

Elwyn

Est. 1852



> An Elwyn teen and his therapist swim together to extend his physical motion. And have some fun along the way.





Layers of Care

Many layers of care. One unified commitment.

WHO WE ARE

Elwyn means many things to many people. To all, we are a source of collaborative strength and compassionate care.

WHAT WE PROVIDE

We are the leader in education, treatment, and support services to children and adults with autism, intellectual and developmental disabilities, and related behavioral health challenges.

WHAT BRINGS US TOGETHER

We share a distinct combination of personal commitment, collective talent, and innovation. Together, we strengthen our community with care that transforms lives.



Strength in Numbers

1852

FOUNDED IN
PHILADELPHIA

WE ARE PIONEERS.



ELWYN IS THE OLDEST
ORGANIZATION OF
ITS KIND IN THE U.S.

**SUPPORT FOR
COEXISTING
NEEDS**

A DIAGNOSIS THAT INCLUDES
BOTH AN INTELLECTUAL/
DEVELOPMENTAL DISABILITY AND
BEHAVIORAL HEALTH NEEDS CAN
OVERWHELM MOST PROVIDERS.
NOT US. ELWYN EXPANDS OUR
CARE TO FIT THE NEEDS.

**PROUD
TO BE AN
EXCLUSIVE
PROVIDER.**

ELWYN PROVIDES
PRESCHOOL EARLY
INTERVENTION
SERVICES TO ALL
CHILDREN 3-5 YEARS
OLD IN PHILADELPHIA
WHO HAVE AUTISM.

20,000+ INDIVIDUALS SERVED
ANNUALLY



THE LARGEST

IN MEDIA, WE OPERATE THE
LARGEST STATE-APPROVED
PRIVATE SCHOOL IN PENNSYLVANIA.

ANNUAL REVENUE OF APPROX. \$400 MILLION

**TOP 25
EMPLOYER**

IN THE DELAWARE VALLEY

≈ 10,000

CHILDREN & FAMILIES
BENEFIT FROM OUR EARLY
INTERVENTION SCREENINGS
FOR 3- TO 5-YEAR-OLDS.

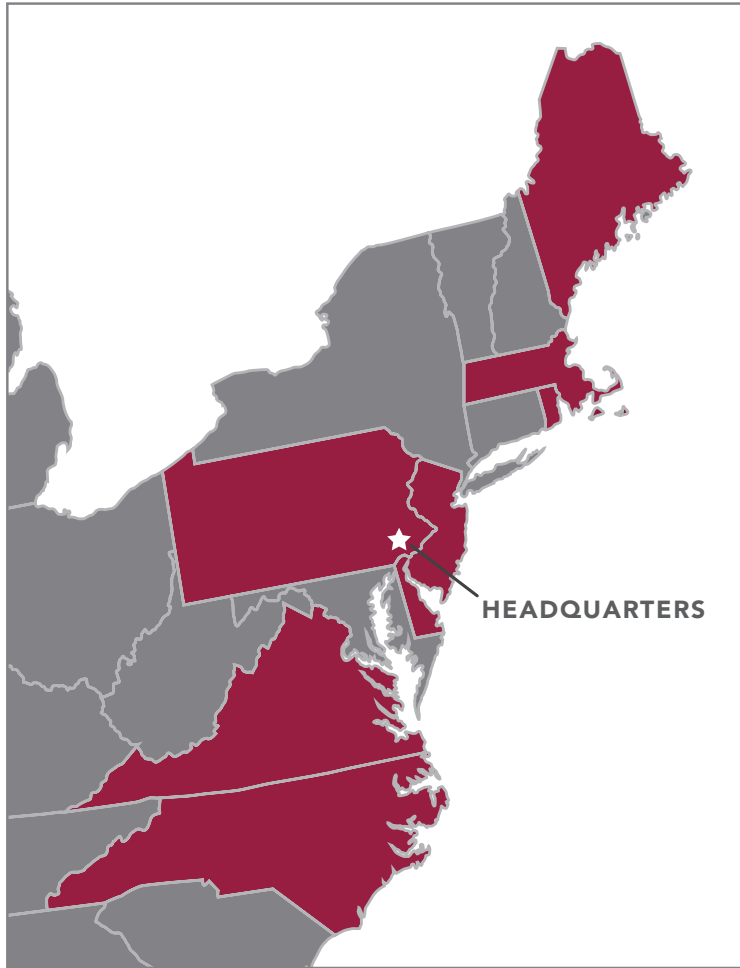
6,000+ ELWYN EMPLOYEES
ACROSS THE COUNTRY





Our Reach

East Coast



West Coast





> A young student concentrates on skill-building with the support and guidance of his therapist in the classroom.



Vision

By the end of 2022, Elwyn will be the most relevant and effective human services provider in the nation.



WHY DO WE NEED A VISION?

Our vision centers our ambition on the long term, providing a future-focused true north for our company.





This young student delights in achievements big and small inside his therapy session.

 Mission

Through personal commitment, collective talent, and innovation, Elwyn supports individuals with diverse challenges in shaping distinctive, meaningful lives. We will create an enduring mission to enrich the quality of life for individuals in our care.

**WHY DOES OUR MISSION MATTER?**

Our mission guides our day-to-day decisions. It keeps us focused on how we can make daily progress toward our future goals.





> Working together through therapy that touches on the emotional and the physical builds a bond you can see and feel.

1

Integrity

We keep our promises, always.

2

High Expectations

We provide extraordinary services, equaling the standard we expect for our own loved ones.

3

Safety

We are courageous on behalf of our members.

4

Accountability

We align our efforts to produce extraordinary results.

5

Sustainability

Elwyn's mission is essential to the world.



HOW DO OUR VALUES AFFECT US?

Our values keep us “centered.”

They align our efforts to support Elwyn’s long-term vision and day-to-day mission. They provide guidance from decision to decision.



1

Integrity

WE KEEP OUR PROMISES, ALWAYS.

Integrity is not just about being good. It's also about keeping our promises. It means having the courage to choose the right path every time. On good days, bad days, and especially when it's difficult. Ultimately, the individuals in our care and their families can depend on us. Every time.

"[Elwyn] is an amazingly supportive environment both professionally and personally...We have such an amazing amount of staff here who care about all of their students and their families."

Karen Britt

Coordinator Student Affairs/Parent Liaison

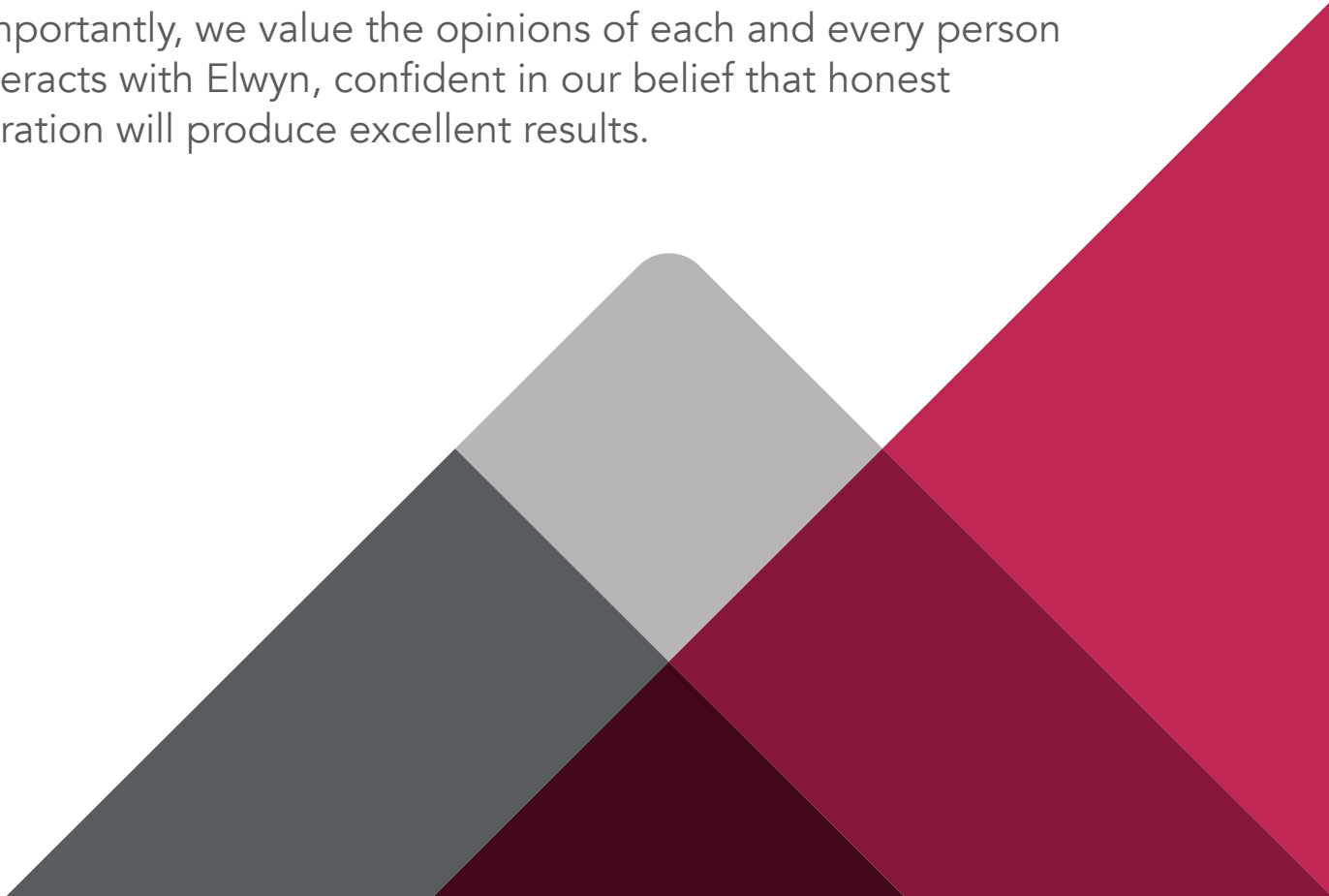


2

High Expectations

**WE PROVIDE EXTRAORDINARY SERVICES, EQUALING
THE STANDARD WE EXPECT FOR OUR OWN LOVED ONES.**

We are a large, charitable organization; however, when it comes to quality, we must be free of constraints. No one has ever achieved excellence by doing things the same way every time. We seek solutions. We embrace new ideas. We learn from our mistakes. Most importantly, we value the opinions of each and every person who interacts with Elwyn, confident in our belief that honest collaboration will produce excellent results.



3

Safety

WE ARE COURAGEOUS ON BEHALF OF OUR MEMBERS.

Elwyn's commitment to the common good requires us to accept that physical safety is inextricably linked to the cultivation of emotional safety. To be truly safe, we must protect both as if they were the same. Creating emotional safety means that we foster a culture where it is okay to ask questions and to challenge the status quo. In such an organization, it is easier to protect the physical well-being of our individuals, students, and staff.

4

Accountability

**WE ALIGN OUR EFFORTS TO PRODUCE
EXTRAORDINARY RESULTS.**

Our definition of accountability starts with the concept of shared ownership. We care about the needs of our teammates as much as we care about our own. We help our coworkers achieve their goals, recognizing the power of our collective efforts. By committing to each other, we produce mutual victories. When our teammates fail, we offer solutions and encouragement instead of placing blame. Together, we take responsibility for Elwyn's mission.

"Here at Elwyn, opportunity is what we strive for. For anyone who walks through the doors, you have the opportunity for change."

Yvonia Gordon

Community Enrollment Specialist

5

Sustainability

ELWYN'S MISSION IS ESSENTIAL TO THE WORLD.

Small steps. A long horizon. Big results. Elwyn has a rich history and we deserve to feel proud. We have also experienced many challenges, and sometimes disappointment. But our mission is vital—and we are resilient. Therefore, we view each challenge as an opportunity to change, innovate, and evolve. By doing so, we know that the future generations will be proud of the Elwyn that we build today.

“I love my individuals that I serve and support...And I’ll do anything in the world for them...I love them with all my heart.”

Christina Belony

Lead Technician

▶ Strategic Declaration

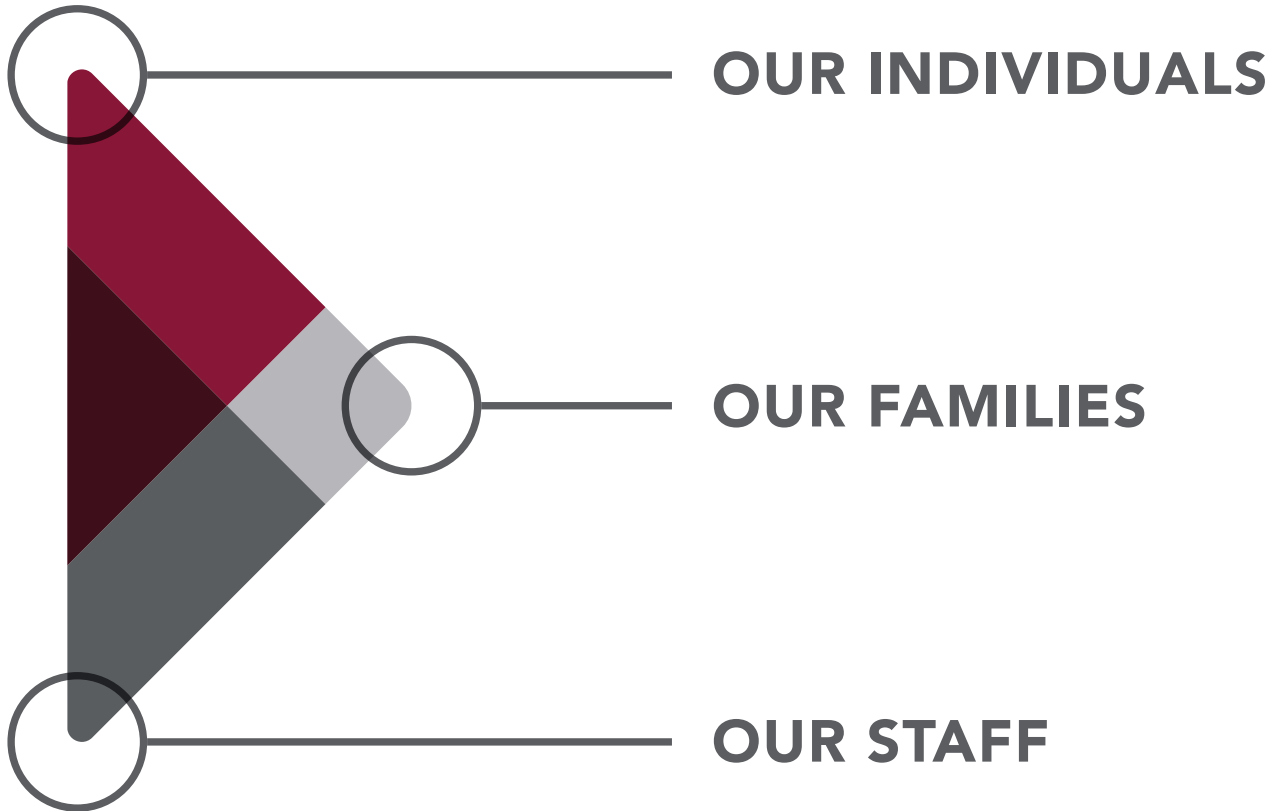
ESTABLISHING A FOREVER ELWYN

As we approach 2022, we will strategically guide our organization into the next era. We will build upon our long-standing record of adaptation and innovation to create a **Forever Elwyn**. We are committed to a specific path for long-term growth as we seek new ways to enrich the quality of life for the people we support. Specifically, we will:

- ▶ Invest in our employees
- ▶ Grow our core services
- ▶ Invest in technology and innovation
- ▶ Modernize our property and real estate assets
- ▶ Create trust with the families of the children and adults in our care



The Elwyn Service Triangle



WE ARE ALL CONNECTED. OUR COLLABORATION IS KEY.



We are individuals who grow together.
We are families who find strength together.
We are staff who excel together.

WE INTERACT

Our Service Triangle prioritizes three essential groups of people. Our individuals, our families, and our staff all collaborate inside a deeply connected community, actively shaping meaningful lives.

WHAT MAKES THIS UNIQUE

Inside our Service Triangle, we focus on what's important to us. Not job titles. Not lines of authority. In our heart, we know that what works is when people take care of people.





Individuals

**We celebrate individuality.
We support it within a continuum of care.**

OUR COMMITMENT

In 1852, we made a promise. To enrich the quality of life for individuals with diverse challenges. Every decision we make prioritizes the well-being of the individuals we support.

A LIFELONG APPROACH

Our continuum of care includes a wide range of services, sometimes over a lifetime. Our clinical model provides lifelong access to people of all ages with complex behavioral and medical needs.

THE POWER OF INDIVIDUALS

We believe in the spirit of our individuals. We see potential in challenges. We believe individuals with disabilities can thrive in our communities and live with dignity and independence.





> Birthdays are always a reason to celebrate! Long-time Elwyn resident and Philadelphia Phillies baseball fan enjoys an appropriately themed cake with his friends and family.

 Families

Building relationships with families makes the organization stronger and the care we provide more effective.

FAMILY PERSPECTIVE

Families and caregivers often know the needs of their loved ones better than anyone else. A transparent dialogue produces better results. We believe that families play an active role in the design, delivery, and quality of our services.

FAMILY INVOLVEMENT

Families put their trust in us. In return, we give them our unwavering admiration and respect. We listen carefully and often. We respond to concerns quickly and effectively.



> This Elwyn resident enjoys a visit from his mother. Families are an integral part of the care experience at Elwyn, and we welcome their input at every turn.

 Staff

Our collaborative team of employees share a deep sense of purpose.

PASSION FOR OUR MISSION

Our staff members put passion into practice every day. Their courage and determination are critical to our success.

OUR GREATEST ASSET

Working at Elwyn requires the highest level of integrity and commitment. We find strength in our workforce of dedicated teachers, nurses, clinicians, direct support professionals, supervisors, and administrative staff.

STRENGTH OF EXPERTISE

We have professionals who've been with us for more than 40 years. Our expertise and knowledge provide the capacity to launch and run new services when they are needed. We believe that each employee, regardless of years at Elwyn, contributes directly to our success.



> Like many of our staff, this Elwyn caregiver looks past physical constraints to find unique ways to bond with residents.

**Early Learning
and Special
Education**

Autism

**Behavioral
Health**

**Intellectual and
Developmental
Disabilities**





Specialized Services

Our specialized services provide multifaceted support.

As an internationally recognized provider, we focus on three distinct avenues of expertise, all of which support children and adults with autism:

- ▶ **EARLY LEARNING AND SPECIAL EDUCATION**
- ▶ **BEHAVIORAL HEALTH**
- ▶ **INTELLECTUAL AND DEVELOPMENTAL DISABILITIES**



Early Learning and Special Education

Excellence at Elwyn: Early Learning and Special Education

REACHING OVER 10,000 CHILDREN EACH YEAR

Elwyn maintains a contract with the City of Philadelphia to provide early intervention services. These efforts prepare children with autism to successfully advance in their education. Our work is relevant: autism is the fastest-growing developmental issue facing families today.




Giving children a stronger start. Addressing obstacles head-on.

EARLY IMPACT

Our work shapes the way individuals experience the world from an early age. We interrupt delays and accelerate learning for thousands of children with autism and related behavioral health issues.

WIDE OUTREACH

Our special education services create a rich, functional learning environment for students ages 3 to 21 years. We support our children and their families with assessment, training, and therapy.



> This child clearly enjoys the time he spends with his parents and therapists in his early intervention assessment.



Excellence at Elwyn: Treatment for Co-Occurring Issues

SAYING YES TO COMPLEX CARE

Individuals with a diagnosis of autism, behavioral health needs, and intellectual disabilities often struggle to find a place to accommodate their full range of challenges. For example, many organizations are not equipped with trained staff or the appropriate facilities to care for someone with a dual diagnosis of autism and bipolar disorder. At Elwyn, we are uniquely positioned to offer developmental intervention and psychiatric support. We flex our care to meet individual needs.



We provide individualized behavioral health solutions.

UNIQUE CARE SOLUTIONS

We are strength-based, committed to individualized solutions for each person's behavioral challenges. From community living options for adults to summer therapeutic activities for children, we provide comprehensive services in the least restrictive, most effective manner possible.

ENCOURAGING PARTICIPATION

We embrace evidence-based, clinically appropriate care rooted in recovery and resilience. Collaboration is essential to our approach. Individuals and families participate in decisions about their care.



Elwyn staff members know the value of turning everyday games into therapeutic supports when working with patients of all ages.



Intellectual and Developmental Disabilities

Excellence at Elwyn: Partnering with families

FAMILIES BRING DEVOTION AND TRUST

No amount of family participation is ever too much—families elevate the impact of our work. Elwyn’s families are our strongest advocates, whether assessing our performance or shaping civic policy. Families provide passion, insight, and determination. They inspire us.



We are living proof of transformation in care.

TRANSFORMATIVE CARE


In the past, restrictive institutional programs were the only course of action for individuals with intellectual or developmental disabilities, including those with autism. Today, Elwyn has paved a new pathway toward successful community integration. Inside our thriving, supportive environments, individuals can experience supervised group home living, complete with employment opportunities, ongoing therapeutic supports, medication management, and community activities.



> A teen student and his therapist explore technology together in an exciting session.



> In over 160 years,
Elwyn has transformed
perceptions and
established a legacy of
strength and service.



From Legacy to Present

We create our legacy every day.

CHALLENGING HISTORY

Prior to 1852, it was common for people with disabilities to be cast out by their families. Many lived on the streets. Some were jailed with violent criminals. Our founders saw a better way. Today, we continue to create opportunities where there once were none.

LEGACY OF LEADERSHIP

As leaders, we are the stewards of Elwyn's legacy. We must respect the past—while moving forward and envisioning our future. As such, we are uniquely positioned to provide creative and effective solutions to solve new and long-standing problems.

History



1852

James Richards arrived in Philadelphia to open a classroom for children with intellectual disabilities. A year later, Dr. Alfred Elwyn agreed to support James Richards' efforts and founded "The Pennsylvania Training School for Feeble-Minded Children."

1857

Upon invitation, Dorothea Dix came to Philadelphia to see the work being done with the children. She then spoke before the Pennsylvania legislature and obtained a grant for the construction of a new, larger school. A 300 acre farm near Media, Pennsylvania was chosen and purchased for \$10,000.

1859

The building was completed and the 25 children plus staff traveled to the new school. Two years later, the Civil War leaves the school with decreased revenue and all "officers of the house and teachers" agree to a 50% pay cut.





1876

The first professional organization totally devoted to the study of intellectual disabilities, and what was to become the current *American Association of Intellectual and Developmental Disabilities* is founded at Elwyn. It names Edouard Seguin, the French-born American psychiatrist who pioneered modern educational methods for teaching the severely intellectually disabled, its first president.



1921

Standardized testing, including the Vineland Social Maturity Scale, was implemented with all children admitted to Elwyn. This scale was developed at The Training School at Vineland, New Jersey, which would later become a subsidiary of Elwyn.

1960

Dr. Gerald R. Clark becomes superintendent and makes major changes to the Kerlin/Barr Model during his tenure. Campus services are opened to the community. Elwyn begins new community-based vocational, residential, and educational services for people with intellectual disabilities.

History



1974

Elwyn California was founded in Fountain Valley, Ca., and Elwyn Delaware was founded in Wilmington, De. to support community-based vocational and rehabilitation facilities.

1998

Elwyn awarded contract for early intervention services in Philadelphia.

2008

Elwyn adds residential services to California. Groundbreaking for the *Autism Resource Community Hub of Lehigh Valley (ARCH)*, is celebrated in Allentown, Pa.



2017

Charles "Chuck" S. McLister, MA, MBA joins Elwyn as President and CEO. Drawing from over 27 years in the health and human services industry, he positions Elwyn for near future growth. He sees the unique capacity and expertise at Elwyn as a direct match for the industry's rapidly growing needs.

2018

Elwyn's Board of Directors approves our first five-year strategic plan.



> As therapist and student garden together, they nurture their relationship as well as the plants themselves.



Forever Elwyn

As our horizons expand, so will
the number of people we help.

THE STRENGTH OF OUR FUTURE

We have the resources, the plan, and the will to increase our international influence. We bring relevance, scale, and expertise. As we continue to harness our strengths, we look forward to the time when no one can imagine a world without Elwyn.



Elwyn
Est. 1852

Transforming care, together.

Since 1852, Elwyn has helped people with autism, intellectual, developmental, and behavioral challenges lead meaningful lives. As an internationally recognized nonprofit human services organization, we have always been on the forefront of innovation. To learn more, visit elwyn.org.

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elwyn.org