

MEET OUR TEAM



CARL M. LA MELL

Carl M. La Mell, President, has transformed Clearbrook into Illinois' premiere service provider for the developmentally disabled. A Chicago native, he grew up in an entrepreneurial family where he developed his work ethic at an early age. La Mell had several business ventures where, as a hands-on businessman, he ran all aspects from direct customer interface and employee development to managing the bottom line. He shifted his career to serve individuals with developmental disabilities when he joined Victor C. Neumann Association as the Chief

Financial Officer in 1979. Shortly afterwards, he assumed day-to-day operations responsibilities, then later CEO. La Mell joined Clearbrook in 1996 and immediately recognized the organization's potential as a "sleeping giant." By leveraging the staff's many talents, he has led Clearbrook to service 10 times the clients with only a three times annual budget (300 to 3,000 families: \$11 million to \$28 million annual operating budget). These accomplishments are even more significant when one considers the clients' diverse and continually changing needs, new services provided, cost increases, regulatory requirement changes, and other operational challenges.

A DePaul University graduate with a B.S. in Management Economics, La Mell is a well-known advocate for those with developmental disabilities. He is active in numerous county, state and national organizations such as being a member (former chairperson) of the Illinois Statewide Advisory Council on Developmental Disabilities. A recognized expert, La Mell meets regularly with legislative members to shape and influence public policy.



KELLY MCGRAW

Kelly McGraw, Vice President of Principal Gifts, has an extensive business and non-profit background. Her early career includes establishing a day camp in California, developing leadership among high school aged women, serving on the board of directors for an organization that provided shelter to domestic violence victims, and Sales & Marketing Director for a life-care retirement community. Immediately prior to joining Clearbrook, she co-founded and was Vice President of a manufacturing company that employed individuals with developmental disabilities

and other challenges. Joining Clearbrook in 1996 as a direct caregiver, McGraw became their first Director of Corporate Relations where she forged long-term relationships with corporations to provide funding, volunteers, in-kind donations and client employment. In her current role, McGraw helps individuals positively impact individuals with developmental disabilities through current and planned gifts.

McGraw earned a B.S. in Psychology from Trinity International University. She is a member of Chicago Council on Planned Giving, Women in Development and other organizations. Additionally, McGraw is a Clearbrook respite volunteer.



SHEILA LULLO

Sheila Lullo, Vice President of Adult Services, is responsible for adult day programs, residential programs and facilities, and transportation. She began her career serving individuals with developmental disabilities as a house parent in the Chicago area, including opening the first group home in Illinois. Lullo joined Clearbrook in 1979 as a Social Worker. In 1980, Lullo helped establish Clearbrook's first residential group home. While living in Irvine, California from 1988 until 1990, she served on the Board of Directors for the city's child welfare agency before returning to Clearbrook. Along with overseeing Adult Services, Lullo initiated and developed many of Clearbrook's Adult Services' operational processes including quality goals and measurements. She

has expanded programs to serve more clients, including the Employment Services Program which partners with businesses to provide vocational training and employment. Lullo oversees 450 employees, 27 residential sites and an annual budget of approximately \$21 million.

Graduating from Western Illinois University with a B.A. in Early Childhood, Lullo later attended the University of Chicago where she earned an M.A. in Social Work with an Administration emphasis. In addition to being a member of various professional organizations, Lullo has taught Disability Studies at the college level.



SUSAN KAUFMAN

Susan Kaufman is Vice President of Children's and Adult Clinical Services. Her team is a family's first contact point where clients' needs are evaluated and their requirements are matched with service providers. Kaufman's professional passions include teaching, children and serving individuals with developmental disabilities. Beginning as a special education teacher, her subsequent employment included development and implementation of educational programs, case management and evaluation, and monitoring intermediate care facilities. Joining Clearbrook in 1991, Kaufman led all client programs. Her educational background was put to immediate use as she developed and

implemented training programs for staff and volunteers. As Clearbrook expanded, she was able to focus on her strengths including child programs. Kaufman manages an approximate \$7 million budget including 100 full-time and 250 part-time staff.

Kaufman graduated from Chicago Music College with a B.A. in Musical Education. She also earned her M.A. in Teaching, Elementary and Special Education from Roosevelt University. Kaufman has completed additional special education, administration and management courses at both Loyola and the University of Illinois at Chicago.



DON FRICK

Don Frick, Vice President of Information Technology, directly impacts every client, employee and volunteer. He began his Clearbrook career in 1991 as Operations Manager where he oversaw all aspects of 16 facilities serving 170 residential clients. Since becoming Clearbrook's first dedicated IT person in 1998, he has proactively developed and implemented technology tools to enable each department to be more effective and efficient. This is no small feat, especially considering Clearbrook's size, growth and the resulting internal and external information requirements. As an example, Frick and his IT team recently developed the Client Case Management System, a

web-enabled tool that allows the effective monitoring of clients' status and progress. This unique system has earned such acclaim that it is being adopted by other non-profit human service organizations within the state.

Graduating from the University of Illinois Urbana-Champaign with a B.S. in Agricultural Economics, Frick subsequently earned a Masters of Public Administration from Northern Illinois University.