



Garrett Trout, CEO

Garrett Trout began his career with TrueNorth Wellness Services in 1995 and over the past 20 years has held positions with increasing responsibility. Prior to being named CEO, he served as Director of Children's Services, overseeing The Amazing Kid's Club program. He has a master's in Business Administration from Duquesne University, a B.S. in Recreation and Leisure Administration from York College, and is on the board of Collaborating for Youth, York County Children Youth and Families, and is a member of the Pennsylvania Commonwealth Children Protection Service Law Implementation Team and Adams County Integrated Truancy Task Force.



George Brown, COO

George Brown has been with TrueNorth Wellness Services since 2001, and in his current role is responsible for program development and implementation, performance improvement, and policies and procedures oversight. Through his impressive health care industry career, he has amassed experience in crisis intervention, mental health outpatient therapy, substance abuse outpatient therapy, hospital administration and behavioral health managed care. He has a BA in Psychology from Millersville University and a master's in Community Counseling from Shippensburg University.



Cheryl Jones, CFO

Cheryl Jones has been with TrueNorth Wellness Services since 1989. She joined TrueNorth with over 10 years of experience in banking and accounting. She holds an Associate of Science degree in Management and a Bachelor of Science degree in Accounting from York College of Pennsylvania.



Erin Glenn,
Franklin/Fulton
Program Director

Erin Glenn, began her career with TrueNorth Wellness Services in 2010 as a crisis worker. She later assisted in opening the Fulton County Outpatient office as a Therapist, and eventually transitioned to Clinical Supervisor of the Fulton County Outpatient office. Most recently, she was promoted to Franklin/Fulton Program Director, overseeing and supporting five programs: Supported Living, Outpatient, Crisis Intervention, Peer Support and Base Service Unit. She is also trained in multiple trauma therapies. Glenn has a Bachelor of Science in Health and Rehabilitation Sciences and a Master of Social Work, both from the University of Pittsburgh.



Stefanie Griffith,
Director of Substance
Abuse Treatment

Stefanie Griffith, has been with TrueNorth Wellness Services since 1996 and over the past 20 years has held positions with increasing responsibility. She has worked as a TSS, an outpatient therapist, as Director of the SAP program and was most recently promoted to Director of Substance Abuse Treatment. She received her BA in Psychology and Art from Heidelberg University and her MS in Psychology from Shippensburg University. She is a member of the Adams County Heroin Task Force and Adams County Community Trauma Debriefing Team and is a PA Approved SAP Lead Trainer.



Claire Hornberger,
Director of Strategic
Initiatives

Claire Hornberger, a licensed clinical social worker, has been with TrueNorth Wellness Services since 2013. Claire leads the agency's CARF accreditation process. Through this process, she has partnered with staff throughout the agency to develop and refine policies and procedures, job descriptions, processes, etc to better improve upon our efficiency, our cohesion as an agency, and our quality of care provided to those that we serve. In addition, Claire oversees the placement of about 40 interns throughout the agency and supervises the integrated health, partial hospitalization, social rehabilitation, and employee assistance programs.



Tracy Selby,
Director of Counseling
Services

Tracy Selby, has been with TrueNorth Wellness Services for more than 20 years. She began in Crisis, moving to Student Assistance and then into Outpatient Therapy where she became Director of Counseling in 2013. She has a bachelor's in Social Work from Millersville University, a master's in Social Work from Temple University and currently enrolled in a doctoral program that is a joint program at Kutztown University and Millersville University. Selby is a Licensed Clinical Social Worker, a Certified Clinical Trauma Professional and a board member on the Adams County Children's Advocacy Council.



Michelle Shearer,
Director of Residential
Services

Michelle Shearer, began her career with TrueNorth Wellness Services in 1989 as a Residential Counselor in one of our Community Residential Rehabilitation sites and during the past 27 years has held positions with increasing roles of responsibility. She has been instrumental in expanding our residential services in York and Adams counties, from serving 23 individuals to approximately 100 adults in a variety of housing support settings. Shearer holds a BS in Psychology from York College and serves on the York Housing Advisory Commission, in addition to other county-wide committees.



Melissa Speal,
Director of Marketing &
Communications

Melissa Speal, has 15 years of strategic marketing and leadership experience in advertising, public relations, research and graphic design. Prior to joining TrueNorth Wellness Services, she was the Director of Marketing/Public Relations for the Hanover Area Chamber of Commerce for 12 years. Her creative, high-energy approach is focused on growing the organization's visibility and its programs and services. Speal has a BA in Communications from Penn State University and a master's in Business Administration from Eastern University. Speal is also a YWCA Hanover board member.



Elsbeth Williams,
Director of Children's
Services

Elsbeth Williams, has been with TrueNorth Wellness Services since 2003 with increasing roles of responsibility. She began her career as a behavioral therapist, then as a School-Based Therapist and was quickly named Director of the Capital Area (Harrisburg) and most recently promoted to Director of Children's Services overseeing children's services provided in the home, school, community, and autism center settings. She is licensed as a PA Behavior Specialist and is a Board Certified Behavior Analyst. She received her BA from Lebanon Valley College and her Ed.M. in Educational Psychology from Temple University.

