

**HAVENWOOD HERITAGE HEIGHTS
BOARD OF DIRECTORS
2021**

**ANNA MARIE SPARKS
*Chair***

Anna-Marie Sparks was the past President of Sparks Employment Group LLC and has since retired. She has over 23 years of experience in the employment/staffing industry. She has a special talent for matching good quality employees with great companies. Anna-Marie's a vision for the company is to provide a positive experience for employees and employers throughout the hiring process. She works to ensure that each client receives excellent customer service and that each employee is placed in the job with the best suitability for the individual. She seeks to develop a mutual respect between each employer and employee. She uses a no-nonsense approach to saving companies time and money while keeping the talented people of New Hampshire working. She currently is a Board Member of the Greater Concord Chamber of Commerce and the New England/Northern New England Juvenile Diabetes Research Foundation. Her grandparents happily lived several years at Havenwood. She and her husband Bernie, make their home in Loudon New Hampshire.

Some of her community work/accomplishments are listed below:

Chamber of Commerce recipient of the W. Grant McIntosh 2003 Volunteer of the Year
Graduate- Leadership Greater Concord Class of 2007
Concord Chamber Ambassador (Chair- 2005-2006)
Board of Directors- JDRF of NNE-NH
Ex-Officio Board of Directors-GCCOC
HRA-GC (Board of Directors 2003-2006)
Funds for Education Golf Committee (Co-Chair 2009-2010)
Granite State HRC Committee (2006)
Tri-City Expo Committee (2006-2010)
BPW-NH- Woman of Achievement (2009-2010)
Justice of the Peace

**LISA SNOW WADE
*Vice Chair***

Lisa majored in Engineering at Dartmouth and uses the same systematic approach to solving legal problems that she learned for effectively approaching engineering problems. Lisa works as an attorney at Orr & Reno. She was voted as a 2011 Super Lawyer in three categories: Health Law, General Litigation and Personal Injury Defense: Medical Malpractice. Lisa received the Bruce Friedman Award in 2005 for leadership in child advocacy. Lisa's outside interest include organic farming, cider and wine making, cooking and horseback riding. Lisa is a Board member at the Capitol Center for the Arts.

**CLAYTON "SKIP" POOLE
*Treasurer***

Skip Poole lives in Bow with his wife and sons. Skip works for Capital Wealth Group. He previously worked for Merrimack County Savings Bank, Citizens Bank, GE Capital and Amoskeag Bank. Skip was awarded the AIM Chairman's Council Award, the MFS Special Achievement Award and the Financial Consultant of the Year Award in 1998.

**BETH J. SLEPIAN
*Secretary***

Beth graduated from New England College with a Masters of Business Administration, concentration in Non-Profit Leadership. She received the Excellence in Governance Certificate from the NH Center for Nonprofits/Saint Anselm College. She works as the President/Chief Executive Officer for the Concord Regional Visiting Nurse Association. She was previously the Vice President; Education & Clinical Compliance at the

CRVNA. Beth received her BS in Physical Therapy from the University of Vermont. Beth volunteers at the following organizations: Home Care Association of NH, VNA Health Systems of Northern New England, Region 2 IDN Lead & Executive Committee, NH Accountable Care Partners, National Government Services, National Home Health Hospice & Palliative Care, NH Stroke Collaborative and NH Falls Task Force.

EX-OFFICIO MEMBER
MICHAEL A. PALMIERI
President/CEO

Michael Palmieri joined the staff of Havenwood Heritage Heights on January 5, 1998 as President/CEO. He is the fourth President/CEO of Havenwood Heritage Heights over its 50 year history. He has 38 years of experience in the field of Long-Term Care and Senior Retirement Living, including fund raising, and new program and project development.

A graduate of the State University of New York at Utica/Rome, he holds a Bachelor of Science Degree in Health Services Management and a Master's Degree in Health Services Administration from Russell Sage College in Albany, New York. He has been a New York State Approved Preceptor for new up-and-coming administrators.

Michael worked in the proprietary end of the long-term care business for ten years with Eden Park Management in Albany, New York. He has also acted as a consultant to several facilities and taught at the college level. He has eight years of experience working for the not-for-profit side of the long-term care business. Working for Loretto Management Corporation as Vice President of Residential Health Care Facility Operations, he worked on building projects ranging from \$2 million to \$47 million. He was also responsible for 940 Skilled Nursing Facility beds spanning five facilities.

During his career, he served on influential committees of the New York State Department of Health as well as with the Healthcare Association of New York, and the New York Association of Homes and Services for the Aging. He received an award from Governor Coumo for community service as a key member of New York's Job Service Employer Committee.

Michael has served as Board Chair of the Northern New England Association of Homes and Services for the Aging (NNEAHS); the Board Chair of the Community Provider Network, a coordinating group of CEO's for provider services in the Concord area; Treasurer of the New Hampshire Health Care Association (NHHCA); Treasurer of the New Hampshire Long-Term Care Foundation; a Board Member of the Centennial Senior Center; and a Board Member of the Council for Health and Human Service Ministries (CHHSM), located in Cleveland, Ohio.

Since arriving at Havenwood Heritage Heights, he has been instrumental in achieving accreditation from the Continuing Care Accreditation Commission, developing resident business and wellness centers, doing national public speaking, publishing many articles, improving the financial viability of the organization, and implementing a Long-Range Strategic Plan.

He was the 2001 Recipient of CHHSM's Servant Leader Award, an award presented yearly to a deserving CEO. In 2002 he graduated from CHHSM's Transformational Leadership Program and was consecrated as a Diakonal Minister.

He is married to Kate, a BSW Social Worker and has two children, Lauren Nicole and Michael Anthony. He enjoys sports, culture, reading, and the outdoors.

MARY SULLIVAN

Mary Sullivan, a resident of Portsmouth works at St. Mary's Bank. She previously worked for Sugar River Bank, People's Bank, Brady Sullivan Properties and Priority title Services.

May has served on the following Boards/Committees: Greater Concord Chamber of Commerce, Children's Alliance of NH, Concord Regional VNA Annual Campaign, MC Community Task Force Against Elder Abuse, Granite United Way, Capital Regional Board of Realtors Education, Child & Family Services and the Hillsboro Chamber of Commerce.

LEO VAN BEAVER

Leo is a resident of Havenwood Heritage Heights and was elected to the Board in 2015. He graduated from Boston College in 1959 B.S. in Chemistry and from Suffolk University in 1980 MBA Executive Program. Leo is a member of the following: American Chemical Society, American Management Association, Greater Lawrence Chamber of Commerce, NH Golf Association and Industrial Fabrics Association International. Leo worked AKZO Fibers Inc./US Sympatex Group as their General Manager. He then worked for Bow Associates as a Principal Resource Specialist for Textiles. Leo and his wife Gloria have resided at Havenwood Heritage Heights since 2010.

JOHN UDALOY

John graduated from Babson College School of Management and received his BS majoring in Finance from New England School of Banking at Williams College. John works at Northway Bank as a Senior Vice President and Senior Market Manager. He previously worked for Ocean National Bank/Chittenden Bank as a Senior Vice President, Regional Manager. John was promoted to Senior Vice President/Northern Manager. John worked at Concord Savings Bank for two years as the Vice President Commercial Lending for two years. Prior to that he worked for First NH Bank for twelve years as the Vice President Commercial Services. John volunteers at the following organizations: Concord Family YMCA, Salvation Army, Kiwanis Club of Concord, Greater Concord Chamber of Commerce and is a past member of many other not-for-profits Boards.

DOUGLAS S. HATFIELD

Doug graduated from Colby College and Boston University. Doug works for Upton & Hatfield, LLP. Doug has volunteered for the Havenwood Heritage Heights Trust Fund Board of Directors for over 30 years. He also volunteers for ABA and NH Bar Association.

DAVID GILL

David works for the City of Concord Parks & Recs. He grew up in Europe. He came back to NH to raise the family. David has been in Concord for 22 years. In 2011, he was assigned the City of Concord cemeteries. He joined the HHH Board in 2021.