



Lakemary

Impact Report



June 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

This IMPACT report will hopefully provide you with a glimpse into the work that is being done all over Lakemary at this time. Kirk talks about "positive momentum" and that is exactly what we are seeing all across the organization. The Board of Directors recently approved the 2022-2025 Strategic Plan for Lakemary and we are pleased with the exciting initiatives included in the plan. The cross divisional team of Board Members, Executive Team members and managers worked together to create a fully integrated plan.

One of our biggest areas of focus is around recruitment of high quality staff to work directly with our adults and children. The Board is very pleased to have our new Human Resources Director on Board and we know his expertise in recruitment will be a great benefit to the organizations staffing needs. We are also looking forward to working with our new CFO as a new fiscal year begins in July. As our Strategic Plan states, "people are our greatest asset" – we truly believe that and look forward to having new staff join us in our mission.

On behalf of the Board of Directors, our continued thanks for your support of Lakemary's mission.

MIKE SANDERS
BOARD OF DIRECTORS CHAIR



Great works
are performed
not by
strength
but by
perseverance.

SAMUEL JOHNSON

From Our CEO



We are moving into Summer at Lakemary and we have many exciting initiatives underway. Our goal with each of our IMPACT reports is to keep each of you informed on our programs, projects, and people across the organization. Our 2022-2025 Strategic Plan has been approved by the Board of Directors. The plan outlines our key initiatives for the organization as well as the details on how we will achieve them. The plan is called, UNITED to the SUMMIT and we will be spending time sharing and training employees on the plan through the month of June. We've included an article in this IMPACT report that will provide more information on the approved plan.

We received a major grant from First Option Bank in Paola in April that will support our Ursuline Legacy Park project. The project is underway, and we are praying for sunshine and rain this summer to help with the new grass where the lake once stood. We worked with the new owners of the convent and were able to get a few pieces of memorabilia that we will have on display at Lakemary. The artifacts and park will be a wonderful way to continue to honor the history of our organization and the Ursuline Sisters. We will have many ways for the community to be involved in the Ursuline Legacy

Park project. We will be providing those details in the next IMPACT report.

We welcomed a new Director of Human Resources, Sean Beaver, in May. Sean has an extensive background in Human Resources and Recruitment. His passion and expertise in recruiting will be a gift to the entire organization as hiring personnel is our number one focus at this time. We are thrilled he has joined Lakemary!

We have also hired a new Chief Financial Officer who joined Lakemary in May. Cherie Duffy has relocated to the Kansas City area from Chicago (a Cubs fan) and has a strong background in finance. She worked with an adult service provider in recent years, so she has a solid understanding of the work we do at Lakemary. We are pleased she has joined Lakemary.

On behalf of the team at Lakemary and each person we serve, thank you for your ongoing support. Wishing you all a wonderful Summer

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

UNITED
TO THE SUMMIT

Looking Ahead: Strategic Plan



Lakemary's Board of Directors and leadership team recently completed a series of in-depth discussions and planning sessions, culminating in an outline for Lakemary's strategic plan for the next three years. The plan includes an overview of initiatives, goals, strategies, measures and accountability in five key areas: financial management; people, Lakemary's greatest resource; programming; brand awareness and the Board of Directors.

In its statement of intention, the strategic plan "establishes the three-year road-map for the Lakemary team and Board of Directors, as partners, to achieve our vision and mission on a sustainable basis through strategic financial management, commitment to the Lakemary team, policy decision making and brand expansion with best practice assessments both on a geographic and programmatic basis."

Lakemary's leadership team is working with employees to better understand the Strategic Plan - many of them contributed to different aspects of plan.

2022-2025 STRATEGIC PLAN INITIATIVES



STRATEGIC FINANCIAL MANAGEMENT

Provide financial direction and sustainability for the organization.



PEOPLE

Focus on our people - our greatest resource



PROGRAMMING

Deliver best practice programs at full capacity for adults and children with IDD.



BRAND AWARENESS

Expand brand awareness locally, regionally, and nationally.



BOARD OF DIRECTORS

Evaluate and implement best practices for a high functioning Board.



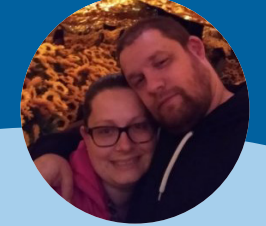
Staff Highlights



JOSH PATTERSON, DIRECTOR OF I.T., has been with Lakemary for 16 years. Josh loves working at Lakemary because of the children and adults we work with and the relationships he has built with them. Josh has been married for 17 years and they have three kids. They are huge Disney fans and frequent trips to Florida.



JOAN TUA, OLATHE ADULTS, has been a DSP for 13 years. She is married and has a 13-year-old daughter who she says was "born into Lakemary." In her free time, Joan loves to go hiking and sight-seeing. She loves musicals and acting and was once in Fiddler on the Roof! Thank you Joan for all that you do for us!



JD MCKELLIPS, PAOLA CHILDREN, has been a BHT for 10 years. JD Frequently picks up extra shifts to help the program when it's in need. He's married and has two children. JD enjoys doing outdoor activities with his family. A few favorites are going to the zoo and fishing. Thank you, JD for all you do for Lakemary!

Board Highlight

How long have you served on the Board and do you Chair any Committees? I served in the Kansas legislature for eight years, and for six of those years, I served on the House of Social Services Committee where I became highly aware of how the state had fallen behind in fulfilling its responsibilities towards the intellectually and developmentally disabled community. I was especially impressed with the IDD parent advocates who came to Topeka to lobby on behalf of their adult children, and I developed friendships with some. Serving on the Lakemary board was an opportunity to help some of the things that had been left undone. I was happy to bring that advocacy skills and contact experience in the legislature I had in service of such a good cause.



Nancy Lusk
Board Member

What have you enjoyed most about your time on the Board? Learning about the Lakemary legacy has been a high point. With the pandemic, in-person board meetings were changed to Zoom meetings before I joined the board and I had not been to the home campus, but then I had the opportunity the day before Thanksgiving to receive my own special tour with Kirk Davis as my guide. He introduced me to many of the staff in addition to showing me the full Paola facility, and best of all, he shared the origin history of the Ursuline Sisters and leaders of the Paola community who came together to make it happen.

Kirk Davis Celebrates 40 Years

Congratulations Kirk on the start of your 40th year with Lakemary! Thank you for your dedication to the work we do, the passion you have for the people we serve and your endless amounts of energy. We are all grateful to you and to Janet for the years you have both spent supporting the mission of Lakemary. We are looking forward to celebrating your 40th year with you throughout all of 2022!

HAPPY 40 YEARS TO YOU BOTH!

The Lakemary Team



"I've had the pleasure of working with and for Kirk for the past 20 years. The commitment he has for the Lakemary family is undeniable and it shows in every interaction we have. His approachable and open minded leadership style has helped me and my team support countless numbers of children and families. He is a truly a difference maker! He has been a great mentor and support to me and with him leading Lakemary, we can all accomplish great things together." - *Emily Lang, Coordinator of Johnson County Children Services*

"Kirk is an observant and active listener. He truly cares about the clients served and staff. Kirk is a leader we can all count on."
- *Donnia Hinrichs, SPED Teacher*



"The spirit of Lakemary is in everything Kirk does. Always has been and always will." - *Anna Perkins*

"Kirk is Mr. Lakemary." - *Mike Perkins, Maintenance*

"Kirk is kind-hearted. And generous of himself with others which then allows others to be generous. A rare quality that I so much appreciate and am in awe of. Congratulations (with 40 repeats). Lakemary is so very lucky to have you over all these years."
- *Lydia Marien, Board of Directors*



"The Mayor of Lakemary, So many words to say about the amazing human you are but I will keep it brief. This place would not be the same without you around! The way you have led this company on its journey from good to GREAT is incredible! There is no doubt that you have made your presence an invaluable one in our company. As you commit yourself to uphold our values, vision, and mission, we won't ever stop appreciating you! It has been such an honor learning from you over the years and I look forward for more to come! Happy Work Anniversary!
- *Jamee Engelby, Director of Quality Initiatives*

Welcome to our new CFO



Cherie Duffy
Chief Financial Officer

Lakemary is excited to welcome Cherie Duffy as our new Chief Financial Officer! She has relocated to the Kansas City area from Chicago.

Cherie comes to us with a strong financial background and has also spent time working for a nonprofit. Most recently, she was the Director of Finance at Cornerstone Credit Union where she was responsible for all aspects of the Finance Department. She also spent time with the Salvation Army and Malcolm Eaton Enterprises in their Business and Accounting Departments.

Cherie grew up in the suburbs right outside of Chicago and she is excited to explore

Kansas City. She has two grown children, one granddaughter and one more on the way! She is also a pet lover and has one sweet dog. For fun, she loves being outdoors in nice weather, especially on the water, kayaking. "I am so excited to be with the wonderful team at Lakemary for a variety of reasons. The most important one is that I am looking forward to being part of an organization that makes such a big difference in so many people's lives. I cannot wait to get to know all the wonderful people at Lakemary," says Cherie.



Sean Beaver
Director of Human Resources

Lakemary Welcomes Sean Beaver

One of the most exciting things about joining Lakemary is realizing how much of an impact the mission and vision of the organization truly has on those we serve. Being a part of an organization that stands for creating a better system of care for adults and children alike is amazing. I care about being able to make a positive difference at Lakemary by helping to advance the Human Resources effectiveness through innovation, technology adoption, and improved execution.

I have a wife and two children and I'm originally from Kansas City (I love the Royals and the Chiefs), but I have also lived

in Boston, Chicago, Los Angeles, and San Francisco. I've proudly served our amazing country in Iraq, Saudi Arabia, and Kuwait with the historic US Army's 1st Infantry Division before attending K-State.

A fun fact about me is that I have been a professional giant kite flyer most of my adult life. My family and I spend our weekends doing community kite events for a variety of causes throughout the region.

FACTS

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



Lakemary



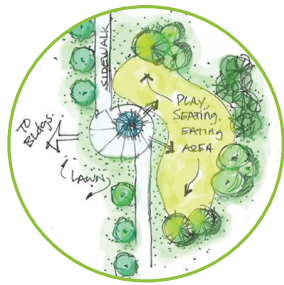
Project Update

Ursuline Legacy Park Project Update

A history of deep compassion and hope brought to our small community in 1894. A logo has been completed for Ursuline Legacy Park, "we wanted to incorporate a bit of nature while keeping the logo simple and clean," explains Julie Hosley, Marketing & Creative Director.

Work continues on the park itself with progress being made (even with Paola's rainy Spring season). The lake has been drained and dirt has been moved in to level out the area. "We plan on spreading grass seed this summer once things dry out from all the rain and we hope to see grass next spring," explains Trey Owens, Facility Manager.

A team was able to recover some artifacts from the former Ursuline Convent. These will be used inside Lakemary for visitors to enjoy as well as in areas in the park. Employees from the marketing department are hoping to visit Kentucky this summer to interview the Ursuline Sisters who now reside there. Photographs and video stories will help us archive the many stories of the beginnings of Lakemary. This new addition to the grounds at Lakemary will create a reverant and significant space dedicated to the Ursuline Sisters. The Ursuline project is expected to be completed by Fall of 2023. If you would like to support this project with a monetary gift, please contact Sally Beyers at Development@Lakemary.org.



Advocacy Making a Difference at Lakemary

Historic Legislative Funding for IDD Community

Kansas Governor Laura Kelly signed into law a 25% annual fiscal year increase in funding for organizations supporting the special needs community, effective July 1, 2022. "A huge thank you to our individuals served, family members and peer organizations who have faithfully advocated for additional funding for years," Kirk Davis said. "This is the single largest funding increase in the history of the IDD services in our great state of Kansas."

Governor Kelly said, "Pay raises for those who work to empower Kansans with intellectual and developmental disabilities were long overdue. We listened to the communities who expressed the need to increase this funding and acted on it. A 25% rate increase for those who work with and support Kansans with disabilities will help ensure that our direct support workers feel appreciated, and I hope it will lead more Kansans to consider serving their communities through this vital and rewarding work."

Individuals served, supporting staff and families have rallied for increased funding for years, and in particular on the annual Advocacy Day when a group from Lakemary joins other organizations throughout the state and speaks with legislators in Topeka.



Welcome Back Volunteers

Lakemary had the privilege of working with World Wide Technology and the students at the Saint James Academy the last couple months to help make improvements on the grounds of Lakemary.

World Wide Technology came by to help replace the soil in some of our garden beds at the ranch as well as some other maintenance around the ranch while another group helped put together Easter Baskets for the kids. We are so excited to work with World Wide Technology more in the future!

The high school students at Saint James Academy went to both Olathe and Paola to help spruce up some of the areas for our adult services. One group in Olathe helped clean up around our Keeler location as well as painting and landscaping at a gazebo between two of our adult homes. In Paola, they worked on the garden area around our Adult Services location as well as stained a few picnic tables for adults to sit around and enjoy!

Thank you so much to these two teams for coming out and making a difference in the lives at Lakemary. We look forward to working with you more as events for volunteerism opens up more!



LAKEMARY CARES

A group of staff members collaborated to update Lakemary's organizational values. Announcing Lakemary CARES - organizational values that more accurately reflect today's Lakemary. These new values create a foundation of teamwork while prioritizing those whom we serve.

"The acronym CARES is appropriate for so many reasons. At the core, we want everyone to know that Lakemary is an organization that deeply cares for each other and for those we serve," said Kirk Davis, President and CEO. "The committee did an outstanding job redefining what is most important to Lakemary."

Committee members included Sarah Base, Lori Byard, Bridget Colon, Brooke De Negri, Jamee Engelby, Mark Harper, Jill Noble, Keslie Redel, Teressa Ruggles, Lakyn Unruh, Courtney Weaver and Scott Wheatley.

COMMUNITY Speak positively Seek opportunities to collaborate
ADAPT Remain flexible Positivity in times of change
RESPECT Foster growth among our peers Judgement-free atmosphere
EMPOWER Focus on abilities Lead by example
SUPPORT Give people tools to succeed Help your peers

Thank You

FOR YOUR GENEROUS SUPPORT!

First Option Bank Makes Lead Donation



“First Option Bank is entrenched in the wellbeing of the Paola community,” said Kirk Davis, CEO of Lakemary. “Like all of us at Lakemary, the leadership teams at First Option Bank leadership are grateful to the Ursuline Sisters and their impact on this town’s growth. They wanted to be a part of this unique project – both as a nod to Lakemary’s history and in support of its promising future.”

First Option and their trusted foundations made a gift of \$80,000 towards the creation of Ursuline Legacy Park. Their gift helped to pave the way for the initial work in starting the renovations to the property.

“First Option Bank Baehr Foundation Trustees and two of our Trusted Foundations, The Velma Kelly Foundation and the Dean and Cleta Smith Charitable Fund are pleased to be a part of the creation of the Ursuline Legacy Park,” said Keri Peterson, Trust Officer for First Option Bank. “Lakemary continues to show leadership in our community and provides valuable services to many. The Trustees continue to be impressed with Lakemary’s ability to turn obstacles into opportunities and problems into possibilities. We cannot wait to see the finished project!”

The Gift of Dirt

A well-timed renovation at a Paola business has turned into a wonderfully unique gift to Lakemary – several dump trucks full of dirt to be added to the Ursuline Legacy Park. Blue River Plumbing recently added concrete to their warehouse floor and dug out six inches of dirt across the 15,000 square foot area. When staff members at Blue River Plumbing discussed next steps in addressing the massive dirt pile, a team member brought up renovations to the west side of Lakemary’s Paola campus – the future site of Ursuline Legacy Park. The Blue River Plumbing team loved the idea of helping out the special needs community at Lakemary.

“In addition to donating the dirt, Blue River Plumbing also paid an excavating company to transport the soil to the Lakemary campus and spread the dirt around the area which will become the Ursuline Legacy Park,” said Kirk Davis, President and CEO of Lakemary. “Their perfectly timed gift has been a great help in building the foundation for the park area. We are grateful for the thoughtfulness and generosity of the Blue River Plumbing team.”



A beautiful day on the golf course surrounded by friends and fun – all in support of children and adult with special needs – is a great way to start out a week! Plan to join family, friends and co-workers at Lakemary’s 39th annual golf classic scheduled for Monday, October 10th at Shadow Glen Golf Club. Sponsorship opportunities have just opened. This tournament is sure to sell out – quickly. Contact Lakemary at Development@Lakemary.org to sponsor this extraordinary event!



SPONSORSHIP INFORMATION

TOURNAMENT HOST - \$15,000

- Entry for 8 golfers
- Invitation to Chiefs tailgate party
- 8 Tickets to VIP Concert
- Opportunity to place promotional items in golfer gift bags
- Logo with link on event page
- Dedicated recognition on social media
- Prominent logo placement on event signage and golf tee box signage

EAGLE SPONSOR - \$5,000

- Entry for 4 golfers
- Invitation to Chiefs tailgate party
- 4 Tickets to VIP Concert
- Logo with link on event webpage

HOLE IN ONE SPONSOR - \$10,000

- Entry for 8 golfers
- Invitation to Chiefs tailgate party
- 8 Tickets to VIP Concert
- Logo with link to event webpage
- Dedicated recognition on social media
- Recognition on event signage, golf tee box signage and social media

BIRDIE SPONSOR - \$2,500

- Entry for 2 golfers
- • Invitation to Chiefs tailgate party

Lakemary’s Golf Classic kicks off at 8:30AM with a delicious breakfast buffet, mimosas and final registration. Golfers take the course at 10:00AM shotgun start. Lots of food, drink and fun will fill the course. Following your 18th hole, plan to join the Chiefs tailgate party at Shadow Glen in anticipation of watching our KC Chiefs take on the Las Vegas Raiders in a Monday Night Football showdown at Arrowhead.

Shadow Glen, known for its beautiful and challenging course, is the perfect backdrop for a day with friends – in support of Lakemary children and adults with special needs. Don’t miss it! Private, VIP concert to be held on Sunday, October 9, 2022, 3PM. Details to be announced.

For more information, visit
WWW.LAKEMARY.ORG/WAYS-TO-HELP/EVENTS

If you are interested in sponsoring the Lakemary Golf Classic, contact Sally Beyers at 913.940.1969 or development@lakemary.org

INTRODUCING!

AIM Post Graduate Program

AIM is a new Lakemary School post graduate transition program for young adults with special needs, launching in August 2022. This exciting new program will prepare our students for living within their community. Our AIM program is designed to establish a vision for the future for our students, increasing their ability to live a joy filled and meaningful life. Acquisitions of work skills, attainment of life skills and the ability to live independently are the cornerstones of our post graduate transition program.

Our campus training center will provide our students with the opportunity to receive valuable hands-on career training and preparations for their individual vocational experiences. School staff will provide services in community employment opportunities; students gain work-related skills in off campus settings and within the surrounding communities. These partnerships will provide career exploration and vocational training for our students. Students interact with supervisors, coworkers and AIM staff at each of the vocational sites.

If you would like to support our program, a virtual "housewarming" party is in the works. We will publish a wish list of needed items to Lakemary.org soon. We hope you will join in on the fun!



Achieving | Independent | Milestones to Succeed

Celebrating our Lakemary Graduates!



On Tuesday, May 17, the annual Lakemary School Graduation ceremony took place! Troy Collier, Lakemary School Principal, and families from across the country were able to celebrate together with a live stream of the graduation ceremony, which made this occasion very special. Kirk Davis, President/CEO had a big smile on his face throughout the graduation. "I'm bursting with pride," Davis said.. "I'm so happy for our graduates and their families!"

Happening Around Lakemary



Pittsburg
State
University



Dr. Shalaunda Gray, Lakemary's Medical Director, launched an innovative new initiative promoting health and wellness among residents and students called Wellness Warriors. In collaboration with Pittsburgh State University Therapeutic Recreation Program, this initiative includes an eight-week study conducted by the university students measuring the impact of exercise on participants' weight and blood pressure but also the effect on cholesterol and glucose levels, sleep and behavioral patterns, and medication adjustments. This study – unique in the amount of information measured – has already gained national attention; Lakemary and Pitt State have been asked to present to the American Therapeutic Recreations Association's national conference this September in Birmingham, AL.

Since the program launch, both children and adult programs participate in activity plans specially designed for the various abilities of Lakemary clients; the activities change every two weeks to keep the exercises interesting and fun. Adult services share healthy food choices, menus and snacks. Lakemary's dietitian provides nutritional guidance for meals and snacks for the children's program.

Children involved in the study have been given a fitbit activity markers. The group is enjoying a friendly competition. Plans include adding fitbits to adult participants.

Job Olympics



One of the unique aspects of a Lakemary education is the B.E.S.T. classroom – also known as the Building Essentials for Successful Transitions. Taught by veteran educator Donnia Hinrichs, the B.E.S.T. classroom focuses on learning and practicing life skills – cooking, laundry, phone etiquette, job interviewing, and a host of personal, social and vocational skills. Each year, eligible students have a unique opportunity to showcase specific skills in a friendly, local competition called Job Olympics. The competition unites peers from throughout the metropolitan area and includes a number of different contests including job interviewing and applications, mail sorting, bagging groceries,

coin recognition, busing tables, laundry sorting and folding, etc.

Lakemary students have a long history of performing well at Job Olympics; our organization has participated each year since the competition's inception in 1994. This year's group of students took home several medals and ribbons, doing particularly well in job interviews and applications. "Being able to showcase their skills gives our students self-confidence and self-esteem," said Hinrichs. "To see their faces light up when they win and award is priceless."

Meet Our Executive Team

Kirk Davis, M.S.

Chief Executive Officer

Cherie Duffy

Chief Financial Officer

Sean Beaver

Director of Human Resources

Courtne Cain, PsyD, LP

Director of Accreditation and Clinical Compliance

Shalaunda Gray, MD

Medical Director

Teddi Hernandez

*Vice President of Marketing, Development
& Communications*

Jean Hoyt, LCSW, RPT-S

Vice President of Children's Services

Tracy Price

Vice President of Adult Services

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

Lakemary Main Campus

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Paola, KS 66071

Johnson County Headquarters

15145 S Keeler St
Olathe, KS 66062

Questions or Comments?

Please email Teddi Hernandez, VP of Marketing, Development & Communications
at teddi.hernandez@lakemary.org

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