



## Spaulding Management Team

[SpauldingYouthCenter.org](http://SpauldingYouthCenter.org)

Spaulding Youth Center operates with the enthusiastic and passionate dedication of our leadership team. Each member brings a depth and breadth of specialized experience for their respective department. Together, the leadership team shares an unwavering commitment to ensure that Spaulding Youth Center fulfills its mission to help our children and youth with neurological, emotional, behavioral, learning or developmental challenges, including Autism Spectrum Disorder and those who have experienced significant trauma, abuse or neglect, learn the academic and life skills needed to be successful in their homes, schools and communities.



**Susan C. Ryan, M.S.**  
*President & CEO*

With over 30 years of experience building and leading organizations, Susan Ryan maintains an unwavering focus on mission, program growth and staff development. Throughout her career, Susan has provided executive oversight in several large for-profits and non-profits, with a special focus on quality

programming. She holds a B.S. in Organization Management from Daniel Webster College, a M.S. in Organizational Leadership at SNHU, and a graduate certificate in Non-Profit Management.



**Todd C. Emmons, M.Sc., MBA**  
*Chief Financial Officer*

Todd Emmons brings over 30 years of experience managing finances and operations for education institutions. He is a board member for NH Higher Education Assistance Foundation (NHHEAF) and NH Health & Education Facilities Authority (NH HEFA). He holds a B.A. in Economics from Saint

Anselm College, a M.Sc. in Economics from the London School of Economics & Political Science, and an MBA in Finance from the Stern School of Business at New York University.



**Colleen Sliva, M.S.Ed.**  
*School Principal & Special Education Director*

Colleen became School Principal and Special Education Director in 2006, bringing over 14 years of experience as an elementary special education teacher and a middle school learning disabilities coordinator. Colleen earned her Master of Science in Education from Simmons College

as a Language and Literary Specialist and a Bachelor of Science in Elementary and General Special Education from Notre Dame College in Manchester, New Hampshire.



**Amanda Champagne, MS, MBA**  
*Residential Services Director*

After joining Spaulding as a Residential Substitute in 2000, Amanda Champagne served in various roles eventually named as the Director of Residential Services in 2014. In this role, Amanda administers and manages all aspects of the Residential Services Program, which includes 55 beds

in five campus buildings and over 80 residential staff. Currently, Amanda holds a M.S. in Child and Adolescent Psychology and an MBA from Southern NH University.



**Pat Seaward-Salvati, M.S.**  
*Admissions Director*

In October 2002, Pat became the Spaulding Admissions Director. He also designed, implemented and directed Spaulding's Community-Based Programs until 2015. Pat earned a B.S. in Elementary Education from Penn State University and a M.S. in Human Services from New Hampshire

College. He has an extensive background in Human Services, working with youth and families. His experience includes counseling, court diversion, program design, training and management.



**Robin Raycraft, M.S.**  
*Clinical & Compliance Director*

With over 25 years of clinical experience, Robin Raycraft has a vast knowledge of the NH mental health system both in the field and on a state level. As an experienced clinician and administrator, Robin leverages her background as a balance between the action and process

to make each family we serve successful. Robin holds a B.S. in Psychology and Gerontology from Springfield College and a M.S. in Community Mental Health Counseling from New England College.

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**Cheryl Avery, B.A.**  
*Development & Community Relations Director*

Based on her extensive experience in child advocacy, Cheryl maintains and develops community relationships throughout New Hampshire on behalf of Spaulding Youth Center. As Director of Development & Community Relations, Cheryl provides strategic leadership for

planning, implementation and administration of fundraising activities. She holds an A.S. in Early Childhood Education from Vermont College and a B.A. in Psychology from Norwich University.



**Roger Bolduc, B.S.**  
*Support Services Director*

As the Support Services Director, Roger oversees the operation of the Information Technology, Facilities & Grounds, and Dining Services departments, ensuring technology, infrastructure and facilities are exceptionally maintained. Roger retired from the US Air Force as an NCO Technical

Sergeant in 1995. He has earned a Computer Science degree, became a Certified Network Administrator, and earned a B.S. in Management from Granite State College.



**Lys Miller-Drake, SHRM-SCP**  
*Human Relations & Employee Engagement Director*

Lys Miller-Drake brings over twenty-five years of human resources experience to Spaulding. She manages all elements of the employee life cycle, including recruiting, on-boarding, career development, training, and succession planning, all while

engaging and supporting managers and employees throughout the organization. Lys earned a Bachelor of Arts in English from Amherst College, Secondary Teaching Credential from the University of California in Berkeley and SHRM-SCP certification.



**Darnelle Bjorck, PHR, SHRM-CP**  
*Benefits, Safety & Wellness Director*

Bringing over 12 years of HR Generalist experience, Darnelle joined Spaulding's human resources team in 1995. She manages all aspects of employee benefits, including educational grant supports, FMLA and other leaves of absence, workplace safety, workers comp, compliance and

wellness initiatives. Darnelle earned her Professional in Human Resources (PHR) and SHRM-CP certifications and serves on the HR Association of Greater Concord membership committee.

## *Dedicated to Continuous Education*

In addition to providing the highest quality education for our students, Spaulding Youth Center is committed to the concept of lifelong learning for our diverse staff. The management team has demonstrated this commitment by the recent creation of additional funding opportunities for staff to continue their professional development. Whether staff chooses to earn recertification, work toward an undergraduate or graduate degree, or pursue a complementary skill set, the management team is deeply committed to the continued development of our staff. We recognize that the personal satisfaction and accomplishment of achieving academic goals is critical for every individual on campus, from our youngest student to our most tenured employee.



### **THROUGH THE LOU AND LUTZA SMITH EDUCATIONAL FUND,**

Spaulding Youth Center invested over \$51,000.00 in FY2018 toward employee professional development.



## *About Spaulding Youth Center*

*With a history spanning nearly 150 years, Spaulding Youth Center is a leading provider of educational, residential, therapeutic and foster care programs and services for children and youth with neurological, emotional, behavioral, learning or developmental challenges, including Autism Spectrum Disorder and those who have experienced significant trauma, abuse or neglect. Our campus is located on nearly 500 acres in Northfield, NH and welcomes boys and girls from 5 to 21. The professional staff instills study skills, social skills, independent living skills, vocational skills, and an appreciation of learning that help a child reach his or her full potential. At Spaulding, we believe that every child deserves a childhood.*