

PRISM



WESLEY
SPECTRUM
SERVICES

Strength to learn, to live, to love

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Wesley's Gala

"Celebrating Children, Families & the Future"

sponsored by Sherpa Software

Saturday, March 4, 2006

6:00 p.m. – 11:00 p.m.

Hilton Garden Inn at Southpointe

The evening will be filled with great food, great fun and a live and silent auction with many spectacular items. Most importantly, all proceeds from the event will benefit Wesley Spectrum's programs and the kids and families that we serve.

This year's Gala will also celebrate the merger of the Wesley Institute and Spectrum Family Network and the strengths of the new organization.

This year's auction items include:

- Framed Hines Ward Jersey
- 4 Tickets to the David Letterman Show
- One Week-Four Seasons Timeshare
- Hot Air Balloon Ride
- Weekend Packages: Holiday Inn Select, Hilton at Southpointe, and the Renaissance
- Various themed gift baskets
- Waterford Vase
- An Acoustic Guitar
- Dining Certificates: Original Fish Market, Max and Erma's, Al's Café, Atria's, Dingbats, Pittsburgh Steak Company and The Classroom

For an updated list of auction items, visit www.wesleyspectrum.org.

Special thanks to Title Sponsor- Sherpa Software, Gold Sponsor-Mylan Laboratories, KDKA Radio and the corporate sponsors that have supported Wesley Spectrum's Gala and our children and families.

Additional corporate sponsorships are available. Individual tickets cost \$150 and a table of 8 costs \$1200. Contact 412.831.9390 with any questions.



Our mission is to provide transformational support for children and families as they strive to become more independent, responsible and caring members of the community.

From the desk of Douglas Muetzel

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The upcoming Gala on March 4 will be the first public presentation of the new Wesley Spectrum Services. We hope you will be able to join us for this exciting event marking the beginning of more services for more children and more families. We will be recognizing a past alumnae, a foster family of the year, and a devoted volunteer who emulates the essential values of our organization. You will be able to see and experience the value of the merger.

Within the new Wesley Spectrum Services we have already begun to see the real and significant impact of the merger in the special children and families we serve. Last month, six counselors from the Wesley Spectrum Academy met with the leadership staff of the Wesley Spectrum Behavioral Health Program to learn more about each others services and strategies to deliver enhanced services for our clients. Experiences like this represent only the beginning and heighten expectations for providing a seamless delivery of services overcoming the obstacles many children and families experience in our "silo-ed" industry.

To maximize the potential of the merger, we are relying on a "process with passion" approach. The mission and statement of values has set the ground work for a practical vision for the next 12 to 18 months. Our team identified the constraints, barriers and contradictions that stand in the way of reaching our practical vision. And now, staff throughout our organization are goal-setting and action-planning to overcome the barriers. As the process continues in the coming months we look forward to sharing our progress with you.

I was recently asked, "any regrets?" My quick and emphatic response was "none." We have already seen a significant and positive impact for the children and families we serve through the creation of the new Wesley Spectrum Services. There are certainly great challenges before us. However, getting a glimpse of the value of the merger for children and families is the greatest of all motivations.

I personally invite you to find out more about the exciting changes the new Wesley Spectrum Services will bring to our community. The merger brochure, capabilities brochure, practical vision and new website are all designed to help you capture the passion of our mission. If you would like your own copy or need additional information please do not hesitate to call or e-mail me.

There are countless ways for you to be engaged with us to advance our mission and to witness a new strength to learn, to live, to love.

For the children and families we serve,

Douglas Muetzel, *CEO Wesley Spectrum Services*

The New Organization at a Glance

On January 1, 2006, The Wesley Institute and Spectrum Family Network officially came together as Wesley Spectrum Services.

We are:

- Over 525 Staff
- Providing services to over 3,000 children and 7,000 family members a year
- Three shelter residences and more than 40 foster care families
- Five schools for children who need special education and support
- Serving families in seven counties
- In fifteen different facilities across Southwestern Pennsylvania
- Thousands and thousands of success stories

By merging into Wesley Spectrum Services the new organization could attain a vision of strength, and deliver a seamless array of services that cover a full range of family struggles. Wesley Spectrum now delivers services in three key areas - special education, mental health and family support - providing a sense of home and hope for children and families who are searching for a better quality of life.



Special Education Services: Wesley Spectrum Academy, Wesley Spectrum Highland Services, Wesley Spectrum School/Specialized Therapeutic Education Program, Outsourced Behavioral Health/Education Services, The Wesley Spectrum Family and Child Development Center Private Preschool, Wonder Kids Club and Music Therapy.

Mental/Behavioral Health Services: Family-Based Mental Health, Family-Focused Solution Based, Mental Health Outpatient, Acute Partial Hospitalization Program, Wesley Spectrum Family and Child Development Center Wraparound Services and Drug and Alcohol Services.

Family Services: Family Therapy, Family Care, Foster Care, Adoption Services, Shelter Services and Transportation/Visitation.

Visit www.wesleyspectrum.org for more information on our services, or call 412-831-9390 x245 to request a Corporate Capabilities Brochure. ♥

WS TEAM SPIRIT





WS QUALITY *Strength to learn*

Performance and Quality Improvement at Wesley Spectrum Services

The Wesley Institute and Spectrum Family Network have long histories of providing high quality, mission driven services. With the activity and effort related to the merger. We are energized to enhance the quality of programs and processes for the new, larger organization. Wesley Spectrum has invested resources to create a Performance and Quality Improvement Program that will ensure the highest level of quality services. Building on the current quality assurance and improvement foundation of Wesley Spectrum programs, new systems are being developed, refined and implemented to continuously monitor and evaluate our services.

The Performance and Quality Improvement Program evaluates areas such as:

- Client and family satisfaction
- Discharge outcomes
- Clinical outcomes
- Frequency and management of critical incidents
- Use of restrictive procedures
- Client and family grievances
- Length of stay
- Referral trends including internal referrals from other Wesley Spectrum programs
- Growth
- Fiscal health
- Staff satisfaction
- Staff compliance with training requirements
- Compliance with regulatory requirements and best practice standards

The Performance and Quality Improvement program helps us to:

- Ensure the health, safety and well-being of our clients
- Ensure that clients are treated with respect, dignity and that their rights are not violated

- Ensure that we follow all regulations and best practice standards (Including Council on Accreditation and the Community Quality Institute’s Youth Standards)
- Ensure that we provide the most effective services that are also tailored to the unique characteristics, culture and needs of each client served
- Ensure that we use the input from staff, clients and their families, and our community partners to improve, develop or modify services to more effectively meet our client’s and other stake holder’s needs
- Ensure that we have qualified staff with the right training, support and resources to deliver high quality services
- Ensure that if issues with quality are found that corrective action is taken and lessons are learned to help prevent such issues in the future

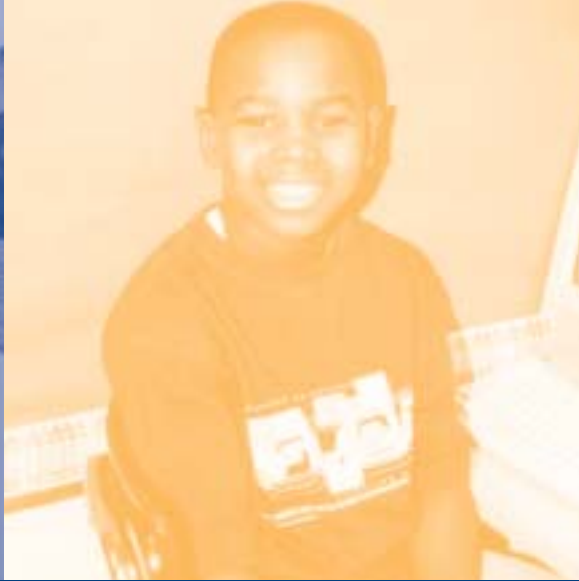
By monitoring performance indicators and using data to continuously improve our services, we can ensure that Wesley Spectrum Services continues to provide high quality cost-effective services consistent with our mission, vision and values. If you have questions about quality improvements contact Pam Weaver at 412.342.2259.

Integration Committee Reflects Strength of Merger

To jump start the merger transition process for staff, an Integration Committee was formed in December 2005 to address the creation of a new organizational culture for Wesley Spectrum Services.

Twenty five staff members representing all programs and administration across the new organization participate on the committee. At the kick off meeting, CEO, Doug Muetzel, charged the group to:

- 1) Facilitate the creation of a new organizational culture that



to live, to love **WS WISHLIST**

would advance the mission of Wesley Spectrum and help realize the full potential of the merger

2) Create and implement the events, activities, and communication strategies that would foster the development of staff pride, and connectedness to the new organization

The committee created a list of goals designed to answer the question, “How would we know if we were successful in integrating the two organizations?”

Examples of the committee’s goals:

- Staff members know about all services provided by Wesley Spectrum Services and know how to access them for their clients
- Staff members refer to themselves as Wesley Spectrum Services employees
- We have an effective communication system and strategy that ensure timely and consistent information made available to all staff and friends of Wesley Spectrum Services
- We have an environment where staff are heard and their input is welcomed and expected
- We have regular events where staff can get to know one another

From these goals action steps were generated and constitute the work of the committee.

Some of the accomplishments of the committee to date:

- An all staff welcoming event is planned for February 24, 2006 at UPMC SportsWorks
- “Staff orientation to Wesley Spectrum Services” events are planned for the month of March and will be held at four different Wesley Spectrum sites
- A list of cultural elements was created from each legacy agency that members felt were important to continue in the new organization.
- Committee members have received information on change management so that they can be our ambassadors of change within their programs.

The committee’s participation and commitment to the goals of achieving a successful integration have been remarkable, and reflects a key strength of the new organization-- **the staff.** ♥

Wesley Spectrum Academy—

Caribbean themed clothing for the Spring musical



Family & Child Development Center—

Art supplies

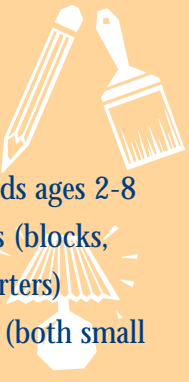
Bean bags

Board games for ages 5-18

Empty baby food jars

Blocks and basic toys for kids ages 2-8 to help with ABA programs (blocks, animals, figurines, shape sorters)

Clear, empty bins with lids (both small and large)



To make a donation, contact Paula Huffman at 412.831.9390.



Wesley Institute Tribute Gifts

The following honor/memory gifts were made to The Wesley Institute from 10/27/05-1-31-06. Thank you for your generosity.

In Honor of: Mr. George L. Bond, III

Mr. and Mrs. Frank Schwarz

In Honor of: Mrs. Patricia A. Brown

Mr. Jess W. Ullom

In Memory of: Mrs. Eleanor Bufalini

Mr. and Mrs. Ralph Norcie

In Memory of: Mrs. Olive Casteel

Mrs. Judy Harrison

In Honor of: Michael Farrell, Jr.

Mr. and Mrs. Edward S. Farrell, Jr.

In Honor of: Mr. Daniel F. Findley

Mrs. Marilyn Szpara

In Honor of: Mrs. Beth Harrington-Cady

Mr. Park Casteel

In Memory of: Mrs. Polly R. Hawkins

Mr. William R. Hawkins

In Honor of: Mrs. Anne Knoell

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Mr. and Mrs. Daniel P. Majestic

In Honor of: Mr. Douglas W. Muetzel

Mrs. Marilyn Szpara

In Honor of: Joe & Joyce Ogrodnik

Ms. Patty Phillips

In Memory of: Mrs. Ethel Schauer

Mr. and Mrs. Richard Shrum

In Memory of: Ms. Mildred Schenz

Mr. and Mrs. John W. Morgan, II

In Honor of: Bill Schwenk

Mr. and Mrs. Allen C. Schwenk

Spectrum Family Network would like to acknowledge contributions that have been received by the Spectrum Family Network Foundation since the publication of the last issue of Spectrum Family Network Links.

The following gifts were made to the Spectrum Family Network Foundation from 11/01/05 - 12/31/05.

Thank you for your generosity.

Spectrum Family Network Tribute Gifts

In Honor of: Mary Carol & Bob Limegrover

Mrs. Marian Limegrover

In Memory of: Lorraine Lesoon

Mr. Edward Lesoon, Jr., Asia Carpet & Decorating Co.

In Memory of: Edward Mauti

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Frank & Carolyn Schwarz

In Honor of: their grandchildren

Norman & Helen Vinsick

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Mrs. Nancy Stillson

Foundation

Audrey Hillman Fisher Foundation

In-Kind

Mrs. Michelle Blasko

Mr. Tom Long, Greensburg Beverage Co.

Holiday Helper

We would like to thank the following individuals and corporations for monetary donations, gifts for the children and the gift of time that makes the holiday season brighter for the children in our programs.

Mr. & Mrs. Pablo & Claudia Ardiles

Mrs. Edna Bishop

The Bon Ton Stores Foundation

The Christopher Carson Family

Mr. Vince Cillo, Cillo Plumbing, Heating & Cooling, Inc

Ms. Jann Curti

Mr. John E. Diaddigo

John & Bonnie Dimarsico

Mr. Darren Lipinski, D's Cleaning and Maintenance Services

Mr. Dan Findley

Mrs. Betty Fischer

Mr. Marc Jampole, Jampole Communications

Dr. and Mrs. Peter Keim

Mary Carol & Robert Limegrover

Henry C. Lipinski

Louise & Michael Malakoff

Ms. Martha Mattingly, Ph.D.

Myron & Jackie McGoun

Mr. Scott O'Mara

Frank Nicholson

The Pittsburgh Pirates

Ms. Ruth Rauluk

Ms. Christina Rawls

Ms. Ruth Sanko

Ms. Suellen Simons-Peters

William Sittig, Sittig, Cortese & Wratcher

Mr. Daniel Taylor

Mr. Robert Teeter, Teeter Associates, Inc.

Mr. Daniel Wright

Employee Contribution Campaign

We would like to thank the following new employees of Spectrum Family Network who donate directly to the Spectrum Family Network Foundation.

Mr. Curtis Black

Ms. Rachael Burow

Ms. Jade Carswell

Wesley Spectrum Academy Students Complete the DARE, Drug Abuse Resistance Education, Program

Eighteen Academy middle school students received DARE instruction to provide them with the skills they need to avoid involvement in drugs, gangs, and violence. Certified DARE police officers from Upper St. Clair educated the students on the consequences of the law and the harm of specific substances. Students were also involved in role playing for various scenarios where they could be faced with difficult choices.

“It is wonderful to see the kids relate positively to the officers,” said Sue Deep, Mental Health Counselor. “They learn that the police are a helpful resource in the community as opposed to authority figures to be feared.” ♥



WS GIFTS CONT.

Ms. Germaine Carter
Mr. Allen Chulack
Ms. Tracey Davis
Mr. Richard Ellison
Ms. Patricia Gordon

Employee Contribution Campaign Cont.

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The Tickets for Kids Foundation Provides Great Opportunities for Wesley Spectrum's Children and Families

The Tickets for Kids Foundation seeks to include often-forgotten children and families in quality community, educational and entertainment events and activities. In doing so, Tickets for Kids hopes to bring a source of joy to children and families who otherwise may never have a chance to participate fully in our enriching community resources.

Tickets for Kids provides our kids with many wonderful opportunities. Since January 1, 2005, Tickets for Kids has provided Wesley Spectrum with over 1,150 tickets, with a value of approximately \$ 18,800.

Over the past year, Wesley Spectrum kids have enjoyed outings such as Pirate and Penguin games, the Andy Warhol Museum, The Carnegie Science Center, Carnegie Museum of Natural History, Pittsburgh Zoo, Cirque Du Soleil, Pitt Panthers Football games, a trip to Blade Runners and a tour of PNC Park.

Thank you Tickets for Kids for providing Wesley Spectrum's kids with such great experiences. ♥

www.wesleyspectrum.org



Visit www.wesleyspectrum.org to learn more about Wesley Spectrum's programs, the children and families that we serve and for information about our special events.

The Wesley Spectrum website also provides donors with a convenient way to donate online with a Visa or MasterCard. ♥

www.wesleyspectrum.org



412 831-9390

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