



Mental Health and Addiction Network

2014 Annual Report

32 Church Street, 2nd Floor
Salem, MA 01970
Ph: 617-949-0030
F: 978-744-8821
E: info@mhfederation.org
www.mhfederation.org

About MHANe

MHANe brings together nonprofit organizations working to address mental health, addiction and intellectual disability issues including: clinical care, education (for professionals and consumers), research, public policy at the national and state-level, and public awareness.

Our mission is twofold: to support our member organizations working in the field of mental health, addiction and intellectual disabilities and through them, to educate the American public about the complex nature of mental illness and the stigmas attached. We are particularly interested in programs that increase fund raising capacity for the charities in our fields.

MHANe supports its member charities by:

- ✓ facilitating participation in workplace and other public giving programs;
- ✓ developing public awareness and educational campaigns on mental health issues;
- ✓ serving as a forum for discussion among charities with varied programs to promote common goals;
- ✓ sharing programmatic results for mutual assistance in planning future projects;
- ✓ developing partnerships to pursue federal, foundation, and other funding; and
- ✓ supporting fund raising capacity building efforts.

MHANe maintains offices in Salem, Massachusetts and two websites (www.mhfederation.org and www.mhane-network.org).

The site, www.mhfederation.org, explains MHANe's operations, board, vision, and programs and maintains a listing of its current workplace giving program members as well as past members of this program. The site provides detailed information about the CFC application process and many of the state and local workplace giving campaigns available across the country to our members. A listing of our 2014 charity members in our workplace giving program can be found in Appendix A of this report.

As part of its workplace giving program, MHANe works with eligible charities to ensure that they meet the Combined Federal Campaign's (CFC) fiscal accountability, governance, and programmatic impact standards. These standards are some of the most rigorous in the giving community and thus provide the basis for admission to the CFC federation we administer.

MHANe hosts an online community (www.mhane-network.org) designed specifically for fund raising professionals (board members, staff, and volunteers) who focus their work on charities in the fields of mental health, addiction and intellectual disability. The online community focuses its activity

on building the knowledge base around fund raising for mental health, addiction and intellectual disability charities. This online community offers its registered members free access to resources, connections to peers, a jobs board, grants listing, and events listing among other best practice support for their initiatives. Members use this online community to find and share information that builds organizational fund raising capacity.

2014 Activities

During 2014, the organization continued to explore a variety of initiatives to appeal to and provide services to a broader range of charities involved in mental health-related programs.

- ✓ The organization maintained its online community (www.mhane-network.org) to support a broad range of charities conducting programs in the fields of mental health, addiction and intellectual disability. By consistently posting new information about fund raising best practices and new grant opportunities, we support each member's efforts to meet their organization's fund raising targets.
- ✓ Based on MHANe's participation in the 2014 CFC as an approved federation the organization distributed 97% of the received CFC funds designated to its members.
- ✓ The organization continued its participation in the Commonwealth of Massachusetts Employees Charitable Campaign (COMECC). The organization continues to seek opportunities to enter state, local and corporate campaigns based on research into the value of these smaller campaigns for MHANe's members.
- ✓ The organization offered small grants to help charities in our field to improve fund raising capacity.
- ✓ The organization published the results of its pioneering survey of organizations in the fields of mental health, addiction and intellectual disability services and advocacy. The State of Mental Health Fundraising Survey and Report was published in the *Chronicle of Philanthropy* and distributed to more than 200 organizations and individuals working in our field. The report sheds light on fundraising challenges and best practices and offers industry benchmarks for comparison. Based on the value of the information gathered, the organization conducted the survey again in 2014 with plans to publish the results in winter/spring 2015.
- ✓ The organization continued its exploration of developing an online education program designed for professional fund raisers working in the fields of mental health, addiction and intellectual disability.
- ✓ MHANe's 23 member charities were admitted into the US CFC for the fall 2014 campaign. MHANe's Board of Directors has authorized the organization to continue to reach out to prospective members and submit a federation application to the U.S. Office of Personnel Management for the 2015 Combined Federal Campaign.

2014 Board Members (Fiscal Year: May 1, 2013 – April 30, 2014)

Nicole McLaughlin, Esq.	President
Jamie Jensen	Secretary
Howard Hoople	Treasurer
Paul J. Murphy, Esq.	Director
Joseph Shrand, MD	Director
Barbara Stevens	Director

All board members are volunteers and are elected to one-year terms and serve until they are replaced. Board member profiles can be found in Appendix B of this report.

Staff

MHANE has two paid staff members:

- A part-time executive director
- A part-time online community manager

Staff profiles can be found in Appendix B of this report.

Charitable Gifts, Fees and Other Revenue

Since its inception in July 2004 through April 30, 2008, Mental Health and Addiction Network, received no membership dues and/or service fees from the charitable organizations participating as members.

For the U.S. Combined Federal Campaigns held between May 2008 and April 2014, MHANE set a 3% fee on net CFC pledges designated to our member charities.

Simply put, MHANE seeks to meet its operating expenses and then share as much of its additional revenue as possible in ways that will improve fundraising capacity of other organizations working in our field.

Each year, MHANE informs all members what fees will be charged for participation in its workplace giving programs as part of their annual application process, in advance of admission to the program. There are no fees charged for participation in MHANE's online community.

Each year, MHANE anticipates receiving revenue from the following sources:

1. Donations made to MHANE,
2. Interest earned on the organization's reserve, and
3. A fee on net CFC member designated pledges received.

In fiscal years when the revenue from sources 1 and 2 exceeds the organization's total expenses, member organizations may share in the surplus. If revenue from sources 1 and 2 falls short of expenses, MHANE's

board evaluates operational needs and relevant member fees for the following year's budget.

In fiscal year 2013-14, the year of this annual report, MHANe received donations primarily from the fall 2013 Combined Federal Campaign. For that campaign and the 2014 campaign, the board approved an assessment of 3% on net CFC pledges received for member charities.

For the Fall 2015 CFC, MHANe's Board approved assessing a 3% fee on net CFC pledges designated to our member charities. All members have been informed of and have acknowledged approval for this fee in advance of the campaign.

The decision to distribute excess monies or assess additional monies rests with the MHANe Board of Directors.

AUDITED FINANCIAL STATEMENTS SUMMARY

The organization is audited by the firm of Betz, Goldman, Clearfield and Ocampo, LLP, Certified Public Accountants, headquartered in Silver Spring, Maryland. A copy of the federation's Form 990 IRS tax return is available upon request and on the website www.guidestar.org.

The organization's fiscal year runs May 1 – April 30.

MENTAL HEALTH AND ADDICTION NETWORK, INC.
STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2014 AND 2013

	<u>2014</u>	<u>2013</u>
ASSETS		
Cash	\$ 148,214	\$ 145,154
Due from Federation	-	3
Pledges Receivable	35,806	41,652
Program Service Fees Receivable	2,653	2,720
Prepaid Expenses	<u>477</u>	<u>440</u>
TOTAL ASSETS	<u>\$ 187,150</u>	<u>\$ 189,969</u>
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 2,750	\$ 4,275
Due to Federation	215	-
Grants Payable	<u>87,410</u>	<u>96,250</u>
TOTAL LIABILITIES	<u>90,375</u>	<u>100,525</u>
TOTAL NET ASSETS		
Unrestricted	<u>96,775</u>	<u>89,444</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 187,150</u>	<u>\$ 189,969</u>

**MENTAL HEALTH AND ADDICTION NETWORK, INC.
STATEMENTS OF ACTIVITIES
YEARS ENDED APRIL 30, 2014 AND 2013**

	<u>2014</u>	<u>2013</u>
CHANGES IN UNRESTRICTED NET ASSETS		
REVENUES, GAINS AND OTHER SUPPORT		
Contributions	\$ 387,796	\$ 366,988
Program Service Fees	8,344	8,208
Interest	<u>70</u>	<u>70</u>
TOTAL REVENUES, GAINS AND OTHER SUPPORT	<u>396,210</u>	<u>375,266</u>
EXPENSES		
Management	14,383	12,261
Program	<u>374,496</u>	<u>367,960</u>
TOTAL EXPENSES	<u>388,879</u>	<u>380,221</u>
INCREASE (DECREASE) IN NET ASSETS	7,331	(4,955)
NET ASSETS - BEGINNING	<u>89,444</u>	<u>94,399</u>
NET ASSETS - ENDING	<u>\$ 96,775</u>	<u>\$ 89,444</u>

Appendix A: MHANe 2014 Workplace Giving Program Members

Current CFC Members

Addiction Medicine, American Society of

CFC # 72104

More than two-thirds of American families have been touched by addiction. We educate physicians, support research and prevention, and promote the appropriate role of physicians.

www.asam.org

American Psychiatric Foundation

CFC # 11225

Creating a mentally healthy nation by raising awareness of mental illnesses and effectiveness of treatment, and the importance of early intervention through education and research.

www.psychfoundation.org

American Psychiatric Nurses Association

CFC # 12516

A professional membership organization of more than 8,000 members committed to the specialty practice of psychiatric mental health nursing, health and wellness promotion.

www.apna.org

Asperger's Association (Asperger's Association of New England, Inc.)

CFC # 12115

Living with Asperger Syndrome can be a lonely struggle. We help with parenting, school, friendships, relationships, and employment.

www.aane.org

Attention Deficit Disorder Association

CFC # 11589

ADHD affects over eight million US adults. We assist adults and families through education, web-based services, and connections to support groups and professional advocates.

www.add.org

Betty Ford Center at Eisenhower

CFC # 73345

Provides effective alcohol and other drug dependency treatment services, including programs of education and research, to help families begin the process of recovery.

www.bettyfordcenterfoundation.org

Bipolar Research Foundation, Juvenile

CFC # 12148

JBRF orchestrates cutting-edge collaborative research in order to improve diagnosis, promote early intervention, and discover the root causes of bipolar disorder in children and adolescents.

www.jbrf.org

Campaign for America's Kids (American Academy of Child & Adolescent Psychiatry)

CFC # 12515

15 million children in America have a psychiatric disorder. Give children access to treatment, decreasing stigma through advocacy, education, and research. Change a child's life.

www.aacap.org

Child Mind Institute

CFC # 70468

With our innovative and scientifically-proven treatments, ground-breaking research, and informative public education campaigns, we are dedicated to transforming mental health care for children everywhere.

www.childmind.org

Clubhouse International (International Center for Clubhouse Development)

CFC # 51395

Mental illness affects millions of people worldwide. We help these individuals achieve their full potential by offering education, housing, employment opportunities and other social activities.

www.clubhouse-intl.org

Developmental Disabilities, American Association on Intellectual and

CFC # 11224

Assists people with developmental disabilities by offering educational programs for professionals and supporting community programs, progressive public policy, and research advances.

www.aaid.org

Eating Disorders, Academy for

CFC # 12513

AED is the professional membership society for clinicians and researchers working to prevent and treat eating disorders. AED provides training for professionals in the field.

www.aedweb.org

Empowerment Center, National

CFC # 15546

Consumer-run organization which carries a message of recovery, empowerment, hope and healing to people with lived experience with mental health issues, trauma, and/or extreme states.

www.power2u.org

Family Institute

CFC # 11592

Provides counseling/psychotherapy (for families, couples and individuals), education, and research. Makes family-based mental health services available to a geographically, culturally and economically diverse population.

www.family-institute.org

Mental Health and Addiction Network

CFC # 11591

Coalition of charities providing mental health services, education and family support, addressing ADHD, autism, bipolar, grief, mental disabilities, schizophrenia, substance abuse, trauma and other ailments.

www.mhfederation.org

Mental Health First Aid USA (National Council for Behavioral Health)

CFC # 11231

We represent over 2,100 organizations serving our nation's most vulnerable citizens - more than 8 million adults and children with mental illnesses and addiction disorders.

www.thenationalcouncil.org

Mental Health Law, Judge David L. Bazelon Center for

CFC # 11166

Protects children and adults with mental disabilities from exclusion and discrimination in education, housing, employment and health care and promotes services that foster their independence.

www.bazelon.org

Mental Health, Screening For

CFC # 12521

Provides mental health education and screening programs for youth, adults and seniors; helping raise awareness, reduce stigma and connect those in need with appropriate resources.

www.mentalhealthscreening.org

Music Therapy Association, American

CFC # 11588

Advances public awareness of the benefits of music therapy and increases access to quality music therapy in a rapidly changing world.

www.musictherapy.org

Parent/Professional Advocacy League

CFC # 11595

We create parent and youth leaders who use their experiences, passion and knowledge to ensure services and policies work better for them and their families.

www.ppal.net

Resource for Advancing Children's Health, REACH Institute

CFC # 13975

Transforming children's health services by empowering care providers -parents, doctors, and counselors -to use effective methods for identifying and intervening with children's mental health challenges.

www.thereachinstitute.org

Soldiers Suicide Prevention (Foundation of Cognitive Therapy and Research)

CFC # 11590

Helps veterans by training mental health professionals in evidence-based Cognitive Therapy --a treatment proven effective for PTSD, depression, hopelessness, and other suicide risk factors.

www.soldiersuicideprevention.org

Student Suicide Prevention (Active Minds, Inc)

CFC # 16455

Suicide is the 2nd leading cause of death for college students. We provide educational resources and awareness to eliminate this preventable outcome.

www.activeminds.org

Suicide Prevention Alliance (Glendon Association)

CFC # 12116

Every 40 seconds, someone dies by suicide. We provide training, education and tools to individuals, families and mental health professionals to help save lives.

www.glendon.org

Appendix B – MHANe Board of Directors & Staff Profiles

Board of Directors

MHANe's board members are not compensated and serve single year terms. All board members are eligible for re-election each year.

Nicole M. McLaughlin, President

Since 1986, Nicole McLaughlin has demonstrated an unwavering commitment to philanthropic organizations and the people they serve. While working for the City of Boston's Emergency Shelter Commission in the late 1980s, she served on the Board of Directors of Rosie's Place, a shelter for homeless women in Boston. At that time, Ms. McLaughlin also provided relief staffing in a home for previously homeless women suffering from mental illness. Today she is the Development Director for The Plummer Home for Boys, a Massachusetts-based group home for adolescent boys offering a range of mental health clinical programs and independent living services. Prior to joining the staff at Plummer Home, she served on the Board of the organization for 7 years, including 4 years as Chair.

Between 1993 and 2009, Ms. McLaughlin provided legal counsel to a wide variety of nonprofit organizations, including public charities, private foundations and political action committees. From 1994 through 1997, she provided in-house counsel to the National Abortion Rights Action League. Among her many responsibilities were the review and editing of fundraising materials, including direct mail, telephone fundraising scripts, Internet fundraising pitches and foundation proposals.

From 1997 through 2000, she practice with the Washington, DC, firm of Harmon, Curran, Spielberg & Eisenberg providing legal and strategic advice to a wide range of progressive foundations, charitable and lobbying organizations, associations, and political action committees on federal tax law, federal election law and general legal issues. Among the clients Ms. McLaughlin has served are a national association of substance abuse organizations and a group advocating for publicly funded preschools.

Ms. McLaughlin graduated from Northeastern University School of Law in 1992 and from Wellesley College in 1986.

Jamie Jensen, Secretary

Jamie Jensen works as a freelance consultant to foundations and non-profits in the fields of education and youth development and provides strategic planning, research, technical advice, training, and written reports to meet a broad range of program and operational needs. Currently she provides strategic counsel and research support to the Ford Foundation's US-based Education Program. She is also designing and managing a professional exchange program for the leadership of 20 non-profit organizations that have partnered with educators to open 250 new schools in NYC. In the 1990s, Ms. Jensen worked with the Rockefeller Foundation as the Assistant Director for the Foundation's School Reform program.

During her tenure at Rockefeller, Ms. Jensen worked with Foundation management, the Board of Trustees, officers from across the Foundation and independent evaluators to design, budget for, manage and present evaluations of multi-year, multimillion dollar domestic and international programs. She began her career in the youth serving field as a job developer, teacher and then

part of the management team at Bridge over Troubled Waters, a Boston-based non-profit serving alienated adolescents, including runaways, homeless youth and single-and-parenting teens. Ms. Jensen's foundation clients have included: The Rockefeller Foundation, The Ford Foundation, The Atlantic Philanthropies, The Doris Duke Foundation, The Erie County Community Foundation, The Lumina Foundation, The Tim and Michele Barakett Foundation. She has also worked with The Center for High Impact Philanthropy at the University of Pennsylvania, Say Yes To Education, NYC Outward Bound, The Annenberg Institute for School Reform at Brown University, and the New York City Department of Education.

Ms. Jensen has a master's in Education from the University of Michigan and a BA from Wellesley College.

Howard Hoople, Treasurer

Howard Hoople has been active in non-profit management for over 30 years. Since 1998, he has been the president of Balanced Solutions, Inc., providing creative business planning, financial and operations support to non-profit organizations throughout New England. He works with clients to discover practical solutions to their planning, financial and operational problems. In this way, he helps clients improve the way they use their resources to meet their objectives.

After graduating from Dartmouth College, Mr. Hoople began his career developing program planning, evaluation, and financial control systems for Project Place, a collectively managed social service agency that operated several innovative programs in Boston's South End. He subsequently earned an MBA at Harvard Business School, and then worked at Beth Israel Hospital in Boston as Administrative Director of the Psychiatry Department. In that role, he supervised financial and administrative operations for the multiple constituencies of a teaching hospital system, including clinical care, research and teaching. He collaborated effectively with all of these constituencies to create and redesign programs and systems, while increasing revenues and cutting costs.

Mr. Hoople continues his strong commitment to non-profit organizations, bringing all of this experience to bear in his consulting practice: insight into the application of traditional for-profit techniques in a non-profit environment, a sensitivity to the complex goals non-profits often present, and a track record of having successfully managed a large, complex non-profit system. The key contribution he makes is to help clients improve their use of limited resources to achieve their long-range goals.

Paul J. Murphy, Esq.

Paul focuses his practice on delivering legal and strategic advice to managers of nonprofit organizations and counts among his clients, 501(c)(3) private foundations and public charities, 501(c)(4) social welfare organizations, and 527 political organizations and PACs. He strives to help his clients understand the myriad state and federal laws that govern their activities and design their programs to achieve desired outcomes within applicable statutory and regulatory constraints. He has advised clients with respect to such matters as nonprofit formation and corporate governance, state and federal tax exemption, relationships within "families" of tax-exempt organizations, government ethics rules, and laws regulating lobbying and electoral participation by individuals and organizations. Paul has represented clients in contract negotiations, commercial disputes, and matters before the Internal Revenue Service and the Federal Election Commission. He has a passion for empowering members of the progressive nonprofit community to deepen the impact of their work and has conducted numerous workshops on legal issues affecting tax-exempt organizations engaged in advocacy campaigns.

Before joining the firm in 2000, Paul advised unions and union members on their rights and obligations under federal and state labor and employment laws and represented individuals facing adverse employment actions. While attending law school, he worked in the legal departments of the American Federation of State, County and Municipal Employees; Gore 2000; and Clinton/Gore '96. He also had the privilege of serving as a legal intern for the minority staff of the U.S. Senate Governmental Affairs Committee's 1997 "Special Investigation of Illegal or Improper Activities in Connection with 1996 Federal Election Campaigns." Before he began his legal career, Paul worked for five years as a commercial insurance underwriter—an experience he has found to be useful when advising clients about insurance matters.

From 2003 to 2011, Paul served on the Board of Directors of Whitman-Walker Health, where he held various leadership positions. In 2006, the Whitman-Walker Legal Services Department presented him with the Distinguished Volunteer Award for his pro bono representation of persons living with HIV/AIDS over many years apart from his board service.

Paul is admitted to practice in Maryland and the District of Columbia.

Joseph A. Shrand, MD

Dr. Shrand is a practicing psychiatrist in the field of child and adolescent medicine. He was for many years associated with McLean Hospital in Belmont, Massachusetts (affiliated with Harvard Medical School and Massachusetts General Hospital). Currently he serves as Medical Director of CASTLE (Clean and Sober Teens Living Empowered) the first adolescent acute stabilization unit of High Point Treatment Centers. There, Dr. Shrand has designed a program that focuses on Attachment and Theory of Mind, two powerful developmental constructs that intimately drive social interaction.

After receiving a BA in liberal arts from Sarah Lawrence College, Dr. Shrand studied at Harvard and Columbia to prepare for medical school, and he received his MD from the University of Cincinnati College of Medicine in 1990. In 1993, he completed his residency at the Institute of Living, a mental health center connected to Hartford Hospital and affiliated with the University of Connecticut School of Medicine. Following his residency, he completed a two-year fellowship in Child and Adolescent Psychiatry Training at McLean Hospital.

In the late 1990s, Dr. Shrand filled a variety of positions at McLean Hospital, including Director of Child and Adolescent Ambulatory Services, Director of Child and Family Therapy in the Child and Adolescent Psychiatry Division, Assistant Child Psychiatrist, and Psychiatric Attending in the McLean Adolescent Partial Hospital.

He also served as Staff Psychiatrist in Child Psychiatry and as Child and Adolescent Psychiatry field back-up on the Emergency Service Team at Mass General and as Instructor in Psychiatry at Harvard Medical School.

Before entering the field of medicine, Dr. Shrand worked as a grant-writer for CARE, Inc., winning a grant of over \$340,000 to help educate children in Belize. As the father of four children, Dr. Shrand takes time to be involved with educational reform in his home town and is a Board member of the Marshfield Education Foundation, as well as President of Marshfield Community Television, the local cable television station for public, educational, and government channels.

Barbara R. Stevens

Barbara R. Stevens joined Isaacson, Miller in early 2000 after extensive experience in higher education, including 20 years in senior management roles at Yale University, the University of Pennsylvania, and Georgetown University. At Isaacson, Miller she has led the development of the firm's higher education academic search practice, including searches for college and university presidents, provosts and deans. A commitment to partnerships among different constituencies has been a cornerstone of her work. At Yale, she worked closely with the officers of the university, leaders of the state and city government and community organizations to link university, government and community objectives. In her role as Chief of Staff to the President at the University of Pennsylvania, she spearheaded a number of university/West Philadelphia initiatives in the areas of economic development, education, and urban greening. She also served on the President's seven member Senior Planning Group alongside the Provost, EVP and Vice President for Development, which reviewed and developed the strategic plans for the University and addressed the major University-wide issues that needed resolution. She was a member of the university-wide planning team for Penn's first \$ 1.0 billion campaign, the first in the nation. Later, she worked closely with three successive Presidents as Vice President and Secretary of the University, as the primary liaison between the President, the Board of Trustees and the Boards of Overseers of the university's 12 schools. In this role she served again as a member of the President's Senior Planning team, was responsible for internal and external communications, including press and media, and managed dean and presidential searches. At Georgetown University, she served the executive committee of the President's cabinet in its re-sizing and administrative improvement endeavors as head of the Administrative Excellence Project.

Growing from her work as a senior administrator at three large and complex institutions of higher education, her leadership of the New Haven Downtown Council, service on a range of non-profit boards and commissions, and role at Isaacson, Miller, Ms. Stevens has a deep understanding of civic organizations and the skills necessary to lead them. In many cases these not for profit organizations are the most challenging, responding, as they must, to three missions (research, teaching and service) and being responsible to a range of constituents who, at times, have differing objectives (faculty, staff, students, alumni, business, local, state and national governments).

Ms. Stevens attended Wellesley College and holds a bachelor's degree in economics from the University of California, Berkeley.

Staff

Benjamin Waxman, Executive Director

Benjamin Waxman has worked in the field of communications and community development for not-for-profit organizations for nearly two decades. He has worked primarily in the health and mental health sectors developing needs assessments, fundraising strategies, case statements and proposals. As a marketing and fundraising consultant, Mr. Waxman's clients include healthcare and hospital systems as well as mental health advocacy and treatment organizations.

His experience spans health- and mental health-related projects supporting national policy development and advocacy, raising public awareness, expanding physician referral networks and increasing the use of quality assessment tools. Mr. Waxman has specific experience developing institutional fund raising strategies, incorporating technology into behavioral health

initiatives, producing annual reports for not-for-profit institutions and writing health and wellness newsletters, among other consumer education materials.

He has produced a range of technical proposals to private institutions, state and federal agencies seeking support for health- and mental health-related initiatives on topics including: clinical services to low-income individuals, victim assistance, substance abuse treatment, youth violence reduction and post-traumatic stress disorder in children, medical research, medication compliance, HIV/AIDS treatment, healthcare quality assessment tools, Medicaid and other reimbursement issues, and corporate sector compliance with the Americans With Disabilities Act.

Mr. Waxman earned a BA from Wesleyan University and an MBA from Northeastern University.

Laura Matheos, Online Community Manager

Laura Matheos has been an active mental health advocate for several years. When family members were affected by obsessive-compulsive disorder and other neuropsychiatric issues, her journey led her to find her voice. She has presented her experiences as a speaker at national conferences for Autism One and the International OCD Foundation and in publications such as The Autism File. She is currently involved with several non-profit organizations supporting these issues.

Ms. Matheos earned a BA in Communications from Wake Forest University and an MBA from the University of North Carolina at Chapel Hill. Her past experience has been in financial management and operations in the printing, legal and advertising industries.