



Creating Space for New Beginnings



2025 IN REVIEW

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PRESIDENT'S MESSAGE

Reflecting on 2025, one message rises above the rest: We are not slowing down. Despite ongoing uncertainty in the world around us, Spectrum Health Systems continues to move forward, expanding our services, deepening our community impact, and reaffirming our commitment to providing accessible, life-changing treatment.

We've never let turbulence stand in our way, and this year was no different. Like the Union Naval officer David Farragut famously said, "Damn the torpedoes, full speed ahead."



Pictured, left to right:

Joe Rose, CFO, Kristin Nolan, COO, and Kurt Isaacson, CEO

One of the most significant milestones this year was opening our new corporate headquarters in Westborough. This strategic move places our leadership team closer to the heart of our operations, making it easier to collaborate with staff, connect with program directors, and stay directly engaged with the work happening on the ground. It also brings us closer to our mission and those we serve.

We were proud to open new outpatient treatment centers in Westborough and Worcester, including the consolidation of two Worcester-based programs into a single, more efficient and welcoming facility. We also launched the Breakwater Program in Methuen, offering trauma-informed, evidence-based care for adolescent males in a supportive, therapeutic home environment.



Spectrum's New Home Office

And we're not done yet. Looking ahead, we're already preparing to open a new treatment center in Lowell in 2026, furthering our goal of meeting people where they are and removing barriers to recovery.

Earlier this year, Spectrum was named one of America's Greatest Workplaces by *Newsweek* and the Plan-A Insights Group. This recognition reflects our ongoing investment in our employees, from increased 401(k) matching and competitive wages, to enhanced annual bonuses and a continued focus on workplace wellbeing and professional development opportunities. Our staff is the heartbeat of Spectrum, and we are proud to be a place where people are supported and celebrated.

Moving forward also means giving back. Through our Community Impact Committee, we continue to support local organizations nominated by our staff, helping build stronger, healthier communities across Massachusetts. We know firsthand that recovery goes beyond the individual. Families and neighborhoods work together to make healing possible.

There are challenges ahead regarding the uncertainty of future changes to Medicaid policy. Still, we are well-positioned to weather those storms. We are poised to maintain our services and grow thanks to careful financial planning and a strong foundation.

We're already exploring expansion opportunities beyond Massachusetts, including New York, Vermont, and Connecticut. Wherever an unmet need exists, we want to bring hope, care, and the chance for a better tomorrow.

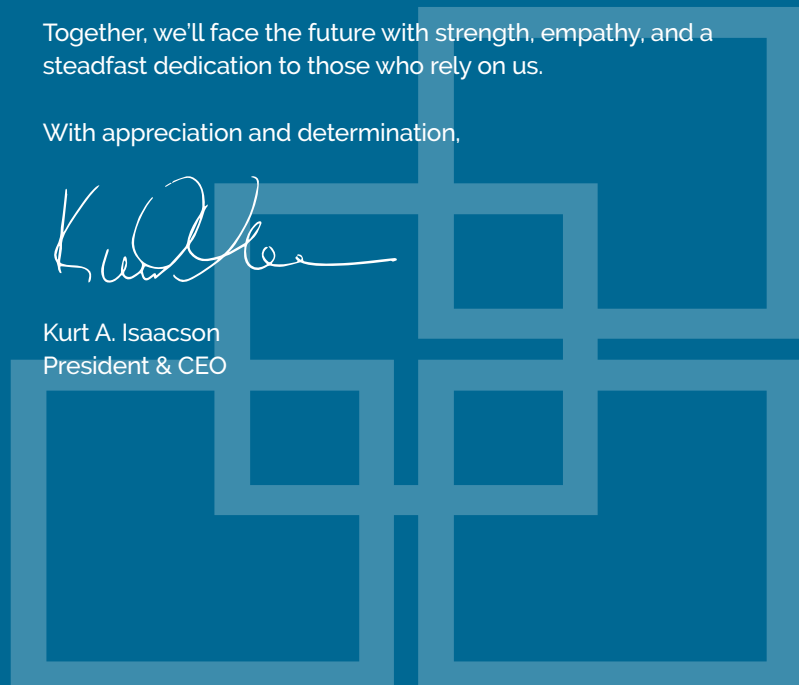
I want to thank our clients, staff, board, and partners as we close the year. You are the reason we continue to thrive. And as we look toward the future, know this: We've been here for over 55 years and we're looking forward to many more to come.

Together, we'll face the future with strength, empathy, and a steadfast dedication to those who rely on us.

With appreciation and determination,

A handwritten signature in white ink, reading "Kurt Isaacson".

Kurt A. Isaacson
President & CEO



SPECTRUM OPENS NEW CORPORATE OFFICE ON WESTBOROUGH CAMPUS



After years in the making, Spectrum's newly constructed corporate office officially opened its doors last November. The new building features floor-to-ceiling windows, a first-floor café and dining area, a training room with the latest technology, expanded conference room space, and much more. Previously located in Worcester, Spectrum's corporate office now resides on the Westborough campus alongside the central admissions building, inpatient programs, and outpatient clinic.

NEW ADMISSIONS BUILDING CELEBRATES FIRST FULL YEAR OF OPERATION

Staff and clients alike continue to marvel at Spectrum's new admissions facility, which has dramatically changed the way intake and admissions are conducted on the organization's Westborough treatment campus. Open 24/7, the new center offers a "single front door" approach to addiction treatment, where individuals receive a full assessment, level of care determination, and immediate transfer to an appropriate program all within walking distance on Spectrum's campus.



SPECTRUM OPENS NEW OUTPATIENT TREATMENT LOCATIONS IN WESTBOROUGH AND WORCESTER

Last November, Spectrum opened a new outpatient treatment center at 1023 Main Street in Worcester, consolidating services previously provided at two nearby locations. In addition, we now offer outpatient services on the second floor of Spectrum's new admissions building, ensuring that individuals have access to a full range of services on our Westborough campus.

NEWSWEEK MAGAZINE RECOGNIZES SPECTRUM WITH TOP WORKPLACE AWARD

Earlier this year, Spectrum was recognized by *Newsweek* as one of **America's Greatest Workplaces in Health Care for 2025**. Receiving this award is a testament to our ongoing commitment to creating a supportive, inclusive, and mission-driven workplace that empowers both our team and the communities that we serve.



SPECTRUM OPENS NEW ADOLESCENT PROGRAM IN METHUEN, MA

The Massachusetts Department of Children and Families recently awarded Spectrum a contract to operate an Intensive Treatment Residence, serving adolescent boys with significant behavioral health needs. The new program, named "Breakwater," began accepting referrals in October.

The name of Spectrum's Breakwater Program was conceived by staff to reflect the safe, stable, and supportive environment it provides — just as a breakwater protects the shoreline from harsh waves and storms — allowing time and space to focus on healing, growth, and transformation.



SPECTRUM'S COMMUNITY IMPACT PROGRAM CONTINUES TO SUPPORT LOCAL NONPROFITS

Twice a year, Spectrum awards grants to organizations helping to address substance use, mental health, food insecurity, housing, domestic violence, and other critical needs within our local communities. This year, Spectrum was proud to award a total of \$485,000 to 56 deserving organizations.

"Our work is rooted in the belief that recovery and well-being are strongest when communities thrive. These partnerships help create stronger support networks and meaningful, lasting change for the people we serve."

~Kurt Isaacson, CEO

Community Impact Grant Recipient –
El Buen Samaritano Food Program

KEY LEADERSHIP APPOINTMENTS POSITION SPECTRUM FOR CONTINUED GROWTH AND QUALITY OF CARE

Heidi DiRoberto, Vice President of Outpatient Services



A dedicated leader with more than 20 years of behavioral health experience, Heidi has been a driving force behind several of Spectrum's most impactful outpatient initiatives since joining the organization in 2014. Heidi first served as a Clinical Supervisor at the Lincoln Street outpatient treatment center in Worcester, then Program Director at Lincoln Street, before being promoted to Regional Executive Director in 2020. In that role, she spearheaded the launch of Spectrum's groundbreaking mobile treatment program and ongoing outpatient expansion, including new treatment locations in Worcester and Westborough. As Vice President, Heidi will oversee clinical operations across Spectrum's statewide outpatient network, driving strategic growth while ensuring optimal patient care.

Sandra Beatty, Regional Executive Director



Sandra began her career at Spectrum in 2005 as a clinician, eventually progressing through several leadership roles over the last 20 years. As Program Director, she led the opening of Spectrum's second Hub and Spoke program, which aims to improve timely access to medications for opioid use disorders. In her new role as Regional Executive Director, Sandra will oversee operations and strategy for all outpatient programs

in Spectrum's Central Region, including locations in Worcester, Millbury, Milford, and Westborough.

Corinne Wigington, Executive Director of Quality Improvement



Cori recently joined Spectrum as the organization's Executive Director of Quality Improvement. In this role, she is responsible for leading the development and implementation of Spectrum's quality improvement plan. Cori brings more than 20 years of experience in quality improvement and program evaluation, most recently serving as Associate Director for Evaluation at the Centers for Disease Control

and Prevention. She holds a Master of Public Health degree with a concentration in behavioral sciences from Emory University and a Bachelor of Arts degree in psychology and business from Providence College.

PLANS ARE UNDERWAY TO OPEN NEW TREATMENT FACILITY IN LOWELL, MA



Early next year, Spectrum plans to open a new facility at 10 Technology Drive in Lowell. The new facility will include a continuum of treatment services, including a 16-bed detox unit, 45-bed clinical stabilization unit, outpatient counseling, and medication for addiction treatment.



Pictured, left to right: Frank Hight, VP of Environment of Care, COO Kristin Nolan, and CEO Kurt Isaacson

SPECTRUM ANNOUNCES UPDATES TO 2026 BOARD OF TRUSTEES

New board appointees bring diverse expertise across healthcare, education, and public safety.

Following Cheryl Gallant's dedicated leadership, Dr. Jeroan Allison was recently appointed Board Chair and Dr. James Celestin now serves as Vice Chair. In addition, the board has expanded to include five new members with varied backgrounds and experience.

Danielle Jurema Lederman

As partner for Bowditch & Dewey, LLP, Danielle represents employers in all stages of mediation, arbitration, and litigation. She counsels clients on workplace discrimination, sexual harassment, and wage and hour compliance, as well as hiring and classification matters. With experience navigating complex employment law issues and advising on workforce policy, Danielle's legal insight will help strengthen Spectrum's organizational governance and compliance frameworks.

Patrick Purcell

As Fire Chief and Emergency Management Director for the Town of Westborough, Pat Purcell oversees fire, rescue, EMS, and public safety dispatch operations for a community of nearly 20,000 residents. With more than two decades in emergency medical services and municipal leadership, Pat brings invaluable experience in public safety operations, emergency planning, and community response — key areas that align with Spectrum's integrated approach to behavioral health.

Louis Brady

CEO of the Family Health Center of Worcester since 2019, Louis has spent more than 20 years advancing access to community-based healthcare. His leadership roles across New England health centers reflect a lifelong commitment to equitable healthcare delivery. Lou's extensive operational and strategic expertise in federally qualified health centers will be instrumental in helping Spectrum expand its reach and reinforce its role as a cornerstone of community care.

Sean Allen

A fourth-grade teacher at Roosevelt Elementary School in Worcester, Sean brings lived experience and a deep passion for recovery advocacy. A former Spectrum client who recently celebrated three years in recovery, Sean offers a unique perspective on the power of compassionate treatment and peer connection. His experience in education, coupled with his dedication to advancing inclusion and resilience, will help guide Spectrum's peer recovery and community engagement efforts.

Luis Lobao

A founding principal of applied Form+Space, Luis has nearly two decades of experience as a project manager and architect, leading diverse projects across commercial, healthcare, and residential sectors. His technical expertise and design leadership contribute to the planning and creation of spaces that foster healing, accessibility, and functionality - an invaluable asset as Spectrum continues to enhance its treatment and recovery environments statewide.

SPECTRUM STAFF APPRECIATION DAY

Staff from throughout the organization gathered for a fun-filled day including an extensive buffet lunch, bowling, arcade games, raffle prizes, and more.



Admissions

1-877-MyRehab

General Information

508-792-5400

Visit Our Website

SpectrumHealthSystems.org

Connect With Us



Founded in 1969, Spectrum Health Systems, Inc. is a private, non-profit substance use and mental health treatment provider offering the largest and most complete continuum of addiction services in New England — including medical detoxification, residential treatment, outpatient counseling, medication for addiction recovery, and peer recovery support. Spectrum also provides inpatient detox and clinical stabilization services for commercially insured and private pay clients through its subsidiary, The New England Recovery Center.