

I. CHESTER COUNTY COMMUNITY FOUNDATION GRANT PROPOSAL SUMMARY SHEET

Date 9/15/25

Contact Information

Organization Name: Gemma Services

ED/CEO Name: Kristen E.M. Gay, Ph.D.

Address: 512 W. Township Line Rd.,

Plymouth Meeting, PA 19462

ED/CEO E-mail: info@gemmaservices.org

Phone: 610-825-4440 ext. 3206

Board Chair Name: Nina V. Rogers

Website: www.gemmaservices.org

Board Chair Approval (check here): ☒

Year Incorporated: 1859 (date of founding of Silver Springs – Martin Luther School). Gemma formed in 2019 by merger of Silver Springs and theVillage.

Primary Contact Name: Lynn Unipan, MSW, CFRE

FEIN: 23-2300184

Primary Contact E-mail: Lunipan@gemmaservices.org

Organization Information:

Field/s of Interest:

☐ Arts, Culture & Humanities

☐ Environment/Animal Welfare

☒ Education

☒ Health

☒ Human Services

☐ Religion

Mission:

Guided by the vision of a world where every person knows they matter, Gemma Services' mission is to accompany people of all ages through life's challenges using individualized, data-informed support.

Geographic Area Served (If not all of Chester County, specify primary Chester County regions served):

Gemma primarily assists the five-county Greater Philadelphia region (including Montgomery, Bucks, Chester, Delaware, and Philadelphia counties), and in one program, other counties in PA and the State of Delaware.

Describe Population Served & Annual Number of People Served:

Gemma Services assists more than 3,000 youth and families each year from throughout the Southeastern Pennsylvania region and surrounding counties who are facing emotional and behavioral challenges.

Annual Budget \$52,086,483 _____ 380 _____ # of Full-Time Equivalent Paid Staff

_____ 88.78 _____ % of budget for program expenses _____ 14 _____ # of Board Volunteers

_____ 9.15 _____ % of budget for administrative expenses _____ 240 _____ # of Active Non-Board Volunteers

_____ 1.81 _____ % of budget for fundraising expenses _____ over 680 _____ # of Volunteer Hours

100 % total

Top 3-5 funding sources: Gemma Services' programs are supported by a mosaic of funding that includes reimbursements from public sources, payers with whom we contract, which account for approximately 95% of our funding. These include Managed Care Organizations (MCOs) that manage Medicaid dollars, the Department of Human Services, School Districts, Pennsylvania Department of Education, and others. To fully cover the costs of the services we provide, we rely on charitable donations from individuals, foundations, corporations, and organizations.

Is this grant proposal for: Capacity Building ☐ or General Operating ☒?

Grant Amount Requested from the Community Foundation: \$5,000 _____

Proposal Summary: Gemma Services respectfully requests a \$5,000 grant from the Chester County Community Foundation to support general operating expenses for vital behavioral health, prevention, and education programs we provide to youth and families who are navigating life's challenges.



September 15, 2025

Chester County Community Foundation
c/o Kevin Baffa, Grants Administrator
28 W. Market Street, Lincoln Biography Building
West Chester, PA 19382

Dear Members of the Board of Trustees:

We write to you today from Gemma Services, a local nonprofit dedicated to providing vital services for more than 3,000 youth and families each year through a continuum of behavioral health, child welfare, prevention programs, and a K-12 special education school. We partner with youth and families as they navigate life's challenges to help them heal from traumas, strengthen coping skills, and achieve their goals. Gemma Services respectfully requests \$5,000 for General Operating expenses to support these vital programs.

History, Goals, Key Achievements & Distinctiveness

Gemma Services was formed in 2019 by the merger of two long-standing, Philadelphia-area nonprofits: Silver Springs – Martin Luther School and theVillage. Both organizations were founded in the 1800s as orphanages and evolved and grew through the years to respond to growing needs in their communities. Uniting to become one organization now known as Gemma Services enabled each organization to continue its vital work in more ways. Today, guided by the vision of a world where every person knows they matter, Gemma accompanies people of all ages through life's challenges using individualized, data-informed support.

Recent accomplishments we are proud to share include:

- We have expanded our special education school (Martin Luther School (MLS)) from grades K-8 to include grades 9-12 over the last several years and now enroll students in K-12. We were thrilled to celebrate our first high school graduates this past June (2025). We project continued enrollment growth in our school and have run out of space in our current school facilities. As a result, we have purchased a nearby building we are renovating and expanding upon, with a goal of moving MLS there in Spring 2026. The new school campus and buildings will provide a best-in-class learning environment inside and outside of the classroom for our growing student body, enabling Gemma to meet the needs of approximately 100 more students. More information about the school expansion and relocation project and our capital campaign is available at www.gemmaservices.org/capital-campaign.
- We are pleased that in the last year we have expanded one program and added another, both thanks to grant funding that has enabled us to support more youth and families. Our LaunchPAD program is possible thanks to a grant from the Substance Abuse and Mental Health Services Administration (SAMHSA). This program is projected to assist approximately 5,000 individuals per year over four years through Mental Health First Aid training in the community, and direct services for families. We will help connect them with available community supports and evaluate and help them strengthen their parenting skills. More information is available at www.gemmaservices.org/community/launchpad-program.

Main Campus 512 W. Township Line Rd.
Plymouth Meeting, PA 19462
610.825.4440

Mt. Airy 7301 Germantown Ave.
Philadelphia, PA 19119
267.297.5170

Preheim Center 6517 Chester Ave.
Philadelphia, PA 19142
215.730.2240

- Additionally, thanks to a two-year grant from the William Penn Foundation, we are able to expand our Family Support Program, through which we assist families with children from ages 2-5, to also include families with children ages 6-8 in Philadelphia. We are thrilled to be able to expand access to this important free support for families looking to strengthen their parenting skills. More information about this program is available at www.gemmaservices.org/community/prevention.

Key Initiatives & Issues to be Addressed

If fortunate to receive a grant from the Chester County Community Foundation, funds would support our vital programs that assist children, youth, and families facing difficult challenges. We do this through Gemma's continuum of programs that include:

- A psychiatric Residential Treatment Program in Plymouth Meeting with 24/7/365 trauma-focused clinical services and nurturing for youth ages 6-14 from throughout the Commonwealth who are experiencing significant mental health challenges, many the result of trauma;
- A K-12th grade special education school (Martin Luther School) located in Plymouth Meeting and providing programming for students referred from 45+ Philadelphia-area school districts and Charter Schools, and
- Nine programs we provide for youth and families in their own communities – in homes, in schools, and in two clinic-locations in Philadelphia. These services include: Adoption and Permanency, Foster Family Care, Outpatient Mental Health Services, school-based and home-based behavioral, a Family Empowerment Center for families at risk of further involvement with the child welfare system, an in-home Family Support Program, and our newest program, LaunchPAD, that strengthens families' skills, connects them with community resources, and provides community training in mental health first aid.

The majority of youth who participate in our programs have experienced traumas commonly considered to be Adverse Childhood Experiences (ACEs), as defined by a landmark study by the Centers for Disease Control and Kaiser Permanente. Examples of ACEs are abuse, neglect, violence, exposure to alcohol and illegal drugs, or parental mental illness or incarceration. Consequences of ACEs can include increased risk of suicide and mental health diagnoses, violence, chronic illnesses, substance abuse, and more. Societal impacts include increased costs on the mental health, healthcare, and criminal justice systems. Intervention during childhood and adolescent years is essential to mitigating these long-lasting effects. Gemma's services are critical for youth impacted by traumas, as is the case for many we accompany across our programs.

Most of the youth and families we assist are from low-income families and communities of color. For these families, effective interventions can be difficult to access. These families often experience barriers to accessing support, such as difficulties with transportation, financial challenges, job-related challenges, technology access, and more. Families often face high levels of community stress and the services that Gemma provides are vital support.

Impact and Results

Gemma Services assists more than 3,000 youth and families each year from throughout the Southeastern Pennsylvania region and surrounding counties, including Chester County, who are facing emotional and behavioral challenges. During the 2024-2025 Fiscal Year (July 1, 2024-June 30, 2025), Gemma assisted 10 youth and families from Chester County.

To measure our outcomes, we track the number of children and families served in each program, how they are referred to us, and their progress in achieving their individual goals. Each of Gemma's programs has specific measures to assess children's and families' success. For example, in our K-12th grade special education school (Martin Luther School), children's progress is measured against the goals described in their Individual Education Plans (IEP) such as academic progress and growth in social and emotional skills. In our behavioral health programs, clinical teams measure improvements in children's distress using various tools such as depression and behavioral inventories, all rooted in evidence-based practices. Through our Aftercare Study in the Residential Treatment Program, we assess the long-term positive impact of our program on youth's lives. We contact parents/guardians of youth discharged from our program to a family setting at regular intervals for up to three years to measure if they are "At Home," "In School," and "Out of Trouble." We have consistently found that approximately 90% of the youth go to a less restrictive setting after leaving our program, most often their home or a foster home rather than another residential facility, a group home, or a psychiatric hospital. Additionally, we have found that approximately 75%-80% of the youth we follow remain in that same kind of setting for the duration of time we track them, a strong measure of the program's positive impact on youth's lives.

Need for Funding

Gemma Services' programs are supported by a mosaic of funding that includes reimbursements for vital behavioral health, child welfare, and educational services provided for at-risk youth and families. Approximately 95% of our funding is comprised of reimbursements from public sources, payers with whom we contract. These include Managed Care Organizations (MCOs) that manage Medicaid dollars, the Department of Human Services, School Districts, Pennsylvania Department of Education, and others. To fully cover the costs of the services we provide, we rely on charitable donations from individuals, foundations, corporations, and organizations. Charitable support of our programs is evermore essential during times of public funding uncertainty, like we are experiencing presently. Thanks to philanthropy, we are able to maintain the highest standard of care for the youth and families we accompany.

We welcome anyone from the Foundation for a site visit to see our mission in action, and the youth we assist. Please contact Lynn Unipan, Chief Development and Communications Officer, at 610-825-4440 x3206 or Lunipan@gemmaservices.org with any questions or to schedule a visit. Thank you for considering this request to help Gemma create a world where every person knows they matter.

Sincerely,



Kristen E.M. Gay, Ph.D.
President and CEO



Lynn W. Unipan, MSW, CFRE
Chief Development &
Communications Officer

