

A newsletter for those who care about Marklund

WINTER 2-0-2-3

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From the Desk of Gil Fonger, President & CEO

Marklund Family,

Entering the holiday season, I like to take time for reflection and gratitude. There is much to celebrate and be grateful for as we close 2023. While I initially considered creating a Top Ten List, or even a Top 40, I've settled on 8—which happens to align perfectly with the number of letters in our organization's name, MARKLUND.

M	<u>Marklund's Mission & Vision: The promise we made for now and the future</u>
A	<u>Appreciation for the successful completion of almost \$12M in capital projects</u>
R	<u>Ready to break ground on the 24-bed expansion of the Marklund Wasmond Center</u>
K	<u>K</u> indhearted volunteers – close to 1,000 – who bring the community to our residents
L	Leadership of our Board of Directors who guide us in fulfilling our mission & vision
U	<u>U</u> nwavering support of generous donors who help us bridge a \$20K annual gap/resident
	Namesake – remembering our first resident – Mark William Lund –

nearly 70 years ago

Dedicated, caring staff that make our mission & vision a reality

It is a privilege and a gift to work with, care for, and support our residents, community clients and students. Each of us has chosen to be connected with Marklund for various reasons, yet we all share a common mission and promise: **Making** *everyday life* **possible for individuals with profound disabilities**.

I have a reminder on my wall that says: *May my work today be an answer to someone's prayer*. Working at Marklund is not a "vocation," it is an "advocation" which means "one who defends a cause;" every day we seek to make a difference in the lives of those we serve today and will serve in the future.

As we welcome 2024 together, we can expect there to be challenges and bumps along the way, but nothing truly worthwhile comes without a cost. Thank you for being a part of the Marklund story and our joint commitment to living out our mission and vision, and extending our caring hearts to all we serve.

God bless and wishing you a wonderful holiday season,

Gilbert W. Fonger, President & CEO



The powerful moment that led Cassidy to Marklund

This time of year, we find ourselves reflecting on our lives, and all of the moments that have shaped our journey. Back in 1997, Carie Carney and Greg Keller accepted a friend's invitation to attend Marklund's Top Hat Ball. This moment sparked a professional connection that would impact their lives in a very personal way. In 2004, Carie's company was selected to build the final two residential homes at the Marklund Hyde Center in Geneva. At the same time, Carie and Greg were navigating new territory as Cassidy's parents, their toddler with severe developmental disabilities. Early on, they vowed to care for Cassidy at home, providing the therapies, interventions, and programs necessary to help her succeed.

By the time Cassidy reached her teenage years, she suffered from seizures, experienced a drastic reduction of muscle tone, known as hypotonia, and had to be fed through a tube. Now parents of a second daughter, the care became more overwhelming – it was around-the-clock, 24/7 care for Cassidy, while juggling the needs of their youngest as well. Balancing two careers and the care of their daughters, while getting very little sleep each night - Carie and Greg remained committed to caring for Cassidy at home. There were very few quiet moments – leaving little time to consider and plan for the future.

In 2020, Carie was quarantined with COVID, leaving Greg to care for both girls, and reality came into focus. For the first time, they were forced to consider the difficult question - who would care for Cassidy when they weren't physically able? All paths led back to that one moment in 1997 – the moment they learned about Marklund. Now - 23 years later - they found themselves sending an email requesting residential care for their own child. They quickly received word that there was a place for Cassidy at Marklund's Dreher Home – one of the homes Carie and her company had built years earlier. It was hard to deny this full-circle and powerful moment – and its life-changing impact.

Knowing the power each moment can have, we ask that you take this moment to support Marklund. In a minute's time, you will ensure that resources are available for families like Carie and Greg's. Your gift provides the individualized care Cassidy receives from Marklund staff, educational opportunities to challenge her to accomplish new things every day, and community connection. It's one moment this holiday season that will shape the year ahead for so many people at Marklund!



I would like to contribute:				
□\$50 □\$100 □\$250 □\$1000 □Other \$				
Payment Method:				
Enclosed Check (made out to Marklund)				
Credit Card (<i>Please fill out information below</i>)				
└── VISA └── Mastercard └── Discover └── American Express				
Credit Card Number Expiration Date CVV Number				
Name on Card Signature				
Name on Card Signature				
I commit a monthly gift of \$ I/We wish to remain anonymou				

I'm interested in: Volunteering Taking a tour of Marklund				
Doubling my gift with a match by my employer				
	To give online or mak			



To give online or make changes to your information, please scan the QR code or visit https://www.marklund.org/give



This gift is in HONOR or MEMORY of:

Contributions to Marklund are tax-deductible as permitted by law.

DEC23

Meet Laura Karlins, Board of Directors Member since August 2019



I am on the Governance Committee and the Chair of the Development Committee at Marklund.

What do you admire most about the Marklund mission/vision? Our vision: "A happy, safe, purpose-filled life for every individual with intellectual and developmental disabilities." The words "purpose-filled" really stands out to me. I truly believe everyone has a purpose. I love seeing the joy, camaraderie and companionship shared by our clients, staff, volunteers and families.

What inspired you to get involved with the developmental disabilities' arena and specifically the Marklund Board of

Directors? My brother, Scott, has been a resident at Marklund's Haverkampf Home for five years. From the beginning, I was impressed by the care and interest taken by the staff to get to know Scott as an individual. I immediately noticed that Scott was not just being cared for on a physical level, but there was a deep interest in his psychological and social needs as well. I was so happy to find that the staff cared about Scott as a person. In my years as Scott's guardian, I had never been asked about Scott's likes or dislikes, I was amazed. I knew right away I wanted to be involved with Marklund in any capacity, not just for Scott, but all those we serve and will serve in the future.

What are your goals/priorities as a board member? Expand our mission to meet the needs of more individuals living with profound disabilities-serving not just them, but their families as well. I try to spread the word about Marklund to everyone I know and meet.

See Laura's story at www.marklund.org/ourstories

CARELETTER

We request the honour of your presence



Celebrate #28 at Marklund's Annual Top Hat Ball, where everyone is treated like royalty!

Saturday 10 February 2024

6:00 p.m. - 12:30 a.m.

Chicago Marriott Downtown Magnificent Mile White-Tie Please

Honoring Friend of the Year: Jackie <mark>&</mark> Frank Murnane Event Chairs: Sandy & Mike Herlihy



arklund

Tables and sponsorships will sell out. Reserve your spot today! Scan here or visit www.marklund.org/tophatball

Limited seating for this year's gala.

Secure your table early for guaranteed seating!

This is a White-Tie gala affair - <mark>the most formal of</mark> all events. Tuxedos, white bow ties, white gloves, evening gowns, and even black top hats are all welcome.

Please contact Jeannine Zupo at 630.624.9874 for more information!



Marklund's 2023 **Employee of the Year: Cody Ash**

"It is such a privilege and honor to represent Marklund... I found my place."



Cody Ash, the Lead PSP (Personal Support Professional) at the Marklund Tommy Home in Geneva, received this year's Claire Haverkampf Commemorative Award at the Marklund Employee Appreciation Event held in November.

This award, named for Marklund's founder Claire Haverkampf, RN, is given each year to the employee who demonstrates the true spirit of Claire through his or her dedication to the residents/clients/students served at Marklund. The winner also exhibits Marklund's Guiding Values: Attitude, Accountability, Creativity, **Compassion and Teamwork.**

"I'm extremely honored and grateful," Cody said in accepting her award. "I have an opportunity every day to make a difference. I know we all make a difference and it's amazing, isn't it?

"I wish my people (the residents) were here," she continued. "I always say, I'm not working, I'm just helping my people out. They're dear to me."

A resident of St. Charles, Cody joined Marklund in 2015 as a Therapeutic Activity Aide (TAA) working at the Hyde Center campus in Geneva. Since then, her career has evolved to include being a Personal Support Professional (PSP), Community Integration Manager and Community Integration Vocational Coordinator. She now supports other staff as the Lead PSP for the Marklund Tommy Home in Geneva. "I've got amazing people I work with and many people who have supported me from the beginning. Marklund is my family," she added. "I always think 'Do work worthy of recognition, but don't work to be recognized.' I do thank you for recognizing my work, but I'm just so thankful."

This year's event also honored two additional finalists: Jennifer Atterberry and Char Lukas.

Jennifer is a Paraprofessional at the Foglia Education Center of Marklund Day School, Geneva. A resident of South Elgin, she joined Marklund in 2004, first working as a CNA at the Marklund Philip Center in Bloomingdale. She made the switch to working for the Day School in 2009.

Char is the Administrative Assistant-Student Services for Marklund Day School in Bloomingdale. A resident of Bloomingdale, Char joined the Day School staff in February of 2014 as the Administrative Assistant, helping support the school's administrative needs as it expanded with three additions in Bloomingdale, Geneva and Elgin.

1 & 2. Looking back: Cody Ash with Marklund residents Heather and TC.

3. This year's Claire Haverkampf Commemorative Award Finalists: Jennifer Atterberry, Cody Ash, and Char Lukas, shown with Frank Murnane Jr (left), member of Marklund Board of Directors and award selection committee, and Gil Fonger, President & CEO.





Find Your Pa



Gunjan Patel, 2004 Part-time Physical Therapist ▶ Full-time PT ▶ Therapy Manager ▶ Administrator ▶ Director of Therapy ▶ Director of Residential Services

"Marklund is a magical place. Not only do you grow professionally, but personally and emotionally. The ties you make at Marklund are forever lasting. Staff have every opportunity to grow and challenge themselves to new individual development."

Nancy Montes, Nurse, with Maggie



Tyler Frieson, 2019 Personal Support Professional ► Developmental Instructor ► Qualified Intellectual Disabilities Professional

"This job may not be all that you think it would be, you get what you make of it. Be you and have fun while doing it."



Brenda Ortiz Gabriel, 2015

Cook Personal Support Professional Nurse

"I think there's always room to grow, as a person and careerwise. I was able to do it with the flexibility MWC offered. I've met some great people, which is why I decided to continue working here as a nurse."

Johnathan Walsh, 2017 Personal Support Professional (PSP) ► Lead PSP ► Purchasing Agent

"Let my experience be an example that Marklund is an employer who invests in its employees, allowing them to grow and take on many different roles."



Mike Jones, 2009

Therapeutic Activity Aide (TAA) Community Integration TAA Lead Personal Support Professional (PSP) Lead PSP Coordinator Community Integration Program Manager Gift Processing Associate

"Marklund is more than a facility...it's a family. As a place to work —once you find your passion, you know, and for myself, Marklund was that stepping stone."



Amanda Lombardo, 2017

Paraprofessional ► Registered Behavior Technician-Paraprofessional ► Behavior Analyst ► Board Certified Behavior Analyst

"I would love for people to know how great our students are, and they are truly why I come to work every day."

(Amanda utilized Marklund's Tuition Reimbursement benefit to help obtain her Master's Degree)

Emily Douglas, 2020

Administrative Assistant to the Director of HR HR Generalist > HR Manager

"Marklund has invested in me by providing me the opportunity to advance my career. This stemmed from my supervisor recognizing my potential, providing me with training and empowering me to take my career to a level that I had not otherwise envisioned for myself."





Brittany Nguyen, 2019

Paraprofessional
Registered Behavior Technician
Behavior Specialist

"Working at Marklund Day School is an extremely difficult job but is the most rewarding job at the end of every day when you get to reflect on the smiles and laughs that you were able to provide for the students."

Amanda Nordmeyer, 2016

Paraprofessional
Registered Behavior Technician
Behavior Specialist

"Marklund is a great organization that offers many different career paths for growth. It is a great organization that allows for employees to be able to work while accomplishing their educational and career goals."



> CARELETTER

ath @ Marklund

Nancy started working in 2013 as a CNA while still in high school. At that time, the location was called Little Angels. As a CNA, she trained new hires as an On-the-Job Trainer (OJT). Nancy graduated from nursing school in 2018, and began working as a nurse shortly after. Two years later, she earned her bachelor's degree in nursing and was happy to have been able to use Marklund's Tuition Reimbursement benefit to help with that. "I started at Marklund so young but am still here because of the residents," she said. "You get connected to them. This field may be challenging, but it definitely is very rewarding"

Nancy's story is one of MANY such accounts of employees paving their own career paths while working at Marklund.

Some people follow a linear path through one field, advancing into roles with more responsibilities. Others shift roles into new arenas as career goals and interests change, and opportunities arise. Marklund supports career growth by offering continuing education opportunities, tuition reimbursement, onsite training, and career planning support.

"The employees that sustain Marklund's mission are among the most valuable assets to our organization," said Chief Human Resources Officer Marie Loiacono. "As such, we want to provide as much resources and assistance to help with the development of their careers."

Read more about these staff at www.marklund.org/ourstories.



Krissy Dolen, 2013

Staff Nurse > CDS Nurse > Nurse Manager > Director of Nursing > Administrator

"There have always been opportunities to learn and grow professionally in every role I have held at Marklund. There has been so much support and encouragement from both my peers and supervisors as I pursued additional licenses and certifications during my tenure. I'm sure this won't be my last stop in my career at Marklund."



Sybil Alex, 2013

Part-time Speech-Language Pathologist ► Lead Therapist ► Therapy Manager

"This is my 10th year working at Marklund. I can say that the biggest difference has been a change in me. I have a greater empathy for lives affected by disabilities."



Kayla McKee, 2020

Personal Support Professional (PSP) Community Day Services PSP > PSP Trainer > Recruiter

"I love having the ability to have growth within Marklund. I am always looking for new things to learn and to challenge myself. Marklund has allowed me to move up and grow within the company and still be such an awesome impact on our residents and students in whatever position I am in."



Brittany Colyer, 2013 & 2018 CNA > Therapeutic Activity Aide > Front Desk Receptionist >

Benefits Coordinator > Senior HR Generalist > HR Manager > Finance Associate > Senior Finance Associate

"Career growth at Marklund is entirely possible, not just a straight path, but also in a curvy path, such as my own. It was all possible while earning my associates, bachelor's and master's degrees while working at Marklund."

Thomas Straza, 2022 QIDP > CDS Program Manager

"Marklund is invested in developing their employees. I am grateful for the opportunity to work at Marklund, and for my supportive supervisors allowing me to continue to work and to develop my skills and potential as a professional."



Bev Gallagher, 2007 & 2018 CNA ► Staff Nurse ► School Nurse ► Nurse Manager ► Director of Nursing

"I was very fortunate to start my healthcare career at Marklund. With our continued growth, there are so many avenues for nurses of any skill set. I would encourage any nurse looking for a meaningful connection in their career to check us out. Our residents challenge your minds while they capture your hearts."



Tiffany Zurek 2018

Personal Support Professional (PSP) ▶ Public Relations Specialist ▶ Social & Digital Media Coordinator ▶ Social & Digital Media Manager

"Working at Marklund has truly been a transformative experience for me, allowing me to grow both personally and professionally. The organization's commitment to providing an exceptional level of care to individuals with developmental disabilities is what drew me here, and it now inspires my work in my current role."



A Conversation with *Tim Caruso,* Physical Therapist, Marklund Wasmond Center



Tim has been with Marklund for 5 years in November. I have had several successful jobs over the "many" years of my professional career. I am married with 2 daughters who keep me on my toes and 2 dogs, Wrigley and Theo, who are cute and sassy!

Background (Education, Community Involvement, etc.): President & co-founder of the Kids Equipment Network a not-forprofit that provides gently used adaptive equipment to children with special needs at no cost...18 years old this year! I have been involved with the American Physical Therapy Association & Illinois Physical Therapy Association as a member, delegate and one-time vice president of the IPTA. BA in psychology from U of I-Chicago; BS in physical therapy Washington University, St. Louis; MBA in organizational behavior/MS in management from Benedictine University; Cert. Mechanical Diagnosis & Therapy McKenzie Institute; Certified Ergonomic Assessment Specialist Back School of Atlanta.

Q. What attracted you to Marklund?

A. I wanted to get back to caring for special needs individuals. I was also interested in the awesome work that we do, the culture of caring, and the welcoming of the staff!

Q. What are your priorities for working with residents/clients/students?

A. Meeting their functional, mobility & positioning needs, and making certain they are appropriately positioned to interact with their world.

Q. What vision would you like to see for the therapy department?

A. Continuing to provide our services across all Marklund environments into the future.

Q. What challenges do you face in this role?

A. The changing face of healthcare, funding and reimbursement for our residents and their needs.

CARELETTER

See more of Tim's story at
www.marklund.org/ourstories

Giving Trees & Gift Opening!

With 174 residents in our three facilities, we have quite the list for Santa.

Each year, friends and supporters help give the Jolly Old Elf a hand by supporting our Giving Tree Gift Drive program. Each of our residents who wish to participate has a personal wish list, and these items are featured on individualized tags that hang on Marklund's holiday trees, and other trees sponsored by donors throughout the community.

Anyone wanting to join in making the holidays extra special for our residents just needs to grab a tag from the trees at our locations, or the public locations listed on our website, purchase a gift or gifts from that list on the tag, and return them wrapped and tagged to the appropriate Marklund residential location by Dec. 18. All gifts are then sorted and ready for our exciting Gift Opening Day, Saturday, Dec. 23!

This year, we're welcoming families and volunteers from the community to sign up for Gift Opening via the link in the QR code below. Then, like in a scene from a holiday movie, hundreds of people show up at our sites to assist our residents with opening the gifts. The guests love it as much as the residents do, and many come back year after year.

Visit any Marklund location to select resident gift tags from our lobby trees located at the:

- Marklund Hyde Center, 1S450 Wyatt Drive, Geneva
- Marklund Wasmond Center, 1435 Summit St., Elgin
- Marklund Philip Center,
- 164 S. Prairie Ave., Bloomingdale

Any store or business that would like to create their own Marklund Giving Tree can request an assortment of the resident gift tags by emailing Nikki Osterloh, Manager of Volunteer Engagement, at Nosterloh@marklund.org.



Scan the QR code or visit www.marklund.org/giving-tree-faqs

Our Wish List – perfect for extra ideas

Throughout the year, Marklund has a general wish list that can be helpful when shopping for gifts. If your school or church group, business or family wants to put together a gift basket for Marklund, you can find many ideas on this list. Items range from arts and craft materials, personal care items, room décor and even gift certificates. Find it at www.marklund.org/wishlist.

Three "Tax Smart" Giving Tips for 2023

1) Make an IRA Qualified Charitable Distribution (QCD)

 Marklund friends who are 70½ and older have a "tax-smart" option called a qualified charitable distribution (QCD), also known as a charitable IRA rollover. The QCD allows a donor to instruct their IRA administrator to send up to \$100,000 per year—all or part of their annual RMD (required minimum distribution) to qualifying charities, like Marklund.

2) Open a Donor Advised Fund (DAF)

 Open a Donor Advised Fund through your brokerage firm or local Community Foundation using securities, appreciated assets or cash. You will be eligible for a current year charitable tax deduction for the full amount, with the flexibility to donate to Marklund and your other favorite charities year-round.

3) Make your year-end gift using stock

 By donating stock that has appreciated for over a year directly to Marklund, you can increase your gift by 20% by avoiding capital gains taxes vs. selling your stock and then donating the cash. Let Marklund do the work for you!

For more information, contact Heather Graves, Chief Development Officer at hgraves@marklund.org or 630-593-5479.

From sneakers to smiles:

Wrapping up a successful Run, Walk & Roll - Geneva

Participants ranging in age from two to 77 took to the streets in a display of community support for Marklund and individuals with profound developmental disabilities. Over 600 participants-some pushing wheelchairs or strollers, others racing for personal bests or enjoying an easy pace-along with more than 100 volunteers, staff members and Marklund residents, joined in the fun to help the 11th Annual Run, Walk & Roll 5K/1M event raise record-breaking numbers, netting \$111,000.



CTORER

Fitch Foundation

"I'm overwhelmed with gratitude to be surrounded by such a caring and generous community!" said Heather Graves, Chief Development Officer. "Everyone gathering together to raise critical funding to support those we serve - is phenomenal! We can't wait for next October!"

Over 600 Participants

52 Volunteers Teams

123

\$111,000 net



Top Team/Individual fundraisers: Team Scott - \$15,054 Claire D. - \$1,150



Top overall time: 17:54 Jon Pollock of Elgin

To view event photos, results or to donate,

Making everyday life possible for individuals with profound disabilities.

A Conversation with Ioanna Vicker. Assistive Technology Coordinator, Marklund Therapy Dept.



oanna has been with Marklund for 27 years. Always a COTA/L, but switched a lot of my job responsibilities 2 years ago when I became the Assistive Technology Coordinator. I will always be an Occupational Therapy Assistant, and I feel like those skills and my background in Occupational Therapy transfer over really well to what I am currently doing, and help me to be successful in this role.

Background (Education, Community Involvement, etc.): Associates of Applied Science, Certified Occupational Therapy Assistant, RESNA certified Assistive Technology Professional

Q. What attracted you to Marklund?

A. When I was first hired by Marklund, I was hired to work at our school, which was in Roselle at the time. I really had always wanted to work with kids and loved the idea of being a school therapist. Since then, I also have worked with our adults and have been involved at all sites, it is nice to get around and get to work with all of our residents/ clients/students. Being involved at all our locations gives me a unique perspective as to everything we do as an organization.

Q. What are your priorities for working residents/clients/students?

A. My first priority is always to establish trust. I always want my residents/clients/students to know they can trust me to listen, to get to know them, to care, to always do my best to help them communicate and reach their highest potential.

Q. What challenges do you face in this role? A. Because technology changes so much, it can be difficult to keep up with the latest equipment and practices. It can also be difficult to know how to troubleshoot all the different devices that our residents own, there are many different manufacturers and models to keep up with.

See Joanna's story at www.marklund.org/ourstories

Meet Jerry Finis, Board of Directors Member since June 2020



Background:

Bachelor's Degree in Business Administration, University of Illinois; MBA from Northwestern University's Kellogg Graduate School of Management with a focus in Real Estate and Finance.

Career:

In 2000, I co-founded Pathway Senior Living, an affordable senior housing company focusing on developing, owning and operating affordable senior housing and assisted living. Retired in 2022.

Community Involvement:

Served as a Member/Chairman of the Village of Inverness Zoning Board of Appeals for 10 years.

What role(s) do you play on the board? Serving as Treasurer of the Board and Chair of its Finance Committee

What do you admire most about the Marklund mission/vision? Marklund's mission and vision is totally focused on the individuals we serve.

What inspired you to get involved with the developmental disabilities' arena and specifically the Marklund Board of Directors?

I met Gil Fonger as a member of a CEO group. Over those years, I heard about Marklund and the services they brought to the underserved. I was attracted to the similarities with my affordable assisted living business in serving an underserved population.

What are your goals/priorities as a board member?

As a board member, my priority is to provide guidance for the long-term viability and success of the organization so it can continue giving great services to individuals with profound disabilities.

^C See Jerry's story at 10 www.marklund.org/ourstories

HARVESTING HAPPINESS

Marklund residents, students, and clients embraced the gifts of this **Fall Season** together with strolls in the autumn air, trips to find the perfect pumpkin and fun harvest festivals on their own campuses!



CALENDAR OF EVENTS

4	12.09.23	Holiday Open Houses
N	12.23.23	Christmas Gift Opening
N	02.10.24	28th Annual Top Hat Ball
3	04.21.24	7th Annual Run, Walk & Roll-Bloomingdale
2	06.06.24	42nd Annual Marklund Golf Classic
0 7	10.20.24	12th Annual Run, Walk & Roll-Geneva

Marklund Locations



Marklund Hyde Center & Day School (Foglia Education Center) 1S450 Wyatt Drive Geneva, Illinois 60134 Phone: 630.593.5500



Marklund Philip Center 164 S. Prairie Avenue

Bloomingdale, Illinois 60108 Phone: 630.529.2871



Marklund Day School - Bloomingdale (Ann Haskins Center)

. 164 S. Prairie Avenue Bloomingdale, Illinois 60108 Phone: 630.307.1882

Marklund Wasmond Center & School

1435 Summit Street Elgin, Illinois 60120 Phone: 224.523.7530



Nathan Education Center (Bridge Builder) 1210 Hunter Drive Elgin, Illinois 60120 Phone: 630.953.5230

CARELETTER

The Marklund CareLetter is a quarterly newsletter created and distributed by Marklund, a nonprofit organization that provides residential, educational and day services programs for children and adults with severe and profound developmental disabilities.

> To receive extra copies, email Dawn Lassiter-Brueske, Chief Communications Officer at dlassiter@marklund.org.

For digital copies, visit www.marklund.org/newsletters.

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Find Us & Follow Us!

OUR VISION A happy, safe, purpose-filled life for every individual with intellectual and developmental disabilities.





to get Social!

OUR MISSION

Making *everyday life* possible for individuals with profound disabilities.



1S450 Wyatt Drive, Geneva, IL 60134

WINTER 2.0.2.3

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CARELETTER A newsletter for those who care about **Marklund**.

Become our next GREATEST

Teachers, Nurses, PSPs, Paraprofessionals **and** Activity Aides

o 感受 Apply today!

www.marklund.org/careers