



Lakemary

Impact Report



March 2022

Empowering children and adults with intellectual and developmental disabilities to achieve their individual potential.



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A Message from Our Board Chair

I hope this quarterly newsletter from Lakemary finds you doing well. This is an exciting time at Lakemary as we are in the process of creating the Strategic Plan for the organization. The Board of Directors has been working with members of the Executive Team and Management Team on the 2022-2025 Strategic Plan. We are working on what will be our key initiatives for the organization for the next three years and will be looking forward to sharing this plan in mid to late April.

Our Advocacy Committee Chair and some Lakemary adult parents visited Topeka this month and were successful in meeting with members of the legislature on our behalf. Board Member and past Legislator, Nancy Lusk, led the group and will continue to lead our advocacy plans. There is an article in this newsletter with more details about this visit.

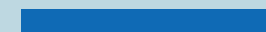
Our continued thanks to each of you for your ongoing support.

Sincerely,

MIKE SANDERS
BOARD OF DIRECTORS CHAIR



When we give cheerfully and accept gratefully, everyone is blessed.



MAYA ANGELOU

From Our CEO



As we move into the second quarter of 2022, we are focused on some major projects taking place at Lakemary. As Mike mentioned, we are looking forward to having our 2022-2025 Strategic Plan completed and shared with the entire organization. This has been a collaborative effort between the Board, our Executive Team, members of our management team with input from many of you.

We continue to be very focused on the recruitment of qualified staff for open positions across the organization. We, like most nonprofits and businesses, are finding the job market very challenging. You may see us advertising on television, in print and we are also going directly to potential employees with information about positions that are available. We have a referral bonus program available to our current staff. Additionally, we continue to focus on the retention of our great team members with things like celebrating Employee Appreciation Day on

March 4th. Together we will get through this staffing challenge as we continue to offer the highest quality care for the adults and children we serve.

We are looking forward to a great Spring at Lakemary. On behalf of the whole organization, thank you again for the support.

Warmly,

KIRK DAVIS, M.S.
PRESIDENT/CHIEF EXECUTIVE OFFICER



CONGRATULATIONS to Kirk Davis, President & CEO.
Celebrating 40 years with Lakemary on April 9th, 2022

Employee Milestones

We are so fortunate to have so many talented and dedicated staff at Lakemary. We wanted to take a moment to recognize those celebrating major milestones.

Years of Service 2020



Tracy Price

25 Years

Stacey Dubois Krystal Lofing JoAnn Stites

20 Years

Erin Sobeck Janeen Shawver Mark Harper Christy Richey Nichole Servos

15 Years

Nichole Lofing Alisha McAuthur Annie Barr Corine Priddy Lori Byard

10 Years

Angela Reichley Greg Reed Regina Goodwin Courtnie Cain Jill Noble
Christopher Delap Mary Egger Adam Steward Bradley Dickinson Nicole Dickinson

2021

25 Years

Keri White

20 Years

Chastity Hendrickson Emily Lang Melissa Rhyneron

15 Years

Joshua Patterson Erica Martin David Phillips Jr.

10 Years

Lynne Dehaemers Dawn Estabrooks Montrel Glass Sally Jenkins Sherri Johnson

'I've been asked many times in my 31 years, 'Why have you stayed so long'? I could say it's because I love Lakemary's mission (and I do) but truly it's the relationships! I have learned so much from those we support about unconditional love and kindness, making the most of your life no matter your circumstance and doing so with grace. I have also had the incredible opportunity to develop relationships with peers who share the same passion for supporting people to live their best life. And as if that weren't enough, I work with an amazing team who navigate the most extreme challenges with a commitment to teamwork, mutual respect, and genuine caring for one another; a team who lifts each other up and moves forward together. It's a privilege!

TRACY PRICE

VICE PRESIDENT OF ADULT SERVICES

Staff Highlight



Sally Beyers

Development Director

1. How long have you been at Lakemary? I have had the privilege of being a part of the Lakemary family since 2015. I have found my niche and I am so grateful to be here. For me, working at Lakemary is a way to honor my late brother, "Scotter." He had Down's Syndrome and was one of our family's greatest blessings. My work keeps his memory close and reminds me how incredibly fortunate I was to have known and loved him.

2. What do you like to do for fun? I volunteer at the Golden Scoop, a local nonprofit organization that serves amazing ice cream and employs special needs adults. I also enjoy reading, waterskiing, snowskiing, and hanging out with my family.

3. Tell us about your family. I have a wonderfully kind and amazing husband, Matthew, and three beautiful children. Our daughter is a pediatric nurse and is getting married in October. Our two boys are figuring out life as a recent college graduate and college freshman. All of our kids live in Texas so Matthew and I are empty-nesters.

Board Highlight



Molly Meek

Board Member

1. How long have you served on the Board and do you Chair any Committees? I have served on the board since Oct. 2017. I have had the pleasure of Chairing the Building committee the last few years.

2. What have you enjoyed most about your time on

the Board? I am honored to get to serve on the Board of Directors and try to give back in some small way to you all that gave my family so much! My favorite thing about my time spent getting to know the organization is when I get to interact with the staff. What you all do every day is such an incredible feat that I promise does not go unnoticed. You have hearts of gold and such a selfless nature. As a family member of a person served, I can't say enough amazing things about this organization and its true differentiator - its people!

3. Tell us about your family. My original draw to Lakemary was that my uncle, Mark Meek, was one of the first residents in the newly created adult program back in the 80s. I grew up visiting Mark at his dorm, meeting all of his best friends, and hearing from my family about the incredible people at Lakemary that not only gave Mark an amazing quality of life but also gave that peace of mind to my grandparents knowing that he was being loved and taken care of in his entirety. I am born and raised in Stilwell, KS. I graduated from Creighton University and settled back in Kansas City after graduation.

COMMUNITY EMPLOYMENT PROGRAM



We have recently partnered with Ambrose/ Excellart in Olathe to provide a new work opportunity to our individuals and we could not be more excited. Ambrose Packaging is a company based in Olathe, KS that provides packaging, tools, material handling and dust collection equipment. Excellart is a national supplier of standard and custom aluminum extrusions. This is our first experience in an hourly rate model and

our individuals are loving the process. Each month we will complete 18,000 sign holders for shipment all over the United States. The individual love being able to see their hard work displayed in our communities and all of the U.S. Currently, this job has only started in Olathe, but we will soon be bringing work to all our locations in both counties.



We have formed two Wellness Committees (one for the Children's Program and one for the Adults Program) to help with our new program. The committee members, our "Wellness Ambassadors", are carefully planning a range of activities for our individuals and are excited to work with your loved one on his/her wellness goals. We are so excited to announce a new program that we are launching at Lakemary in March 2022. In an effort to promote health

and well-being among Lakemary residents, we are creating and implementing a comprehensive Wellness Program that includes nutrition education, wellness assessments, and fun (individualized) physical and stretching activities. We are partnering with Pittsburg State University Therapeutic Recreational Program who will assist us in our program creation and implementation.



WELLNESS WARRIORS
LAKEMARY WELLNESS PROGRAM

Employee Volunteerism

Tomasina Miller, administrative specialist to Lakemary has done just that! She joined the organization in 2021.

In a chance meeting with the groundskeeper on the Sisters of Ursuline Cemetery last fall, Tomasina and a friend, Lisa, discovered the Sisters owned only the cemetery on the campus' formerly magnificent grounds. Inspired by her faith and love for flowers, Tomasina and her friend decided to take it upon themselves to restore the cemetery to its former beauty.

Long overlooked since the Ursuline Sisters of Paola moved to Maple Mount, KY in 2009, the raised flower beds were severely overgrown. Tomasina and Lisa cleared the beds, added fall flowers and planted over 50 Mammoth Daffodil that are expected to bloom this spring. Additionally, Tomasina and Lisa refreshed the potting soil and planted flowers in 14 freestanding planters.

Tomasina has always loved the former grounds of the Ursuline Convent, the statues and the 14 stations of the cross. She was baptized and raised Catholic.

"Working in a sacred place brings peace to our souls. We are thankful for the opportunity to bring blooming life back to the flower beds and planters. It is our hope the remaining Ursuline Sisters would approve," said Tomasina.

Thank you, Tomasina, for your giving heart and hard work!



Nicole Dickinson joined our company in 2009. Today Nicole is on the Marketing and Development team as the Volunteer and Recruitment Specialist.

For the past two years Nicole has been giving back and volunteering at The Chamber Players Community Theatre in Garnett, KS.

The 1859 playhouse is a dinner theatre, with down-home meals being served each night. Nicole and her Mom volunteer their time one evening a month. Nicole's love for the theatre began at an early age when she would attend the theatre production with her family.

Behind the scenes (maybe even in the basement) is where you will find Nicole. Everyone at The Chamber Players are volunteers! The actors, servers, ticket sellers, dishwashers, and board members are all volunteers and making an impact in this small community!

Bravo, Nicole! Your volunteer work deserves a standing ovation!

In March & April the production is Doublewide, Texas...sure to be a fun evening! For more info, please visit chamberplayerstheatre.org.



FACTS

"LIFE'S MOST PERSISTENT AND URGENT QUESTION IS, 'WHAT ARE YOU DOING FOR OTHERS?'" – DR. MARTIN LUTHER KING, JR.



Our Lakemary Adults Give Back

Lakemary adults are incredibly active volunteering in our communities; the Olathe team is scheduled three days each week in their various volunteer jobs. "Lakemary has been delivering Meals on Wheels weekly across both counties for longer than anyone can remember – more than 15 years or so," said Alishia McArthur, Assistant Day Coordinator for Lakemary's adult programming. "Our individuals enjoy volunteering so much we have to take turns so everyone gets the chance." Other agencies regularly supported by Lakemary's volunteer efforts include: Mahaffie Stagecoach, Prairie Paws, ASPCA and Harvesters.

Top Five Golf Events

The 2021 Lakemary Golf Classic was honored as one of Kansas City's highest netting golf events in Kansas City by The Independent magazine. Competing against similar golf tournaments sponsored by area nonprofit organizations, Lakemary's event was named the third most successful event, based on net proceeds to the organization. Other organizations recognized included Bright Futures Fund, Ronald McDonald Charities of KC, Olathe Health Charitable Foundation and Down Syndrome Innovations.

Lakemary's Golf Classic has a long history of consistently selling out with many of the golfers having participated much of the event's 38-year history. For the last three years, Shadow Glen Golf Club has provided a beautiful background for the annual tournament. Carol and Lonnie King, parents to an adult daughter served at Lakemary have been the tournament's hosts and lead sponsors since 2019. "This is a spectacular golf tournament," Lonnie said. "Shadow Glen is unparalleled in Kansas City – for its beauty, its difficulty, and its attentive staff. The Lakemary team – coupled with the spectacular background of Shadow Glen – make for a fantastic event! Carol and I are not surprised the Lakemary Golf Classic has been recognized as a top event. This is a golf tournament you should not miss!"



Plan to join us on Monday, October 10th at Shadow Glen Golf Club for 2022 Lakemary Golf Classic. For information about sponsorship opportunities, please contact **Sally Beyers** at development@lakemary.org.

Ursuline Legacy Park

A history of deep compassion and hope brought to our small community in 1894.



We have some exciting news to share! What once was our large pond on campus will now be transformed into 2.5 acres of green space, a beautiful park honoring the legacy of the Ursuline Sisters of Paola, Kansas.

Over 53 years ago, the Sisters had the vision to create a school for children with special needs. Donating the land for Lakemary was just the beginning of our story. The Sisters saw a need, answered the call and were early innovators in the field of special education. Lakemary is recognized nationally for our work with children and adults with intellectual and developmental disorders. We now serve children from all over the country and have adults who have been with us for decades under our care.

Today, we want to honor the legacy of the Ursuline Sisters with the creation of the Ursuline Legacy Park. Our beautiful park will have a meandering walking trail across the 2.5 acres. Plants, wildflowers, and trees native to Kansas will be planted. Our new park in all its beauty and splendor will offer the children and adults we serve a place of solitude. Along the walking trails you will find areas for quiet meditation, a Rosary Garden and the Seeds of Faith Reading Garden. Beautiful benches will be placed throughout the walking trail to honor the Ursuline Sisters of Paola, allowing places to rest and enjoy the beauty of the park. Wellness stations will also be placed throughout the trail to allow for accessible exercise for the children and adults we serve, and our Lakemary employees.

Our new park that is rooted in the past but growing into the future will have relics from the grounds of the former Ursuline Convent. Beautiful stone statues from the past that will be enjoyed for years to come. This park will become a vibrant part of the Lakemary Campus and we want nothing more than to remember and honor the Sisters who had the courage and vision to start what is now our 53 year old non-profit.

Ursuline Legacy Park will be a reminder to everyone at Lakemary and the community of Paola of the heartfelt work the Sisters did for over 100 years.

There will be many ways to become involved in the creation of the Ursuline Legacy Park including the many opportunities to donate. Donating a bench in the honor of the Sisters, donating a tree in memory of the Sisters, helping us to locate artifacts from the Convent or simply by sharing our vision of the Ursuline Legacy Park with others who may want to honor the Ursuline Sisters. If you are interested helping, please contact **Julie Hosley** at marketing@lakemary.org

Their legacy must be remembered as their spirit lives on at Lakemary. Preserving our rich history and creating a sacred meaningful place that honors the 150 Ursuline Sisters that once served and educated students will truly be an honor. We hope you will join us in the next chapter of our story.

Rooted in Faith. Growing in Love.

Corporations Supporting Lakemary



Scheels of Overland Park, a sports and recreation store, has been a friend of Lakemary since its arrival in the Kansas City area. The employee-owned store recently donated its second and third inground basketball system to Lakemary's adult program. Scheels first donated a basketball goal to our main Olathe day service center in 2017 as part of establishing a backyard recreation and picnic area. The basketball court continues to be one of the group's favorite outdoor activities – whether it's a game of three on three or just shooting some hoops.

One of these new basketball goals is earmarked for a men's group home in Olathe and the second will become a favorite spot behind the Paola campus adult service building. To add to the uniqueness of this donation, Concrete Strategies, a concrete construction company out of Olathe, plans to install the inground basketball goals for us. This March Madness will be especially celebratory for Lakemary's basketball fans! Thank you, Scheels and Concrete Strategies, for your impactful and special way of supporting Lakemary!



We are grateful for new friends at Synchrony. Late last year, several of Lakemary adults made a Zoom presentation about their community-based jobs to Synchrony staff members. The Lakemary team shared how much they enjoy the work, their pride in receiving a paycheck and the feeling of independence they have from their jobs. Associates of Synchrony were so impressed with the presentation and the dedication of the Lakemary adults, the company made a \$5,000 gift to our organization's Emergency Fund. This fund provides medical necessities to Lakemary's children and adults who cannot afford them, expenses such as dental care, eyeglasses, supportive equipment, orthotic shoes, etc.

"Synchrony's generosity and thoughtfulness will have an immediate impact on many of the children and adults in Lakemary's care," said Sally Beyers, Director of Development for Lakemary. "We are especially appreciative they recognized the varied talents of our adults and chose to make a gift to Lakemary in their honor."

Community Giving

Santa Fe Trail Middle School

Lakemary's students received a heartwarming surprise this Valentine's Day from their peers at Santa Fe Trail Middle School. Each Lakemary residential student received a backpack filled with books, coloring books, crayons, hygiene supplies and a uniquely crafted Valentine's card. And what a fun surprise it was! The Lakemary students loved their special gift.



Ryan Stidham, a veteran educator in the Olathe School District, is enjoying his first year at Santa Fe Trail Middle School as a 6th grade teacher. Each quarter his homeroom chooses a nonprofit to support based on a book they are reading in class. To start the new year, his class is reading a story about children within the foster care system. His team of teachers and students all were involved in this project. Having known several students who attended Lakemary and recognizing the organization's unique foster care program, Mr. Stidham suggested his class support their fellow students at Lakemary. Mr. Stidham's students brought in donations, requested support from corporate partners and created handmade Valentine's Cards for every Lakemary student. "The Santa Fe Trail students are great kids and they enjoy helping others," Mr. Stidham said. "We feel honored to have brought some joy into the lives of Lakemary's students."

Mr. Stidham, we are grateful for your impact on so many students! No doubt your influence is far-reaching as you help to shape tomorrow's leaders to have a heart for others.

Knights of Columbus



Lakemary's 53-year history is steeped in the traditions of the Catholic faith, having been founded by the Ursuline Sisters in 1969 and generously supported by parishes, groups and Catholic friends. There are 24 chapters of the Knights of Columbus that have generously supported Lakemary – many on an annual basis through their council's Tootsie Roll sales. We are profoundly grateful for their kindness, thoughtfulness and friendship all these years. Pictured above is Tom Gaumé of the Knights of Columbus Council #11661 of the Holy Spirit Catholic Parish in Overland Park. Tom has a nephew served through Lakemary's adult program and recently spent some time visiting with some of his nephew's friends. Thank you to all of the Knights of Columbus chapters who continue to support Lakemary!

Advocacy Group Visits Topeka



A group of Lakemary families, with the help of Lakemary board member and former state representative Nancy Lusk, are seeking a substantial increase in rates paid to providers of Home Community Based Services.

The family group of eight traveled to the state Capitol in Topeka on February 9 to take their funding request to legislators and explain how staffing shortages are impacting the lives of their loved ones. The families met with Rep. Troy Waymaster, Chair of the House Appropriations Committee, and Sen. Rick Billinger, Chair of the Senate Ways and Means Committee. "In my opinion, both meetings went very well, Lusk said.

"The parents did a great job of getting right to the point in explaining the crisis staffing situation, and both chairs were extremely receptive," Lusk explained.

The legislators agreed that our community is suffering the effects of years of funding neglect. One legislator said he considers our needs as Priority 1. InterHab, which advocates for Kansans with I/DD, has recommended additional annual funding of \$58 million to catch up from years of underfunding and bring direct support staff wages to competitive levels in the marketplace.

Later, the families divided into two groups to catch legislators between sessions happening on the floors of both chambers. They succeeded in connecting with representatives Megan Lynn and Rep. Mari-Lynn Poskin in their offices. In passing, they reached a few more legislators, including representatives Stephanie Clayton and Will Carpenter.

Plans are underway to schedule additional meetings. As one member put it, "Each of our stories carries a special personal weight with legislators. Letters and emails to legislators are important right now as budgets are being drafted over the next week and right up to the final days of the session."



Celebrating Diversity



Several Lakemary team members are part of the Cultural Diversity Program. The team consists of School Staff, Milieu Therapists, Case Managers, Coaches, Program Therapists, Kitchen Staff and Marketing.

The team meets once and month to discuss activities that introduce our Lakemary school students to several different cultures throughout the year.

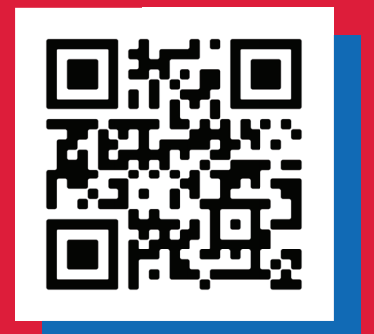
We kicked off the program in February celebrating Black History Month and the start of the Chinese New year.

Recruiting Efforts

Like many employers around the country, we are focused on recruiting qualified staff to join the Lakemary team. There are many ways you can join us in our recruiting efforts:

- Follow us on social media and share our posts.
- Let your friends and neighbors know that Lakemary is hiring and direct them to our website – www.lakemary.org
- Give our recruitment cards out to people who provide you with great service during the day or someone you know who is looking for a career change (waitress, cashier, para at a school). If you would like us to send you some of our recruitment cards to use, please email marketing@lakemary.org and we will send them to you. They have a QR code directing them to our job listings.
- Make a list of 5 people you know (future high school graduates, part-time college students, a friend from your community or a recent retiree looking for a meaningful way to spend their days). Reach out to them and let them know Lakemary is hiring and share our mission ... Empowering children and adults with intellectual and developmental disabilities to achieve their individual potential.

ARE YOU
READY?
TO JOIN OUR TEAM



Meet Our Executive Team

Kirk Davis, M.S.

Chief Executive Officer

Tracy Price

Vice President of Adult Services

Jean Hoyt, LSCSW, RPT-S

Vice President of Children's Services

Teddi Hernandez

*Vice President of Marketing, Development
& Communications*

Shalaunda Gray, MD

Medical Director

Courtne Cain, PsyD, LP

*Director of Accreditation and Clinical
Compliance*

Meet Our Board of Directors

Mike Sanders

Chair

John Fisher

Vice Chair

Lydia Marien

Secretary

Gayle Richardson

Treasurer

Tommy Elms

Mike Everett

Barry Fink

Joan Horan

Carolyn Jacobs

David Kaseff

Tim Lang

Nancy Lusk

Molly Meek

Harold Mitts Jr.

Paul Sokoloff

Gary Weinberg



Lakemary

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Questions or Comments?

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