Dear Friends,

We’ve decided to focus this annual report on the spirit of gratitude. We are deeply thankful for each member of our Caron staff, medical, and clinical teams who have kept our patients and families safe during COVID-19. Our environmental services, grounds, and facilities crews stepped up with incredible energy and resiliency to keep our doors open and our campuses thoroughly sanitized. Our Sodexo food services team continued to provide healthy and delicious meals while following all CDC guidelines. And our development team continued fundraising efforts that exceeded our annual goal.

The generous philanthropic support of our donors has enabled Caron to face the immense challenges of COVID-19 with courage and confidence due to our highly trained and experienced staff. Despite the cancellation of in-person meetings and events, our dedicated alumni never stopped supporting one another at a time when the threat of the disease of addiction due to isolation was never more significant. Thank you for your texts and calls to check on others. Undoubtedly, your compassion saved lives.

Most of us have experienced the loss of a family member or friend due to the pandemic, or if not, we know an individual who has lost someone dear. Although our shared grief is palpable, we will do our best to continue to honor the legacy of those lost to the virus by dedicating ourselves to our life-saving work with the disease of addiction.

Your support allows us to pursue this goal. In 2020, your generosity provided treatment to more than 7,500 families through Caron’s treatments centers in Pennsylvania, Florida and our regional recovery offices. We’ve served thousands of more individuals through support groups and prevention and education programs because of your kindness. With $10.3 million in patient scholarships awarded this year, we continue to be a leader in the industry while staying true to our values and focusing on our mission, Recovery for Life.

More positive news for 2020 included the Pennsylvania opening of the Carol E. Ware Center, which houses Caron’s transformative Grandview Women’s Program. Construction in Florida began on The Keele Center. We have raised $24M, which is close to our Raise The Roof milestone of $25M. We will need to get to $30M to reach our final goal. Additionally, the board approved plans to begin the Fran and Doug Tieman Center for Research.

Following the 2021 RxSummit, “The Philadelphia Inquirer” covered ground-breaking 90-day outcomes released by Caron and Independence Blue Cross (IBC) in an April 2021 article. Caron’s readmission rates were 5.6% for 90-days post-treatment for IBC 2019 members, which was significantly better than IBC’s six other unidentified providers in the cohort, ranging from 11.6% - 25.7%. A low readmission rate of 5.6% means having a 94.4% recovery rate at 90-days and a better quality of life. We define the rate of recovery as not needing detox or readmission to the same/higher level of care. The high rate (94.4%) of 90-day post-treatment recovery shows that Caron’s approach on quality, multidisciplinary treatment protocols with a median in-patient stay of 25 days, combined with a long-term disease management plan, works.

These accomplishments would not have been possible without your generous support. Thank you! Your confidence in Caron Treatment Centers continues to inspire and move our team forward to serve even more families. Thank you again for your partnership and loyalty to Caron. May we look forward to a brighter, healthier year ahead.

Sincerely,

Douglas Tieman
President/CEO

Dr. Thomas Flynn
Chairman, Board of Trustees
A Message from Joseph M. Garbely, D.O., DFASAM
Executive VP & Chief Medical Officer

The Neag Medical Center staff played an important role in dealing with COVID-19 by never closing its doors to patients. From the onset of the COVID-19 pandemic to the present, all entering patients were carefully screened, isolated, tested, and admitted according to stringent guidelines. In addition, all patient-facing staff in Neag Center immediately adopted the use of mitigation measures to ensure the safety of our patients and each other.

Our medical team of doctors and nurses did an excellent job providing treatment while dealing with COVID-19. Medical and nursing staff were aware of contagion risks but never hesitated for a moment to personally meet with and examine patients. Their kind and compassionate approach keenly show their commitment to eliminate suffering due to addiction.

The medical and nursing departments are incredibly grateful to Caron leadership and the Board of Trustees for their unwavering support of our staff’s needs regarding safety equipment, communication procedures, and campus regulations that were in place to protect everyone.

Doug Tieman Announces Retirement

In August of 2020, Doug Tieman announced he will be stepping down as President and CEO of Caron on June 30, 2021 after 26 years in that position. Doug will continue to be involved with Caron as Sr. Consultant and President Emeritus.

Thank you to the Board of Trustees for providing me an opportunity to serve the Caron mission as President and CEO for the past 26 years. The Leadership Team, all of the employees past and present, the alumni, and the community I have served have been terrific partners in helping Caron achieve its mission of “Recovery for Life.” I am also grateful that the Board has asked me to continue to be involved as Sr. Consultant to the President. I look forward to working with Brad Sorte when he takes over as President and CEO on July 1st.

Caron Appoints Bradley F. Sorte As New President and CEO

In December of 2020, Caron Treatment Centers appointed Bradley F. Sorte to President and CEO effective July 1, 2021. Currently Chief Strategy and Growth Officer for Caron, Brad previously served as the executive vice president and managing director of Caron’s Florida continuum after starting as a family therapist at Caron Renaissance and a primary therapist at Ocean Drive.

An active member of both the Philadelphia and Palm Beach chapters of the Young Presidents’ Organization, Brad serves on the nonprofit’s board for Palm Beach. Brad holds both a Master of Social Work and a Master of Business Administration from Florida Atlantic University. He earned a Bachelor of Arts in psychology from Rice University and a Bachelor of Science in legal studies from Kaplan University.

The Keele Center Update

As Campaign Chair of the Open the Door Campaign, I’m overwhelmed by the generous gifts of $24 million. The Keele Center construction has begun! We’re moving closer to our $25 million Raise the Roof milestone. As you can see, our vision for this state-of-the-art treatment center is well on its way to becoming a reality.

Now, more than ever, we must have enhanced treatment services. Addiction numbers are on the rise due to COVID-19, and we are more committed than ever to opening The Keele Center to help as many people as possible. But we still need to raise $6 million for the Open the Door campaign before January 2022. If addiction has touched you or your family, please make a difference today by supporting future Caron families. Let’s Raise the Roof of The Keele Center together.
**Carol E. Ware Center Opens on Pennsylvania Campus**

Led primarily by women, Caron’s transformative Grandview Women’s Program at the Carol E. Ware Center delivers specialized treatment that empowers women to address addiction-related issues and underlying co-occurring disorders in a comfortable, emotionally secure space. With a highly educated and experienced full-time medical and therapeutic staff plus a robust network of active alumni, the new Carol E. Ware Center helps women rediscover and fulfill their life purpose.

The concierge level of care at the Grandview Women’s Program features intensive, personalized counseling, small-group therapy with like-minded women, and experiential work in an intimate, trauma-sensitive environment. Patients will feel at ease among other women with similar lives and backgrounds.

**Regional Events Go Virtual**

We are incredibly grateful for our generous donors during such unprecedented conditions due to COVID-19. As you know, Caron’s exciting fundraising galas and dinners all had to go virtual this year because of the pandemic. Typically, regional events raise more than $4M annually to support our treatment scholarship funds. And due to the impact of COVID-19 on people struggling with addiction and mental health issues, fundraising has become even more critical. We traditionally honor community leaders at our regional events, and we needed to celebrate and recognize these individuals even though we could not be together in person. Thanks to our generous donors who supported our 2020 virtual events and remained financially supportive, we exceeded our fundraising goal for our regional events! As we look forward to hosting our 2021 events live, we will never forget your support. Thank you.

**New York**
*September 29, 2020*

- John P. Fitzsimons
  *Richard J. Caron Award of Excellence Honoree*
- Will Healy
  *Thomas J. Moran*

*Caron Music Award*

**Berks County**
*October 12, 2020*

- John R. Post, Sr.
  *Richard J. Caron Award of Excellence Honoree*
- Olsen Design Group Architects
  *Partner in Recovery*

**Washington, D.C.**
*October 28, 2020*

- Admiral James “Sandy” Winnefeld, USN (Ret) & Mary Winnefeld
  *Richard J. Caron Award of Excellence Honorees*

**Florida**
*November 21, 2020*

- Renaissance & Ocean Drive
  *Gratitude Virtual Celebration*

**Philadelphia**
*December 1, 2020*

- Carol E. Ware
  *Richard J. Caron Award of Excellence Honoree*

**Atlanta**
*November 10, 2020*

- Andrea & Boland Jones
  *Honorees*
- 5th Annual Sliders and Sweets Golf Tournament
Gratitude for Our Frontline Heroes

The following quotes from several of Caron’s leaders illustrate how our various teams managed and provided excellent care during COVID-19. Our frontline heroes went beyond the call of duty this year. Many worked overtime hours, floated to other departments when necessary, assisted with getting safety equipment, followed the new rules and regulations on campus closely, and supported each other to ensure patients and staff stayed healthy and safe. As a result, we had very few COVID-19 cases on campus, and when we did, the team did all they could to protect others while caring for those with the virus.

“Gratitude for Our Frontline Heroes”

The Alumni Team worked tirelessly to ensure the connection with our alumni and families was stronger than ever by increasing the number of outreach efforts to record highs, finding creative ways to come together virtually, and developing unique and timely programming. Likewise, alumni and family members served as recovery contacts, participated in weekly fellowship and support groups, and stayed connected through countless Zoom meetings, calls, and texts.”

I am grateful for the new ways we are reducing shame while embracing and tending to the spiritual needs of patients, families, colleagues, and ourselves as we recognize the ways the pandemic has escalated substance use disorders and other mental health concerns. As valued members of the multidisciplinary, clinical round table, we share empathy and solidarity with grieving individuals through specialized programming.”

I am grateful many departments: Facilities for going into “hot zones” to pick up patients, take them to off-campus appointments, and move groups around campus; Maintenance for keeping our buildings functioning; Grounds for beautifying our exterior; and Environmental Services for all the disinfecting and deep cleaning. I’m also thankful for Procurement for coordinating all of the Personal Protective Equipment.”

I am honored and proud to work alongside our Florida staff, which has tirelessly held patient care paramount, practiced mitigation strategies both at work and at home, and made countless personal sacrifices to ensure the safety of themselves, our staff, and patients. Their professional efforts have not only been inspiring, but they have also successfully prevented the spread of the virus into our Caron community.”

While other treatment centers were closing their door to patients, our medical department, along with our compliance and risk officers, kept our doors open while treating our patients in the safest, most medically sophisticated way. Our clinical team never missed a beat — showing up during the scary, anxious initial days of the outbreak and maintaining best-in-class clinical care under difficult circumstances ever since.”

Watching Caron’s Human Resource and Training staff adapt and adjust to COVID-19 was deeply gratifying. From daily “contact tracing” (some days up to 15 staff members were out) to moving our recruiting, training, and onboarding of staff to virtual platforms, this group just kept going. I am incredibly proud of our team!”

“The Alumni Team worked tirelessly to ensure the connection with our alumni and families was stronger than ever by increasing the number of outreach efforts to record highs, finding creative ways to come together virtually, and developing unique and timely programming.”

I am grateful for our Development and Alumni teams for your tremendous efforts in service to others and thank you to our generous donors who provided much needed COVID related supplies, monetary donations, and words of encouragement. As difficult as this year has been, I was reminded time and time again just how thoughtful, creative and mission driven our team is at Caron as well as our supporters from across the country.”

I am honored and proud to work alongside our Florida staff, which has tirelessly held patient care paramount, practiced mitigation strategies both at work and at home, and made countless personal sacrifices to ensure the safety of themselves, our staff, and patients. Their professional efforts have not only been inspiring, but they have also successfully prevented the spread of the virus into our Caron community.”

Thank you to our Development and Alumni teams for your tremendous efforts in service to others and thank you to our generous donors who provided much needed COVID related supplies, monetary donations, and words of encouragement. As difficult as this year has been, I was reminded time and time again just how thoughtful, creative and mission driven our team is at Caron as well as our supporters from across the country.”

I am grateful for our Education Alliance staff who demonstrated grace, dedication, commitment, and resilience to deliver comprehensive, evidence-informed, and innovative strategies for substance use education and supportive services along the full continuum of care. We worked collaboratively with partners to create virtual school programming, adapt our curriculum, and engage families in new ways to serve youth best when they needed us most.”

2020 Annual Report | 5
<table>
<thead>
<tr>
<th>Endowments &amp; Restricted Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>James L. Abernathy Endowed Scholarship Fund</td>
</tr>
<tr>
<td>James J. Billerbeck Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Breakthrough Alumni Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Harris Brodie Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Steven C. Calicchio Endowed Fund for Music and the Creative Arts</td>
</tr>
<tr>
<td>Caron Renaissance Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Caron Renaissance Family Programs Endowed Fund</td>
</tr>
<tr>
<td>Catherine Caron Fund</td>
</tr>
<tr>
<td>Richard J. Casey, Jr. Memorial Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Community Education Project Endowed Fund</td>
</tr>
<tr>
<td>The Coogan Family Scholarship for Hope</td>
</tr>
<tr>
<td>COVID-19 Scholarship Fund</td>
</tr>
<tr>
<td>Kevin Phillip Cutler Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Anthony Dimick Endowed Fund</td>
</tr>
<tr>
<td>Dodds Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Duffy Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Eddie's Gift Endowed Scholarship Fund</td>
</tr>
<tr>
<td>First Responders Program Fund</td>
</tr>
<tr>
<td>John J. Flannery Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Forst Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Fraternal Order of Police Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Bethany R. Granata Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Grauer Family Scholarship Fund</td>
</tr>
<tr>
<td>Gregg R. Grossman Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Gregg R. Grossman Scholarship &amp; Special Programs Fund</td>
</tr>
<tr>
<td>Adam and Ben Hock Scholarship Fund</td>
</tr>
<tr>
<td>Justin Boyd Howard Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Rev. William J. “Father Bill” Hultberg Endowed Scholarship Fund</td>
</tr>
<tr>
<td>I’ll Watch Over You Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Boland T. Jones Family Scholarship Fund</td>
</tr>
<tr>
<td>Richard D. Kelley Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Ann Marie and McKaye Kelly Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Nicholas D. Klarsfeld Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Neil Lasher Music Fund</td>
</tr>
<tr>
<td>Charles A. Leeds Jr. Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Legal Professional Training and Promotion Fund</td>
</tr>
<tr>
<td>Dennis Leibowitz Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Werner G. Maeder Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Ellen and Christopher Maguire Scholarship Fund</td>
</tr>
<tr>
<td>Sam and Kay McCullough Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Geoffrey McKernan Endowed Recovery Care Services Fund</td>
</tr>
<tr>
<td>Medical Research Director Position Fund</td>
</tr>
<tr>
<td>Miller - Skibbie Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>James Curtis Moffatt Memorial Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Martin E. Mulhern Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Neag Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Vivian Elaine Niceley Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Mark R. Nicoletti Jr. Scholarship Program</td>
</tr>
<tr>
<td>Ramonas Family Spirituality Endowed Fund</td>
</tr>
<tr>
<td>Recovery Care Management Endowed Fund</td>
</tr>
<tr>
<td>Patrick E. and Randy Rogers Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Arlene and Michael Rosen Fund for Veterans</td>
</tr>
<tr>
<td>Ed Satell Family Endowed Chair for Children and Adolescent Education</td>
</tr>
<tr>
<td>Dominick R. Scalera Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Dr. Mary Ann Scheuhing Scholarship Fund</td>
</tr>
<tr>
<td>The Silverman Family Foundation Scholarship Fund</td>
</tr>
<tr>
<td>Ivan L. Small Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Frederick A. Smith Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Springer Family Fund for Family Education</td>
</tr>
<tr>
<td>The Subak Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>James W. Taylor Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Taylor Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Tiagwad Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Tieman Research Fund</td>
</tr>
<tr>
<td>Tieman Research Endowed Fund</td>
</tr>
<tr>
<td>Matthew Versagli Memorial Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Suzanne S. Voisin Endowed Scholarship Fund</td>
</tr>
<tr>
<td>The von Seldeneck Family Scholarship Fund</td>
</tr>
<tr>
<td>Wall Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Carol E. Ware Chair of Trauma Treatment</td>
</tr>
<tr>
<td>Zelnick Family Endowed Scholarship Fund</td>
</tr>
<tr>
<td>Ziff Family Endowment Fund</td>
</tr>
</tbody>
</table>
### 2019-2020 Financial Highlights

**Total Revenue** $123.2 million
- Net Patient Service Revenue $105 million
- Contributions & Grants $16.2 million
- Other Revenue $2 million

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$123.2 million</td>
</tr>
<tr>
<td>Net Patient Service Revenue</td>
<td>$105 million</td>
</tr>
<tr>
<td>Contributions &amp; Grants</td>
<td>$16.2 million</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>$2 million</td>
</tr>
</tbody>
</table>

**Total Expenses** $120.6 million
- Program Activities 82.2%
- General & Administrative 15.4%
- Fundraising 2.4%

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses</td>
<td>82.2%</td>
</tr>
<tr>
<td>Program Activities</td>
<td>82.2%</td>
</tr>
<tr>
<td>General &amp; Administrative</td>
<td>15.4%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

**Net Revenue Over Expenses** $2.6 million

**Total Contributions Received** $16.2 million
- Annual Scholarships 28%
- Special Programs 25%
- Capital 38%
- Endowment 9%

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Contributions Received</td>
<td>$16.2 million</td>
</tr>
<tr>
<td>Annual Scholarships</td>
<td>28%</td>
</tr>
<tr>
<td>Special Programs</td>
<td>25%</td>
</tr>
<tr>
<td>Capital</td>
<td>38%</td>
</tr>
<tr>
<td>Endowment</td>
<td>9%</td>
</tr>
</tbody>
</table>

**Annual Charity Care** $10.3 million
This amount is equivalent to 9.8% of Caron’s net patient revenue
915 patients and families benefited from charity care in the 2019-2020 fiscal year.

### Total Endowment Portfolio $43.2 million
- Named Funds Value $21.4 million
- Board Designated Funds Value $21.8 million

### Individuals and Families Served

<table>
<thead>
<tr>
<th>Source</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Inpatient &amp; Residential Treatment</strong></td>
<td></td>
</tr>
<tr>
<td>Caron Pennsylvania</td>
<td>2,212</td>
</tr>
<tr>
<td>Caron Renaissance</td>
<td>380</td>
</tr>
<tr>
<td>Caron Ocean Drive</td>
<td>120</td>
</tr>
<tr>
<td><strong>Total - 2,712</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Outpatient Services</strong></td>
<td></td>
</tr>
<tr>
<td>Caron Counseling</td>
<td>609</td>
</tr>
<tr>
<td>Caron Atlanta</td>
<td>152</td>
</tr>
<tr>
<td>Caron Florida</td>
<td>287</td>
</tr>
<tr>
<td>Caron Philadelphia</td>
<td>210</td>
</tr>
<tr>
<td><strong>Total - 1,258</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Family Services</strong></td>
<td></td>
</tr>
<tr>
<td>Caron Pennsylvania</td>
<td>2,893</td>
</tr>
<tr>
<td>Caron Renaissance</td>
<td>600</td>
</tr>
<tr>
<td>Caron Ocean Drive</td>
<td>373</td>
</tr>
<tr>
<td><strong>Total - 3,865</strong></td>
<td></td>
</tr>
</tbody>
</table>
Board of Trustees
Anne Banville
Kevin Beebe
Jim Boscov
Zac Clark
Edwin Dealy
Linda Caron Denby
Douglas Dick
Casey Duffy
Bruce Eanet
Stephen Esser
Thomas Flynn - Chair
John Fitzsimons
Andrea Funk
Colleen Greene
Anthony Grillo
Sharon Hanson
Doug Hawthorne
Angel Helm
Daniel Huyett
Stephen Kane†
Dennis Leibowitz
Christopher Maguire
Michael McGlinn
Stacey Orr Gallant
Richard Roisman
Marguerite Schroeder
Mark Skibbie - Vice Chair
William Thornton, Jr.
Steven Wall
Carol Ware
Thomas Williams
Benjamin Zintak III
Chairman Emeritus
Kenneth Gill, Jr.

Caron Florida
Advisory Board
Kevin Beebe - Chair
Courtney Beebe
Douglas Dick
Douglas Dunnan
Robyn Gerry - Vice Chair
Ed Hills
Kathryn Keefe
Peter Koslow
Zoe Maloney
Tighe Merelli
Glen Mogan
Judy Ryan
Larry Scheinfeld
Alain Shurr

Caron New York
Advisory Board
Pamela Barbee
Matt Butler
Diane Calderon
Zac Clark
Robert Curry
Stephen D’Antonio
Angela Deering
Karen Fitzgerald
John Fitzsimons - Chair
Michael Freedman
Susan Fromm
Meredith Grossman
Molly Helfet
Jill Jordon
Maxine Lang
Denise LeFrak Calicchio
Dennis Leibowitz
Steve Martin
Geraldine McManus
Stewart Reid
Miles Rubin
Judith Ryan
Andrew Schwartz
Jay Springer
Juliana Tieran
Jennifer Urbahn

Caron Greater Philadelphia
Advisory Board
Sherri Belkoff
Eric Davis - Vice Chair
Mark Duffy
William Dugdale
Mary Fenkel
Aaron Greenfield
Edward Hills
Karen Jacobs
Malcolm Kinnaird
Jim Langston
George Meldrum
Mary Nixon
Marcella Pecorossi
Kimberly Porter
Richard Roisman
Marguerite Schroeder-Chair
Jill Steidle
Eric Stern
William Thomas
Brett Tiagwad

Caron Washington D.C.
Advisory Board
Anne Banville - Chair
Christina Caron
Pat Caufield
Matt Clark
Bruce Eanet†
Peter Fenn
Cathy Gillespie
Roger Hoff
Todd Jacobus
Sarah McCade
Cliff Mendelson
Michael Moore
Bruce Ochsman
Lisa Ourisman
Mark Skibbie
Don Sloane
Ronald Smith

Central PA
Advisory Council
Richard Albright
Bobby Brandt
Jamie Caron
Jen Caron
Hamid Chaudhry
Kamila DeAngelis
Mike Dinan
Diane Duff – Co-Chair
Michael Duff – Co-Chair
Glynis Fitzgerald
Susan Fromm
John Gallen
Ryan Gebely
Craig Hafer
Donna Jacobsen
Denny Papich
Kathy Papich
John Perate
Guido Pichini
Mike Robinson
Zach Rubin
Joseph Sigle
Matthew Stitzel
Kendall Stonerook
Samantha Wesner

Caron Executive
Leadership
Douglas Tieman
President and
Chief Executive Officer
Brad Sorte
President and
Chief Executive Officer Elect
Kristine Bashore
Chief Administrative Officer
Paige Bottom
Senior Vice President
Regional Services
Jennifer Savarese Farr
Corporate Secretary
Dr. Joseph Garbely
Executive Vice President
Chief Medical Officer
Seán Lavelle
Executive Vice President
Chief Development Officer
Laurie Mayer
Senior Vice President
Marketing
William Parfitt
Executive Vice President
Chief Financial Officer
David Rotenberg
Executive Vice President
Chief Clinical Officer

Professional Advisory Council
Dr. Judson Brewer
UMass Medical School
George M. Bright, M.D.
Blackwater Outdoor Experiences
Keith Humphreys, Ph.D.
Stanford School of Medicine
John F. Kelly, Ph.D.
Harvard Medical School
David Mee-Lee, M.D.
The Change Companies
Charles O’Brien, M.D., Ph.D.
University of Pennsylvania Health System
Don Sloane
Recovery Care Partner, LLC
Dr. Eric Strain
Johns Hopkins Medicine