

Marbridge

LIFE



The Future's So Bright

An in-depth look at Marbridge's new Long-Term-Vision (pg. 5)

Marbridge Foundation

PO Box 2250
2310 Bliss Spillar Rd
Manchaca, TX 78652
512.282.1144
Marbridge.org
info@marbridge.org

Board of Trustees

J. Mitchell Bell
Liam Fry, MD
Barbara Gideon, Ph.D.
Stephen Matthews
Scott McAvoy
Julia Nickerson
Kate O'Brien
Tom O'Brien
C. David Perry
David Perry, Ph.D.
Norm Phillips
Camille Rosales

Administration

Scott McAvoy
President/CEO

Becca McPherson
Vice President of Development

Marcus Mercer
Vice President of Operations

Mike Moulton
Vice President of Finance

Megan Salyer
Vice President of Human Resources

David Bilderback
Director of Accounting

Will Hoermann
Director of Admissions

Tracy Hogan
Director of The Village

Jenna Hudson
Director of The Ranch

Duncan Murray
Villa Administrator

Michael O'Shieles
Director of Facilities

Carly White
Director of Training & Education

Bob Worden
Director of Communications and Development



A Letter from the Board Chair

My son, Jordan was born with intellectual and developmental disabilities (IDD). Throughout his childhood and into early adulthood, Jordan was able to live a relatively “normal” life, but when he was in his mid-twenties, I knew we needed to find a place where he could be happy and safe for the rest of his life.

Jordan attended school and did fairly well, but we knew he still had room to grow if properly challenged and supported. So, we started to look at various alternatives, focusing on those we thought provided a community that would guide him to be a self-determined individual and provided the encouragement, opportunities, and respect that would create a vibrant, happy life. We also wanted a community that had the capability of following him in that journey to the end of his life.

We chose Marbridge. Marbridge provides not only the opportunity for adults with IDD to live, but to thrive for the remainder of their lives.

Since he moved to Marbridge in 2006, Jordan has gained great life skills and developed independence. He currently lives in The Village semi-independent living community where he lives in an independent cottage with five roommates.

Although he still likes to come see us in Dallas, he calls Marbridge his home. For those of us who have friends or relatives with disabilities, one of the greatest gifts you can receive is to see these individuals become more self-sufficient and happier.

I hope as you read this edition of LIFE Magazine you find the same confidence, happiness, and assurance that Jordan, our family, and I have found at Marbridge.

Sincerely,
J. Mitchell Bell, *Board of Trustees Chair*

Get to Know: Meet John

Title:

Volunteer Coordinator

How Long Have You Worked at Marbridge:

Just over two years.

Favorite Thing About Your Day:

Getting to spend time with the residents and help volunteers across campus.

Favorite Memory Made at Marbridge:

Participating in my first State Special Olympics competition as the coach of the Cycling Team. Seeing the athletes win medals was a real joy.

What do You Like to do Outside of Marbridge:

I enjoy road cycling, spending time with my son, and cooking.

Anything on the Horizon You're Looking Forward to:

Watching the Marbridge cycling team compete at the State Special Olympics games in April.



Learn more about John and Marbridge's Volunteer program, when you visit:

Marbridge.org/Volunteer

In this Issue...

Bits & Pieces

- 2 Get to Know - Meet John
- 3 Marbridge's Board of Trustees Grows
- 3 Fresh Faces
- 4 Sports Banquet

Features

- 5 The Future of Marbridge
- 7 Resident Spotlights
- 8 Marbridge's Official Store

Our Community

- 9 Ways to Support
- 11 Fall Fest a Hit
- 12 A Spotlight on Marbridge
- 13 Premier Employees

Marbridge's Board of Trustees Grows

Meet the Two New Board Members Shaping Marbridge's Future



David Perry, Ph.D.

Dr. David Perry is Assistant Professor of Instruction in the Department of Marketing at Texas State University. He is the former Executive Vice President of Strategy at Bowstring Studios, where he was a strategic advisor for video content creation within the education and healthcare sectors, and focuses on the continued development of Bowstring's video content planning service, StoryCycle, for many sectors

Perry has a doctorate in Organizational Development & Change from Bowling Green State University, holds an MBA from Northwestern University's Kellogg School of Management, and a BBA from the University of Kentucky.



Camille Rosales

Camille Rosales is a visionary leader with over 13 years of experience driving transformation in customer experience, BPO operations, and organizational strategy. As the Founder and CEO of Synervo Group, Camille leads a consulting firm specializing in designing and optimizing contact centers. Her focus on leveraging advanced technologies such as AI, IVR systems, and chatbots has delivered measurable results in improving efficiency, enhancing customer satisfaction, and reducing operational costs.

She is passionate about creating solutions that combine technology with the human touch, ensuring organizations can meet evolving customer expectations while maintaining a focus on empathy and care.

Learn more about Marbridge's Leadership Team at:
Marbridge.org/leadership

Sports Banquet Showcases Premiere Athletes

Athletes Honored in Event's Long Awaited Return

For the first time in six years Marbridge hosted the Special Olympics Sports Banquet, a luncheon to acknowledge and reward all of Longhorn Special Olympians for their hard work. In June, to help celebrate the annual Founder's Day, athletes from ten different Special Olympics sports received recognition in front of friends, family, coaches, and volunteers.

"We got the opportunity to restore an important tradition for our residents and families," said Carly White, Director of Training & Education. "Being able to celebrate the athletes (individually and teams) hard work and achievements is an honor."

The return of the Sports Banquet gives our Longhorn athletes another opportunity to showcase their talents and hard work. The Sports Banquet will now return to an annual event to honor Marbridge athletes and their teams.

"It was good to have the banquet back and to see the athletes get awards," said Dan, a Longhorn athlete and Village resident. "I'm excited for next year."

Top Right: Marbridge Athletes David (far left) and Drew (far right) pose for a photo with family members at the 2025 Sports Banquet.
Bottom Right: The Marbridge Longhorns Basketball team shows off their trophy with their coaches.



See photos from the 2025 Marbridge Sports Banquet at:
Marbridge.org/photos

Fresh Faces

Meet a few of the new team members from across Marbridge's campus.

You can join the Marbridge team and help residents across campus achieve a whole new life.

Learn how you can join the Marbridge team at:
Marbridge.org/careers



Deralyn- Registered Nurse

"Each resident brings their own unique quality and personality. They're what makes my day feel so satisfying."



Rena - Cook

"The residents are so friendly and they motivate me to be better. I love coming to work. It feels like family here."



Maddie - Equine Instructor

"I love learning about each resident. Everyone makes me so happy and seeing how welcoming everyone is so great."

Building Marbridge's Future

Our Senior Leadership Team (SLT) which includes myself; Becca McPherson, VP of Development; Marcus Mercer, VP of Operations; Megan Salyer, VP of HR; and Mike Moulton, VP of Finance, have been meeting over a year developing Marbridge's Long-Term-Vision (LTV) for the next seven to ten years. We assessed and evaluated our resident experiences, feedback from family and employee surveys, facility and campus needs, community partner needs, board and leadership input, and best practices from across the country to synthesize our LTV. Considering the breadth and complexity of the needs of residents, we focused on developing LTV strategies for the 4-P's of our organization: People, Programs, Partners, and Projects.

People

Our goal is to recruit, develop, and retain a skilled, mission-driven workforce by offering competitive compensation, career pathways, and a culture of respect and belonging. In addition to competitive compensation, we offer good health benefits, a 401k retirement plan with a 4% company match, a holiday/PTO plan with the option of cashing in a week right before Christmas, a tuition/certification reimbursement plan, upward advancement opportunities, and more. We are a person-centered care community with the individual needs of our residents and employees being a top priority in meeting our mission

Programs

Our Programs will be based upon a continuous resident life evaluation and Abilities Centered Care review involving experiences, training, employment, and education. We'll continue to review our residential offerings to enhance and improve our continuum of care to be able to serve a greater spectrum of care including those who have a higher level of need and those who are more independent. Person-centered care will always be practiced that honor the unique goals, interests, and strengths of each adult served. We will enlist and utilize more technology and innovation to improve our resident experience and opportunity.

Partners

Partners are the collaborators and supporters from Marbridge families to other stakeholders from the surrounding communities that work with us to broaden the reach and depth of our mission. Our families are invested in us for the long run and organizations such as the Austin Community College, UT E4/Lifelong learning, Spectrum Social, SAFE, Central Texas Autism Center, BuildSoccer, Greenleaf Neurodiversity, Sysco, Plains-Capital, Frost Insurance, Doc's Back Yard, Ford Restaurant Group, BEC, Texas Mutual, Austin Police Department, Texas State University, Atwell Engineering, TK Warren Consulting, Together for Choice, July Services, Goodwill, etc.

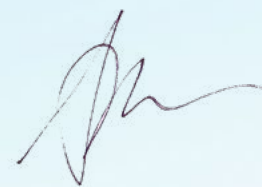
Projects

Projects include upgrading/replacing our aging buildings/facilities, adding new buildings, adding new outdoor amenities, improving landscaping and grounds, and using our land as business enterprise zones to generate revenue and offer resident employment opportunities. We're seeking to develop a state-of-the-art education and administration building complete with a natatorium and enough capacity to be able to accommodate community partners. Additional residential housing will be developed based upon demand and existing housing will be maintained and upgraded as needed.

Commercial development of our frontage land along FM 1626 will begin with the engagement of a land development partner. We hope to offer long-term land leases to mission centric retail partners to generate lease revenue and additional job opportunities for our residents. A brand-new master architectural plan will be developed outlining future plans in the first half of calendar year 2026.

We are seeking to establish task groups representing a cross-section of our employees in each area and seek feedback for continuous development and implementation of our Long-Term-Vision. Through intentional investment in People, Programs, Partners, and Projects, we will build a future where Marbridge sets the standard for human services—delivering innovative, person-centered care, fostering empowered communities, and creating sustainable systems of support that endure for generations.

Humbly,



Scott McAvoy
President/CEO



See how you can support Marbridge for years to come when you visit:

Marbridge.org/donate

Resident Spotlights



Donna - The Village

"I really like the food they serve, especially pizza. I also like riding the horses and drama class. I was in the program last year and have two roles this year. I also like bowling and participate in Special Olympics. I recently won 5th place."

- Donna

"Donna is a very open person with her emotions and in letting us know what she needs. She's great at communication and is very friendly to everyone. Donna is always happy and loves to share her friendship with everyone."

- Maria Martinez, Resident Trainer

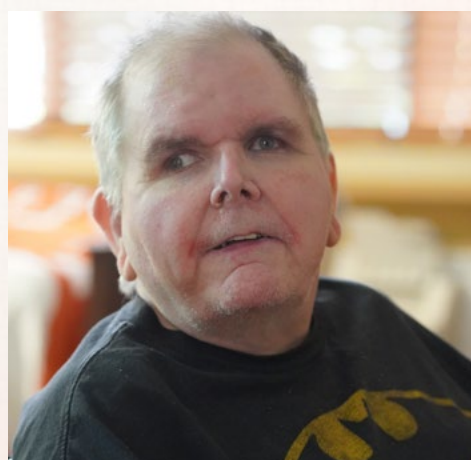
John - The Villa

"I like doing activities, bowling, and bingo. I'm a big Batman fan."

-John

"He's a very sweet and respectful person. He always greets me in the morning and asks how I'm doing. I know he's a big Batman fan as well."

- Rachel Castro, Certified Mediation Aide



Andrew - The Ranch

"I love riding horses. I also like my job. I've made a lot of friends and I really like the food I get."

- Andrew

"Andrew is very friendly. He's lost a good amount of weight thanks to his work and staying busy. He and his roommate, Peter, have become good friends. Andrew also loves going on off-campus activities and watching movies."

- Clare Frazier, Resident Trainer

Show Off Your Marbridge Pride

Introducing the Oakwood Trading Company - Marbridge's Official Store

You've asked for a way to show your Marbridge pride and now you can, thanks to the Oakwood Trading Company, Marbridge's official store. The store features an assortment of items including shirts, sweatshirts, hoodies, hats, umbrellas, tote bags, and more!

You can now go out and about while showing off your support for Marbridge. The Oakwood Trading Company will rotate new products in throughout the year so make sure you check back periodically to see what awaits. Thank you again for your support and showing off your love for Marbridge's mission.



Learn how your loved ones can achieve a whole new life at Marbridge when you visit:

Marbridge.org/live-here

Get your Marbridge branded items when you visit:

Marbridge.org/store

Ways to Support

The year is coming to a close and what a great year it was. Your support helped Marbridge residents thrive throughout 2025 and set campus up for success in the future.

With 2025 coming to an end though, Marbridge wants to give you every option available to show your support. Here you'll find different ways you can get involved through end-of-year giving, planned giving, one-time donations, and so much more.

Learn how you can show your support to Marbridge residents, employees, communities, and campus as a whole. You can also scan the QR code on the next page to download your copy with more detailed information.

Marbridge wants to make donating as convenient as possible. Reference these pages for donating instructions.

Check

Checks payable to:
Marbridge

Mail checks to:
PO Box 2250
Manchaca, TX 78652

Physical Address:
2310 Bliss Spillar Rd.
Manchaca, TX 78652

ACH

Plains Capital Bank
Marbridge Foundation

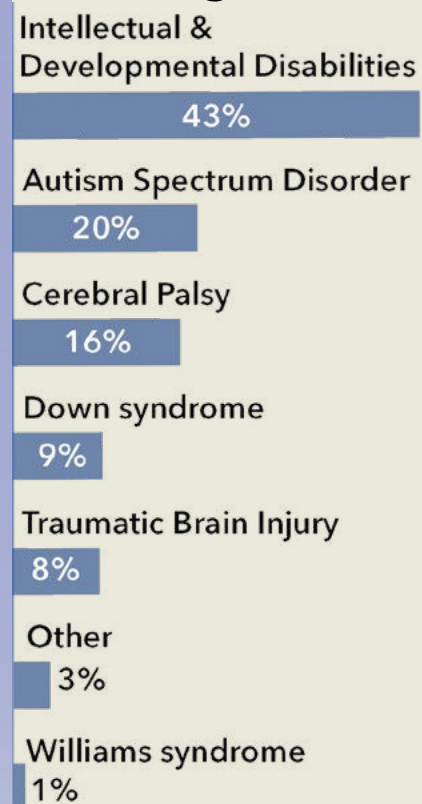


YOUR GIFT MAKES ALL THE DIFFERENCE

EIN 74-1183095



Campus Primary Diagnosis



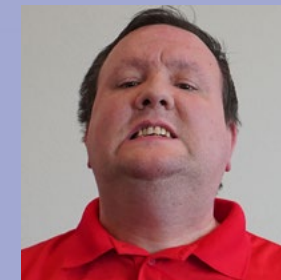
Wire Transfer

You have the ability to wire funds to Marbridge Foundation, Inc. from both inside and outside the United States.



Bequest

You can designate donations to Marbridge through your planned giving.



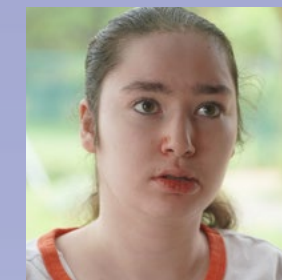
Retirement Planning

You may name Marbridge Foundation, Inc. as a beneficiary of your IRA or qualified retirement plan.



Miracle Society

Miracle Society is planned giving that helps ensure residents continue to thrive for years to come.



Scan the QR Code to learn more about ways to give. Make your tax-deductible donation today and help Marbridge residents thrive:

Marbridge.org/donate

Fall Fest was a Smashing Good Time

A Skele-TON of Fun for Halloween

Fall Fest 2025 was a spooky good time on October 30 inside Victory Hall. All three care communities came together for a fun evening of Halloween fun!

The 2025 party included new Halloween themed activities including a people-powered slot machine, live music from the New Saw Horses, a balloon artist, and some regular favorites including a petting zoo and face painting.

The event also saw over 40 volunteers come together to assist with the activities, transporting residents, and teaming up with Villa residents to be Halloween buddies.

Thanks to everyone who helped make the 2025 Fall Fest a monster hit! Some photos courtesy of Warren Capps Photography.



A Spotlight on Campus

Marbridge's 'Hearts of Gold' Fundraising Dinner was a Big Hit!

Marbridge hosted the 'Hearts of Gold' fundraising dinner on Thursday, November 6, to a packed house at the Omni Barton Creek Resort. The event, presented by Rudy's Country Store and Bar-B-Q saw over 270 guests see what's in store for Marbridge's future and hearing a passionate and tear-inducing speech from Steve Hale, a father of a former Marbridge resident.

Throughout the evening, various members of Marbridge's Senior Leadership Team spoke about Marbridge's mission, the future, and what the long-term vision is for campus. This included speeches from Scott McAvoy, President/CEO; Becca McPherson, Vice President of Development; and Marcus Mercer, Vice President of Operations.

The event also included an amazing story from Steve Hale, speaking about his son, Daniel, who was a Marbridge resident for 20+ years before his passing earlier in 2025. He spoke about Daniel's early years, his time at Marbridge, and how Marbridge became Daniel's home away from home.

The 'Hearts of Gold' Fundraising Dinner also saw supporters donate to Marbridge, become Miracle Society members, and help ensure that Marbridge will continue to help residents learn, experience, and achieve a whole new life.

This event wouldn't have been possible without our amazing sponsors including Rudy's Country Store and Bar-B-Q, Luther King Capital Management, TruWest Credit Union, Austin Geriatric Specialists, PlainsCapital Bank, Tarrytown Pharmacy, and so many more.

Thank you to everyone who joined us for the amazing evening, raising just over \$1.3 million. Marbridge still needs to raise about \$4 million annually, so these events help to keep Marbridge's mission funded.



Top: Jack (right), a Ranch resident quiets the crowd while Becca McPherson, VP of Development, starts the program.
Middle: Marcus Mercer (left), VP of Operations, and Scott McAvoy, President/CEO, talk about Marbridge's future.
Bottom: Steve Hale, father to a previous Marbridge resident, gives a passionate speech about his son's life at Marbridge.

See more photos from 2025 Fall Fest when you visit:

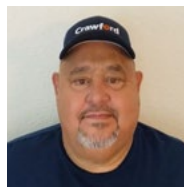
Marbridge.org/photos

Help residents continue to learn, experience, and achieve a whole new life through a tax-deductible donations at:

Marbridge.org/donate

Premier Employees

The Marbridge Premier Employee Program has recognized over 365 employees whose excellent work ethic and positive personal character traits make them shining examples of Marbridge staff. Premier Employee awards are now presented once per year in June. Employees are nominated by their supervisors and receive a certificate of commendation and time-off pass redeemable for eight hours of paid time-off.



Robert Arredondo
Driver, The Village

Organized // Adaptable // Compassionate

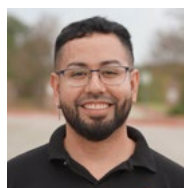
Whether helping with organizing daily routines or offering emotional support, Robert remains composed and reassuring, even in challenging situations. He's kind, professional, and inspires confidence in residents and the team.



Tanya Brewer
Cook, The Village

Commitment // Reliable // Empathetic

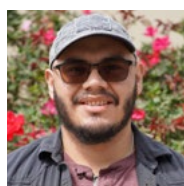
Over the past year, our dietary team has seen its fair share of changes. Through it all, Tanya has shown her resiliency and commitment to campus. Although quiet, she makes her presence known in her relationships with residents.



Jayro Cornejo Gonzales
Lead Cook, The Villa

Knowledgeable // Capable // Honest

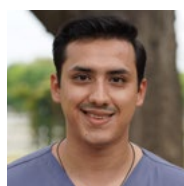
Jayro brings a wealth of knowledge and expertise to the Lead Cook role, which he uses to provide guidance to staff when it comes to creating meals that residents and staff know and love. He is someone the team can always rely on.



Adriel Cunnion
Resident Trainer, The Village

Hard-Working // Dependable // Honest

Adriel is a dedicated and hard-working team member who has demonstrated remarkable growth at Marbridge. His dependability is a defining trait and is consistently punctual, reliable, and ready to take on any challenge with confidence.



Ruben Diaz Maldonado
Certified Nurse Aide, The Villa

Adaptable // Hard-Working // Helpful

Ruben is hard-working, willing to pick up extra shifts, and helps any and all residents with their needs. He is adaptable and can always count on him to help throughout the building without complaint.



Amelia Dlamini-Townsend
Licensed Vocational Nurse, The Villa

Persistent // Innovative // Responsible

Amelia consistently demonstrates persistence, even in the most challenging situations. She never wavers in her dedication to the residents and has an innovative mindset. She's dependable and an inspiring leader who motivates everyone.



Steve Dyer
Driver, The Village

Respectful // Friendly // Calm

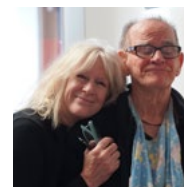
Steve is a compassionate team member who brings a respectful, friendly, and calm presence to his interactions. He approaches every task with patience and attentiveness, ensuring each individual's needs are met.



Juana Gutierrez
Certified Medication Aid, The Villa

Humorous // Hard-Working // Sincere

Juana's sincere compassion for residents shines through in her every action, creating a fun and supportive environment for our residents and her teammates. Her strong work ethic is unmatched and goes above and beyond in her duties.



Holly Hall
Licensed Vocational Nurse, The Villa

Kind // Energetic // Responsible

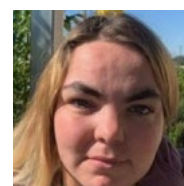
Holly is absolutely beloved by all residents and families. Her kindness and energy make her a joy to be around. She goes above and beyond in the care she provides and is an extremely reliable and responsible.



Rhonda Kimbrough
Dietary Aide, The Villa

Hard-Working // Compassionate // Dependable

Rhonda and her natural compassion has helped create an environment where both residents and the team feel valued, heard, and supported. She demonstrates tireless dedication in her role and maintains a high level of care.



Laddy Samples
Certified Nurse Aide, The Villa

Involved // Helpful // Kind

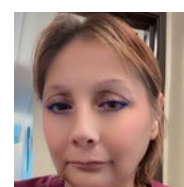
Laddy can be counted on to bring important issues for residents to attention and offers creative solutions. She is extremely helpful and always willing to pitch in where needed. Her kindness makes her a favorite at The Villa.



Valerie Saucedo
Dietary Service Manager, Dietary

Energetic // Knowledgeable // Supportive

Valerie has led our dining services through quite a few changes and has brought a considerable amount of stability. She's extremely knowledgeable and leads with confidence, support, and advocacy.



Dora Vasquez
Certified Medication Aide, The Villa

Committed // Knowledgeable // Adaptable

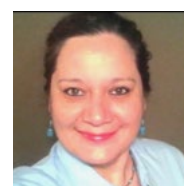
Dora is knowledgeable, committed, adaptable, and is an outstanding CMA. Her unwavering commitment to excellence is evident in how she serves her residents and team members. She's truly vital and respected at The Villa.



Abigail Vaughan
Certified Medication Aide, The Villa

Thoughtful // Involved // Knowledgeable

Abigail is exceptionally thoughtful, always anticipating the needs of both residents and team members, and serves with genuine care and attention. She consistently goes above and beyond with a calm presence and great knowledge.



Gloria Zapata
Cook, The Ranch

Knowledgeable // Reliable // Attentive

Gloria is extremely optimistic and supportive in her work. As the most tenured team member on the dietary team she has a vast knowledge of each kitchen across campus. She's reliable and supportive to her team and residents.

Learn how you can join the Marbridge team and be a future Premier Employee when you visit:

[Marbridge.org/careers](https://marbridge.org/careers)



Marbridge Foundation
 PO Box 2250 • Manchaca, TX 78652
 512.282.1144 • info@marbridge.org
 Marbridge.org

Marbridge is a non-profit residential community that offers transitional and lifetime care to adults with a wide range of cognitive abilities and — through compassion and faith — provides them opportunities to learn, experience, and achieve a whole new life.



RETURN SERVICE REQUESTED

Non-Profit Organization
 US Postage Paid
 Austin, Texas
 Permit No. 2900



Support Campus through the Wishlist

Throughout the year, residents and team members from all three communities, along with our Training & Education and Rehab teams, have needs to help residents learn, experience, and achieve a whole new life.

There are numerous items that are needed throughout the year that continue supporting residents as well as the communities, instructors, therapists, and summer campers.

Find those items on Marbridge's Amazon Wishlist.

The wishlist includes items like batteries, sunblock, Liquid IV pouches, musical instruments, various activities, and so much more.

See how you can help support campus when you visit
[Marbridge.org/wishlist](https://marbridge.org/wishlist)

Upcoming Dates

Last Day of Fall Semester	December 12
Marbridge Christmas Program	December 12
First Day of Spring Semester	January 5, 2026
Marbridge Equestrian Show	January 31, 2026
State Volleyball Event	February 13-15, 2026