSTRY COLLABORATION & ACCREDITATION

2021 was another year of deep collaboration. Working in close partnership with a national network of families, educators, policymakers, regulatory agencies and law enforcement groups who share our commitment to creating an even safer environment for all.

- Nationally recognized mental and behavioral healthcare agencies and associations
- State departments of health and human services
- Quality accreditation and licensing organizations
- Child safety and welfare agencies and associations
- Parent associations and coalitions
- Public and private universities
- Law enforcement agencies
- Public schools and education leaders
- International partners
- Autism industry partners

NATIONALLY RECOGNIZED ACCREDITATIONS/PARTNERSHIPS



STRATEGIC PLAN | FISCAL YEARS 2023-2025

MEETING THE DEVEREUX FAMILY STANDARD: QUALITY, SAFETY, DIGNITY & TRUST

In June 2022, Devereux's National Board of Trustees approved a strategic plan to help guide the organization through Fiscal Years (FY) 2023-2025. The plan prioritizes quality and safety above all else, with families at the center of every decision and action through our Devereux Family Standard of Care.

DEFINING THE DEVEREUX FAMILY STANDARD

The Devereux Family Standard of Care is our touchstone principle that demands that, at all times, our programs, practice settings, and systems of care match the high levels of quality and compassion of those we would choose for our own family members. Nothing less is acceptable.

Rooted in Safety, Quality, Dignity and Trust, the Devereux Family Standard serves as an enduring North Star, inspiring us to continually enhance and elevate the quality and compassion of our policies, practices and people.

Devereux has adopted the following language – defining the Devereux Family Standard – as the theme of its 2023 – 2025 strategic plan:

- Devereux will operate programs of such excellence that every employee would entrust their own family member to its care.
- Devereux will consistently deliver evidence-based, high-quality, safe programs, rooted in empathy, respect and admiration for the people we serve and their families.
- Devereux will foster the contentment, dignity, and individual success of those entrusted to our care by cultivating skills, providing supports and strengthening pathways to healthy engagement with self, family, community and the future.
- Grounded in a culture of genuine care, and demonstrating consistency, good communication and fundamental respect for those we serve, we will never stop working to be worthy of the trust our families place in us.
- For those in our care, and those who love them, we will strive to deliver peace of mind and a positive vision of the future every day.

The motivation for adopting this new Family Standard is simple. It is our genuine quest for excellence on behalf of the children, adolescents and adults – and their families – we are privileged to serve every day.

This commitment is expanded into a meaningful and actionable framework with our Devereux Vision Flywheel (pictured at right).

OUR STRATEGIC LODESTONE: ROOTED IN CONTINUOUS QUALITY IMPROVEMENT

Mid-way through the prior strategic cycle, Devereux launched the most comprehensive quality and safety initiative in the organization's history. Across all locations, Devereux has been, and will continue to be, fully engaged in the process of continuous quality improvement.

In spring 2022, our Board of Trustees appointed Kelsey Lawson to the position of senior vice president and chief safety and risk officer. In this senior-level role, Lawson will bring her considerable safety and risk management experience to oversee all aspects of Devereux's safety and quality efforts, including connecting/aligning myriad safety and quality departments and initiatives already in progress.

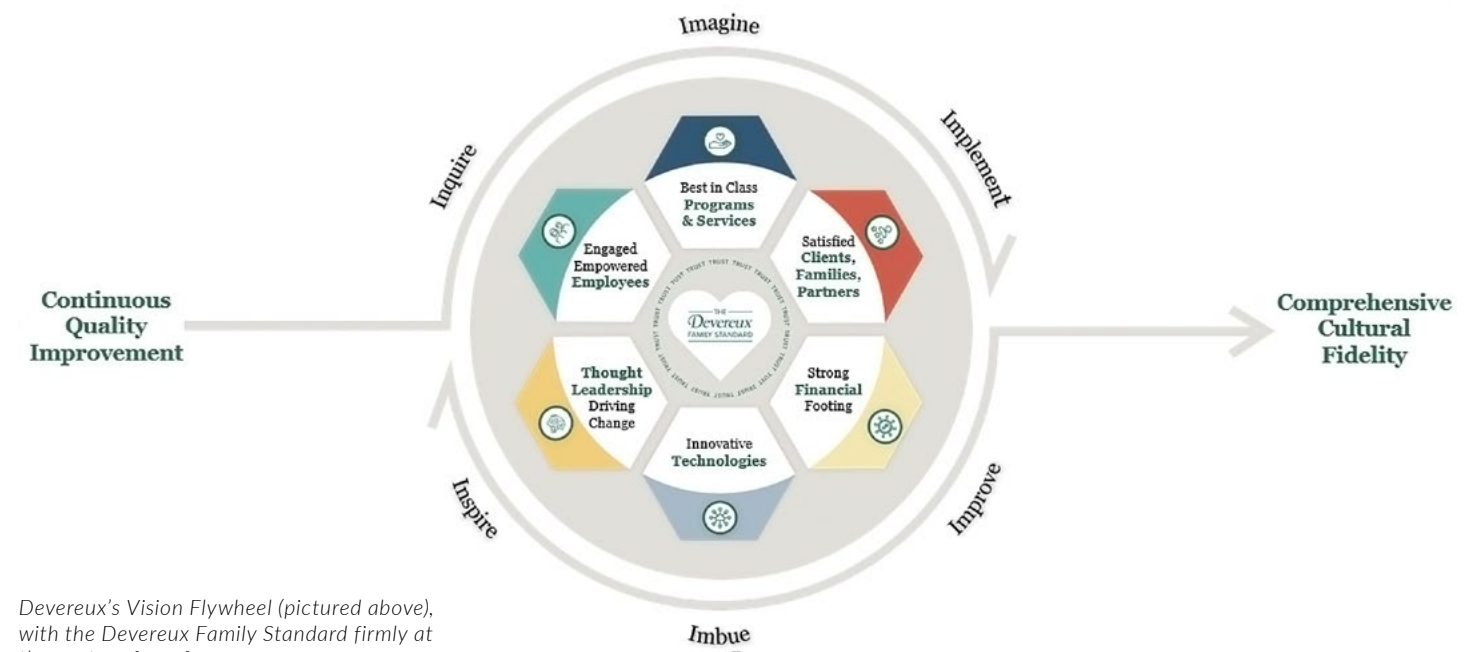
The plan includes the adoption of the strategic lodestone of cultivating a comprehensive organizational ecology of excellence – a quality management system rooted in the principles of Continuous Quality Improvement.



Kelsey Lawson
Senior Vice President and Chief Safety and Risk Officer

Creating an organizational ecology rooted in quality systems requires careful thought and planning – it will take time. During this upcoming strategy cycle, we will work to build this ecology, and the necessary investment of time and resources will pay dividends for the future generations served by Devereux.

Devereux's FY 2023-2025 strategic plan further reinforces our commitment to quality and safety and the Devereux Family Standard.



Devereux's Vision Flywheel (pictured above), with the Devereux Family Standard firmly at the center of our focus.

HELENA T. DEVEREUX SOCIETY

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. We are honored they have chosen to include Devereux among the people and causes most dear to them.

Mr. and Mrs. James M. Allsman

Mr. Robert Alpert

Ms. L. Gail Atkinson

Ms. Susan H. Bailey

Mr. and Mrs. Fred D. Barre

Mr. and Mrs. Anson M. Beard, Jr.

Ms. Jean J. Beard

Mrs. Matilda Becker

Ms. Melanie A. Beidler

Mr. and Mrs. Francis M. Bird, Jr.

Mrs. Marcia Brason-Potts

Mr. Elliot F. Brown

Mr. Ronald Brown

Mr. and Mrs. Fred Buchanan

Mr. and Mrs. Ronald P. Burd

Mr. Buddy Camp

Clark H. Edwards Fund

Dr. and Mrs. Martin H. Cooper

Samuel G. Coppersmith, Esq.

Mr. and Mrs. Theodore Daniels

Mr. and Mrs. Robert C. Dunne

Mr. Barry W. Fenstermacher

Ms. Frances L. Gainer

Mr. and Mrs. Francis L.* Genuardi

Mr. and Mrs. Philip K. Glick

Mr. and Mrs. Robert Gottlieb

Mr. Kenneth Hanby and
Ms. Ellen S. Green

Mr. and Mrs. David A. Griffith

Mr. and Mrs. Walter "Chip" J. Grono

John C. Gustafsson, Esq. and
Mary Beth Gustafsson, Esq.

Dr. and Mrs. Walter B. Hall

Cheryl A. Hassman

Howard A. Hassman, D.O.

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

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. John M. Lopez

Mr. and Mrs. Anthony Maggi

Mr. and Mrs. Steven Mansh

Mrs. Wendy B. Michel

Mr. and Mrs. Daniel L. Milligan

Mr. and Mrs. John Millington

Mr. Dougald P. Montgomery

Mr. and Mrs. Norman Mosko

Mr. and Mrs. Gregory C. Newell

Mr. Joseph L. Nutter

Mrs. Victoria G. Pauley

Mr. Larry Reddel

Mr. and Mrs. Allan S. Rogers

Dr. and Mrs. Howard A. Savin

James and Kimberly Schwab

Carol and Robert Schwabacher

Albert G. Shelton Trust

Mr. Leo Springer

Mr. and Mrs. Fred Stroock

Mrs. David D. Stuart

Ms. Anne R. Swan

John S. Tamagni, Jr.

Mr. Michael Tanguay

Mr. Jeffrey K. Thompson

Ms. Sally Thompson

Mr. and Mrs. Joseph B. Tumolo

Mrs. Beryl J. Turner

Mrs. Marcia M. Victor

Mr. Robert Wagner

Mr. John Watson

Mr. Michael T. Wilder and
Mr. Brian N. Gettig

Mr. Paul E. Wish III

Mr. Steven Bollinger and
Ms. Leah S. Yaw

*This dear friend of Devereux Advanced Behavioral Health has passed away



WITH SPECIAL RECOGNITION

Devereux is honored to extend its heartfelt gratitude to those friends, families and organizations whose personal, cumulative giving over the past five years has exceeded \$100,000. Your steadfast commitment and unwavering generosity – particularly during a global pandemic – have been invaluable to the high-quality care we provide to the individuals we are privileged to serve.

INDIVIDUAL

Estate of Charles S. Ackerman
Anonymous
Donald E. and Dorothy H. Austin Unitrust
John L. Bennett Trust
Mr. and Mrs. Ray Blydenburgh
Mr. and Mrs. Jedd Canty
Jeanne Y. Curtis Charitable Remainder Unitrust

Thomas F. Donovan Trust
Estate of Russell K. Droescher
Mr. and Mrs. Terry Feeney
Mr. and Mrs. Francis L.* Genuardi
Estate of Frank O. Genuardi
Thomas C.* and Mary Ann Hays Family Charitable Trust
Estate of J.J. Huddart
Mr. and Mrs. Robert Q. Kreider

Estate of James Lenahan
Karson J. Master Trust
Lorraine Master Trust
James and Kimberly Schwab
Albert G. Shelton Trust
Estate of Lucille M. Smith
Ms. K. Lisa Yang

ORGANIZATIONS

The Kemper and Ethel Marley Foundation
Pennsylvania Department of Transportation
State of Florida Agency for Persons with Disabilities
The Mertel Foundation
Ace American Insurance Co.
Anonymous
Arizona Community Foundation
California Department of Developmental Services - HCBS
Clark H. Edwards Fund
Cobb County Board of Commissioners
Conner Strong & Buckelew

CRC Industries, Inc.
Fidelity Charitable
FJN Charitable Foundation
Florida Baptist Children's Home
Genuardi Family Foundation
Frank O. Genuardi Family Foundation
Harvest Program
Hearst Foundation
Independence Blue Cross
Janney Montgomery Scott LLC
M.G. and Lillie A. Johnson Foundation, Inc.
KeyBank
The Robert Kemper Corrigan Foundation

State of Arizona Department of Child Safety
Texas Center for Child and Family Studies
U.S. Department of Health and Human Services
Valero Texas City Refinery
Victoria Television Group
W.W. Smith Charitable Trust
Wawa, Inc.
Wyncote Foundation



Devereux extends profound gratitude to all individuals who served as a member of the Devereux Advanced Behavioral Health Board of Trustees from 2016-2021. Your thoughtful leadership, combined with your generosity of talents and financial support, have helped us navigate through the challenges of a pandemic, while remaining focused on our vision of best-in-class safety and quality.

Ramin Arani
Clarence D. Armbrister
Tami Benton, M.D.
Hank Booth
Edwin R. Boynton, Esq.
Christopher D. Butler
Carl E. Clark II
Samuel G. Coppersmith, Esq.
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LLOYD GAWTHROP
*Ellice and Rosa McDonald
Foundation, Inc.*

In Honor of
ELIZABETH HIRSCH
Community Health Systems

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SAMUEL KAPLAN
Mr. and Mrs. Alan L. Kaplan

In Honor of
MOLLY MONHEIT
Frieder Family Foundation

In Honor of
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Mr. and Mrs. John J. Taylor



A Tribute to **FRANCIS “SKIP” GENUARDI: 1948-2022**

The Devereux community lost a cherished member and powerful advocate in August 2022. Francis “Skip” Genuardi served on Devereux’s National Board of Trustees for 23 years, including two terms as vice-chair and one term as chair before being elected chair emeritus of the board in perpetuity.

Skip’s commitment to family was a defining element of his life, and he lived with boundless compassion for his own family, the families who relied on Genuardi Family Markets and, later, the Devereux families who benefited so much from his leadership and vision.

Skip’s deep connection to Devereux began decades ago, when he and his wife, Cathy, sought out support services for their son, Justin. In 1991, he joined Devereux’s Pennsylvania Advisory Board and quickly became an enduring presence and

guiding force for the organization. His impact lives on in several ways, including the Genuardi Circle, a three-building residential area where hundreds of children with autism have received outstanding care at Devereux’s southeastern Pennsylvania CIDDS campus.

Earlier in his career, Skip worked for his family business, Genuardi Family Markets, for many years. He was a founding member of the Genuardi Family Foundation and established an additional foundation in his own name. Both have had a tangible impact on Devereux’s work through the years, bringing hope, help and healing to thousands of children, adults and their families across the country. He leaves behind a monumental legacy of service and philanthropy to Devereux.

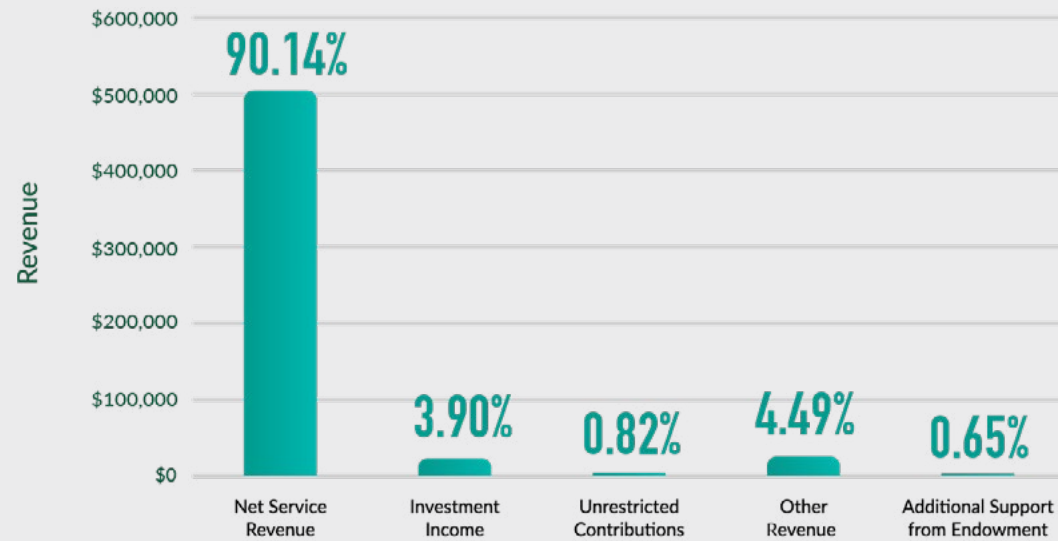
“I remain humbled by Skip’s legacy of service and caring to our organization, and to many others across the region.”

— Chris Butler, Chairman of the Board of Trustees

FINANCIALS

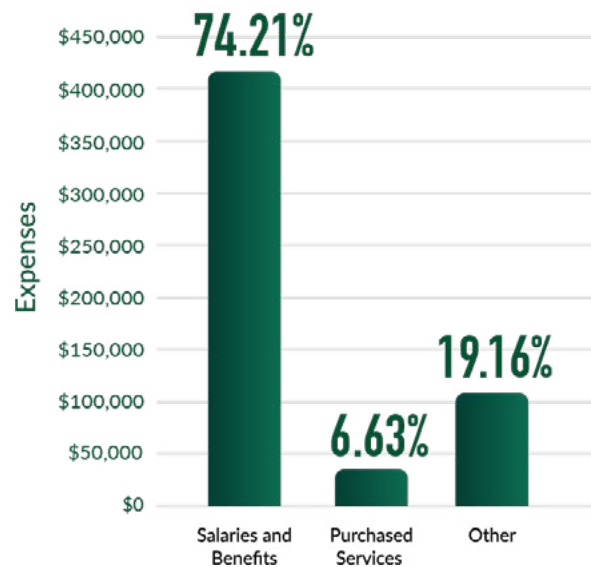
CONDENSED STATEMENT OF REVENUE AND EXPENSES

Revenue (in thousands)



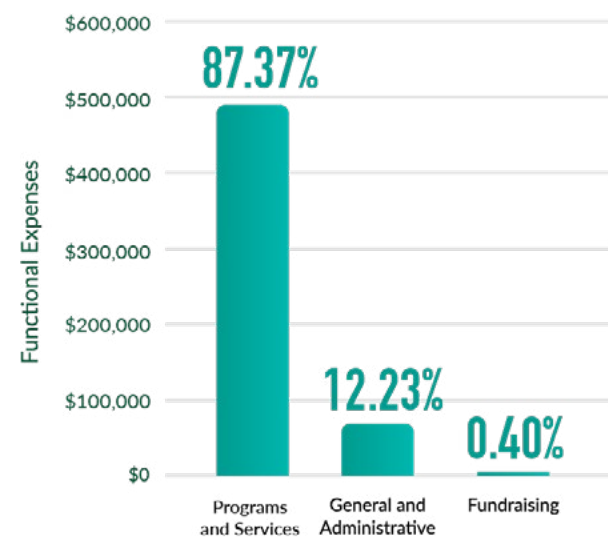
CONDENSED STATEMENT OF REVENUE AND EXPENSES

Expenses (in thousands)



CONDENSED STATEMENT OF FUNCTIONAL EXPENSES

Functional Expenses (in thousands)



SELECTED OTHER INFORMATION FOR FISCAL YEAR 2021

2,124 Average number of individuals served daily in residential programs

6,966 Average number of employees

48% Client revenue from campus-based services

Client revenue from community-based services **52%**

\$23,715 IN MILLIONS **↑**

UNCOMPENSATED CARE provided to individuals unable to pay

Total contributions (restricted and unrestricted) **\$7,375** IN MILLIONS

ROBUST NATIONAL NETWORK

The Devereux Advanced Behavioral Health Model of Care™ 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.

With more than 7,500 staff across 13 states, Devereux positively impacts the lives of tens of thousands of children, adults – and their families – every year. Look below for an overview of our services.

INSTITUTE OF CLINICAL AND PROFESSIONAL TRAINING AND RESEARCH (ICPTR)



Yolanda Graham, M.D.

Senior Vice President,
Chief Clinical/Medical Officer
(610) 542-3004
www.devereux.org/prevention



LOCATION

Pennsylvania; services provided nationwide



AGES

Birth through life span



SERVICES

Founded in 1957, 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. In addition, Devereux has offered an APA-accredited doctoral internship in health service psychology for more than 60 years.

The Devereux Advanced Behavioral Health Model of Care operates three leading centers with dedicated practice areas and specialties

1. CENTER FOR EFFECTIVE SCHOOLS (CES)

Lisa Thomas, Ph.D., NCSP

Director
(610) 952-8297
www.CenterforEffectiveSchools.org

The 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 systems of prevention and early intervention systems such as school-wide Positive Behavioral Interventions and Supports.



2. DEVEREUX CENTER FOR RESILIENT CHILDREN (DCRC)

Susan Damico, M.A.

Director
(866) 872-4687
www.CenterforResilientChildren.org

The Devereux Center for Resilient Children (DCRC) promotes social and emotional development, fosters resilience, and builds skills for school and life success in children birth through school-age, as well as in the adults who care for them. DCRC 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.

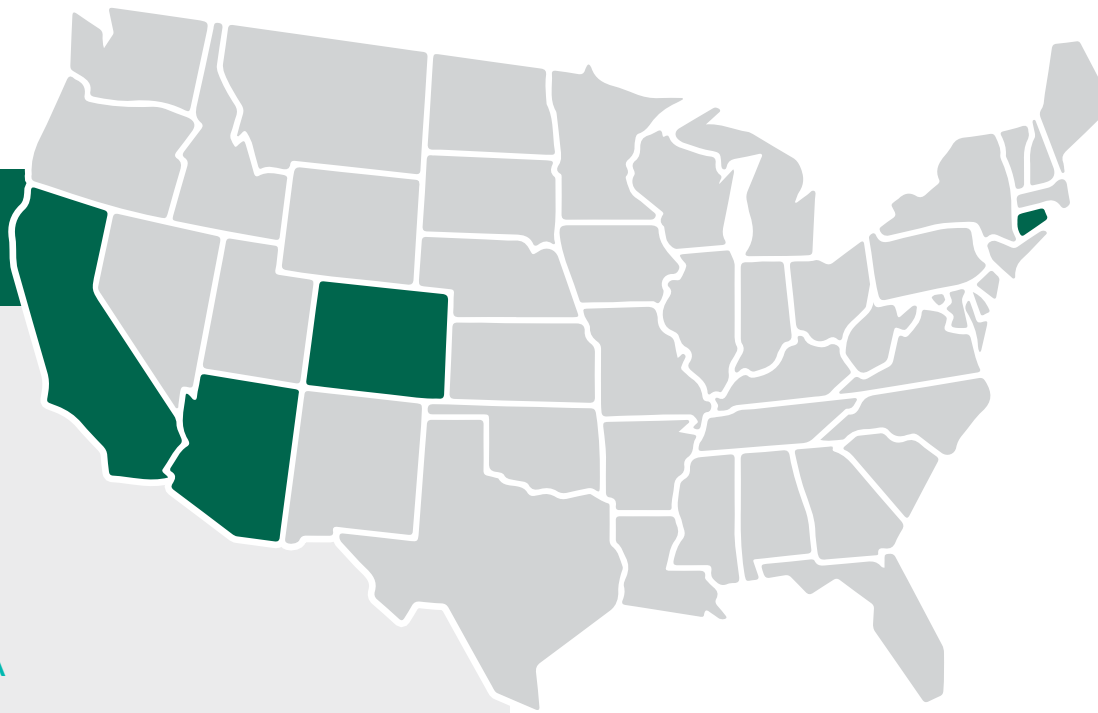
3. DIRECT CARE TRAINING RESOURCES (DCTR)

Catherine Maher, M.Ed.

Director | Retired in FY22
www.devereux.org/dctr


Direct Care Training Resources 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 are provided for trainers, front-line personnel and supervisory staff throughout Devereux's national treatment network, and in more than 130 other behavioral health, educational and human services organizations.


ROBUST NATIONAL NETWORK




ARIZONA

 **YVETTE JACKSON, LMSW, DBH**
Executive Director
Locations throughout
Maricopa and Pima counties
(480) 889-0558 | www.devereuxaz.org

 **AGES**
Birth through life span

 **SERVICES**
Prevention/early intervention for birth to age 5; parent training; applied behavior analysis strategies for autism spectrum disorders; family and facility-based respite; therapeutic and traditional foster care; outpatient counseling and psychiatric support; integrated outpatient care for adolescents/young adults; special education; brief intervention; and residential treatment with a wellness focus incorporating Positive Behavioral Interventions and Supports and emphasizing family engagement. Specialty tracks include substance use 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; autism spectrum disorders; and co-occurring substance use and mental health disorders.

CALIFORNIA

 **AMY EVANS, M.A., LMFT, LPCC**
Executive Director
Locations throughout Santa Barbara County
(805) 968-2525 | www.devereuxca.org

 **AGES**
Adults, age 18 through life span


 **SERVICES**
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; neurological impairments; autism spectrum disorders; dual diagnosis; mental health; and emotional and behavioral disorders.

COLORADO

 **JACALYN AURIS, ED.D.**
Vice President of Educational Services
(215) 375-8273 | www.devereuxco.org

 **AGES**
Youth, ages 10 to 19


 **SERVICES**
School-based day treatment program for elementary, middle school and high school students. Accredited by the Colorado Department of Education, the North Central Association of Colleges and Schools, and Cognia, Devereux Cleo Wallace Academy students are provided with six hours of school instruction per day, as well as time for instruction in elective subjects. Academic instruction is individualized to meet each student's needs.


 **DIAGNOSES**
Psychiatric, emotional and behavioral disorders.

CONNECTICUT

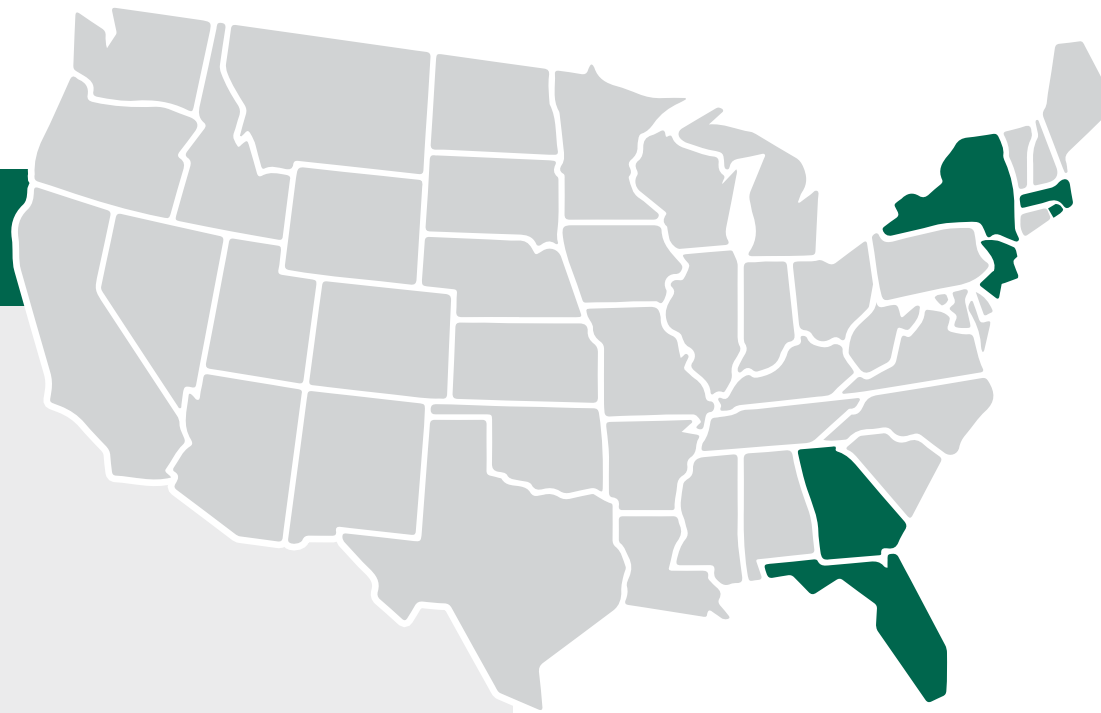
 **NOAH NOYES, M.ED.**
Executive Director
Located in Washington
(860) 868-7377 | www.theglenholmeschool.org

 **AGES**
8 to 21, grades 5-12+

 **SERVICES**
Devereux Connecticut – The Glenholme School is an independent, co-educational, special needs boarding school for students with high functioning autism spectrum disorders, attention deficit disorder, Tourette syndrome, 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 autism spectrum disorders gain higher levels of independence with Glenholme's professional support and coaching.

 **DIAGNOSES**
Emotional, behavioral and/or learning differences; autism spectrum disorders, attention deficit disorder and obsessive-compulsive disorder; Tourette syndrome; anxiety; and mood disorders.

ROBUST NATIONAL NETWORK



FLORIDA

LISA KROGER AND MICHELLE LLORENS

Executive Directors

Locations throughout the state
(800) 338-3738 | 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 group homes; diabetes management program; community-based group homes; treatment and traditional foster care; child welfare services; outpatient counseling; case management; abuse/neglect prevention programs; and community outreach and specialized services for sexually exploited youth.

DIAGNOSES
Wide range of psychiatric, emotional and behavioral disorders; mild to severe intellectual/developmental disabilities; autism spectrum disorders; and trauma-related disorders.

GEORGIA

GWEN SKINNER

Vice President of Operations

Location in metro Atlanta area
(800) 342-3357 | www.devereuxga.org

AGES
Birth to 21

SERVICES
Psychiatric Residential Treatment Facility (PRTF); specialty foster care program; therapeutic group homes; and AdvancED accredited school. The PRTF treats youth within a secure setting who are experiencing significant emotional/behavioral challenges. The specialty foster care program provides highly trained foster parents to meet the physical, social and emotional needs of youth in a supportive family environment until reunification with the natural family or permanency through adoption can be accomplished. Therapeutic group homes provide supervision, life skills and support services to youth whose treatment needs exceed what can be provided in their own home and community, or a traditional group home setting.

DIAGNOSES
Psychiatric; behavioral and emotional disorders; dual diagnoses, and intellectual/developmental disabilities.

MASSACHUSETTS AND RHODE ISLAND

KERRY ANN GOLDSMITH, M.A.

Executive Director

(508) 886-4746 | www.devereuxmari.org

AGES
Birth to 21

SERVICES
Residential treatment; campus and community-based group homes; adult group homes and placement services; special education day school; autism services; short-term placement; diagnostic services; in-home services; vocational training; and therapeutic foster care.

DIAGNOSES
Psychological, emotional, behavioral and learning disorders; intellectual/developmental disabilities; complex post-traumatic stress disorder; and autism spectrum disorders.

NEW JERSEY

BRIAN HANCOCK, J.D.

Executive Director

Locations throughout the state
(856) 599-6400 | 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 pre-vocational, vocational and job placement services.

DIAGNOSES
Emotional and behavioral disorders; autism spectrum disorders; mild to profound intellectual/developmental disabilities; and medical challenges.

NEW YORK

JOHN LOPEZ, M.S.ED.

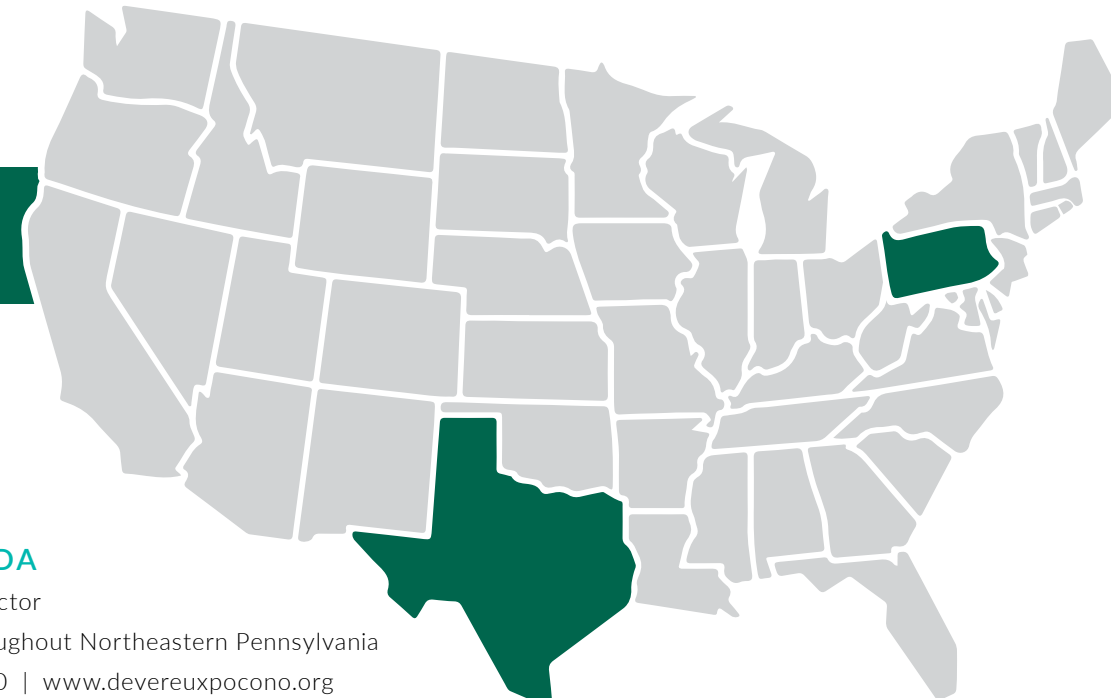
Executive Director

Locations in Westchester, Dutchess, Columbia and Ulster counties
(845) 758-1899 | www.devereuxny.org

AGES
5 through life span

SERVICES
Campus- and community-based residential treatment group homes; supervised and supported apartments; special needs residential and day schools; and day habilitation.

DIAGNOSES
Intellectual/developmental disabilities with emotional disorders; autism spectrum disorders; pervasive developmental disorders; and co-occurring diagnoses.




ROBUST NATIONAL NETWORK


PENNSYLVANIA

ADULT SERVICES

 **CHRISTOPHER BETTS, M.A.**
Executive Director
Locations in Chester, Delaware and Montgomery Counties
(610) 296-6800 | 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/life sharing; vocational and employment services.

 **DIAGNOSES**
Intellectual/developmental disabilities; emotional/behavioral disorders; dual diagnosis; autism spectrum disorders; learning disabilities; and brain injury.

CHILDREN'S INTELLECTUAL AND DEVELOPMENTAL DISABILITIES SERVICES (CIDDS)

 **CAROL ANNE MCNELLIS, PSY.D., BCBA**
Executive Director
Locations in Chester and Philadelphia Counties
(866) 532-2212 | www.devereuxpa.org


 **AGES**
Birth through young adult


POCONO


 **TINA SKODA**
Executive Director
Locations throughout Northeastern Pennsylvania
(570) 839-6140 | www.devereuxpocono.org

 **AGES**
2 through life span

 **SERVICES**
Community living; life sharing; community integrated employment and pre-employment services; school-to-work transition; behavioral support services; and children's behavioral health rehabilitation services.

 **DIAGNOSES**
Intellectual/developmental disabilities; emotional and behavioral disorders; dual diagnoses; autism spectrum disorders.


 **SERVICES**
Short-term autism intensive residential services; residential treatment services; approved private schools (residential and day for students with intellectual/developmental disabilities and autism); foster care (therapeutic and general); community-based autism behavioral and employment support; consultation for schools serving students with autism; autism diagnostic services.


 **DIAGNOSES**
Intellectual/developmental disabilities; autism spectrum disorder; co-occurring mental health disorders.

CHILDREN'S BEHAVIORAL HEALTH SERVICES

 **PATRICIA HILLIS-CLARK, PSY.D., BCBA**
Executive Director
Locations in Pennsylvania and Delaware
(800) 935-6789 | www.devereuxpa.org

 **AGES**
2 to 21


 **SERVICES**
Acute and sub-acute psychiatric hospitalization; psychiatric residential treatment; special education day school programs; psychiatric services; school-based services; and pre-vocational programs. Community-based family counseling; case management; in-home services and outpatient services, including evidence-based therapies, such as: dialectical behavioral therapy; parent-child interaction therapy; cognitive behavioral therapy and trauma-focused cognitive behavioral therapy.

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

TEXAS

 **PAMELA REED, M.S.**
Executive Director
Locations in League City and Victoria
(800) 373-0011
www.devereuxtx.org

 **SERVICES**
Long-term hospitalization and intensive residential services for adolescents and young adults; non-public special education school for ages 11 to 22; pre-vocational and vocational programs; specialized services for individuals with medical complexities, learning differences, substance use and histories of commercial sexual exploitation.

 **DIAGNOSES**
Emotional/behavioral disorders; serious mental illness; trauma-related disorders; learning disabilities; medical complexities; intellectual/developmental disabilities; dual diagnosis; and autism spectrum disorders.

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“I think Devereux has changed our life in that they’ve taken our son in and given him a safe place to live and given him the therapy he needs to come home again.”

– Devereux Parent, 2021



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444 Devereux Drive, Villanova, PA 19085
(800) 345-1292