



LAKEMARY  
CENTER

# ANNUAL REPORT 2023



## A NOTE FROM THE CEO

Happy Holidays from all of us at Lakemary Center! I have been looking forward to writing this note for many months as we have many things to celebrate at Lakemary in 2023. As I look back at this year, I have seen a team of committed employees, volunteers and a Board of Directors laser focused on reaching our goals for 2023. Together, we have reached big milestones across the organization.



Like most organizations, acquisition and retention of employees was one of our biggest goals and we have seen much improvement in this area. We've welcomed many new people to our organization, and we are seeing our retention rates at levels they haven't been at since pre-Covid. At the same time, our team has brought forward new programs and new ways of continuing to provide the highest quality of care for the individuals we support. I couldn't be more proud of our employees and their remarkable efforts this year.

You will learn more about our new psychiatric residential treatment facility (PRTF) in the pages to come. This new building will provide 40 bedrooms for children all over the state of Kansas and the United States. The building was designed to provide treatment for the children while creating a more efficient space for

our staff who care for the children 24/7. We are all looking forward to our grand opening celebration in the coming months. We had a successful Blueprint for Hope capital campaign supporting the new PRTF and we are happy to announce we reached our campaign goal. I so appreciate the donors, the campaign committee and community members who stepped up and supported our campaign!

I hope this Annual Report provides you with a snapshot of the work being done at Lakemary Center. As we move into our 55th year focused on our mission, we know that the number of adults and children needing our services continues to grow across the country. With your continued support, we will set our sights on new goals for 2024 and look forward to supporting more adults and children who need our services.

Wishing you and your family a happy holiday and a joyous New Year!

Warmly,

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

"I couldn't be more proud of our employees and their remarkable efforts this year."

## A NOTE FROM THE NEW BOARD CHAIR, MOLLY MEEK

Happy Holidays, My family has been involved with Lakemary for decades as a dear uncle, Mark, was a person served in Lakemary's adult program for many years. I grew up knowing and loving the dedicated employees who serve at Lakemary Center. When I was asked to join the Board of Directors, I knew how much I wanted to help this incredible organization and serving on the Board was a natural next step for me. There is a famous saying by Mahatma Gandhi, "The best way to find yourself is to lose yourself in the service of others." I see this each time I visit one of our campuses and observe the work of our employees working with an individual or leading a group activity. I see it when we have an event and volunteers are busy making sure every attention to detail is being met. I see it in Board meetings when an individual steps up and volunteers to help in some way. I see it with our donors when we ask for support for a project and that need is met. I saw it continually when my Uncle would be with our family for a celebration and he would be eager to get back to his "home" and his "other family". You help create that special feeling of home for the children and adults supported. Lakemary's long standing reputation for serving those with intellectual and developmental disabilities continues to be a beacon of light for hundreds of families across the country. Thank you to the employees for all that you do for the organization. And a huge thank you on behalf of all of the families you support.

As I begin my three-year term as Chairwoman of the Board, I am looking forward to supporting our team of dedicated employees in their day-to-day work. The services we provide can be difficult at times and at the same time they fulfill each of our employees who are dedicated to the mission. Watching our new PRTF being built has provided so much hope for everyone at Lakemary, the community and our wonderful donors. I am proud of the work the organization did starting a new building during Covid and initiating a capital campaign during a rather challenging time in our country. Some may have questioned our decision to move forward, however, the challenges didn't stop us, and we are eagerly anticipating the first night our children will be able to sleep in their new bedrooms!

I will be spending a good deal of time in the next few months meeting each of our 360 employees and learning more about the work being done all over Lakemary Center. I am also hopeful I will have the opportunity to get better acquainted with our community of friends.

Happy Holidays to you and your family and thank you again for all you do for Lakemary Center!

Warm Regards,

**MOLLY MEEK,**  
BOARD CHAIR

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## POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS (PBIS) PROGRAM

**SUPPORTING OUR IGNITE MENTORS** - Earlier this year, we started a program to provide more support to our Ignite Mentors as well as our new staff. This program adjusts the second week of training for incoming staff so that they can spend more time in the environments that they are working in so that they can see what they are learning in the classroom in real time with a trainer there with them to give support. They then return to the classroom and can go over what they saw while in the environments they are shadowing in. "The hope is to bridge the gap from the training they receive in the classroom to what they are seeing implemented on the floor." Says Brad Dickinson, one of the trainers who will be supporting new staff in environments. Brad is also working with our BCBA's and our Therapists to create plans for some of our students who may need more individualized plans. They will then be working with the staff who work with those students to help these plans be implemented. "We believe that if we have a consistent implementation of our PBIS program for our students, it will give our staff more confidence in working in their environments."



**LAKEMARY OPENS NEW TREATMENT FACILITY IN DECEMBER 2023** - After multiple years of research and seemingly endless collaborative brainstorming, the wait is over. Lakemary's newest initiative, a 17,600 square foot, state-of-the-art treatment facility for children with special needs who are also experiencing an acute psychiatric crisis will open December 2023 in Paola. This new facility will incorporate four wings of centralized bedrooms, bathrooms, therapy, recreation space and medical services.

The hub and spoke design will provide a centralized location for staff and students and improve staff efficiencies by consolidating multiple functions within one building. Designed with mostly cool colors and a welcoming exterior, the new dormitory will create a relaxing, homey feel for students, staff and visitors.

The building will include 40 individual bedrooms and is expected to increase Lakemary's licensed bed capacity to 70. Vice President for Children's Services, Jean Hoyt, has dedicated much of this last several years planning for this addition. "We are profoundly grateful to the Sunderland Foundation and the community of generous donors who have supported this project," Hoyt said. "This building will be transformative for Lakemary Center and for the children we serve today and for decades to come."





## WORKING TOWARD NEW GOALS

**PRODUCTION CONTRACT UPDATES** - In April of 2022, Lakemary began paying hourly wages for all production contract work. Prior to this, Lakemary held a 14c certificate through the department of labor which allowed all production work to be paid per piece completed. This small change has led to an increase in productivity, which has allowed Lakemary to commit to more production contracts, resulting in more work opportunities for those we support. This change was the first step towards embracing an employment-first approach for those interested in work opportunities. There are more exciting changes just around the corner. Stay tuned!



**SPECIALIZED AGING AND SUPPORT SERVICES** - The Specialized Aging and Support services team is an initiative we started to assess how we can better support those who are moving through the aging process. A focus of this team is to facilitate Aging in place and finding creative ways to support the individuals in their home for as long as we can. We began by offering training to all the direct care professionals called Aging and intellectual and developmental disabilities. This training addresses how the human body ages and how this impacts the day-to-day lives of individuals with intellectual disabilities. From this training, our SASS team initiative shifted to having a larger presence within the organization and in the community.



### SPECIALIZED AGING SUPPORT SERVICES

Within Lakemary, we have a group of Direct Support Professional's who are on our team. They will have specialized training working with individuals who are aging to include those negative aspects of aging that someone may encounter, from dementia and Parkinson's disease to varying advanced medical needs such as ostomy or catheter care. These DSPs are our resources in the field to step in and lead their peers and assess environments that may need more support.

Our team offers outreach and training within the community. We have completed training at our fellow community partners such as North Point, a long-term care facility in Paola and fellow IDD service providers. This past October, Sara Owen, Director of Adult Health Services and Anna Mae Van Petten, Residential Coordinator for Miami County spoke at the Interhab conference to promote our new program on a state level. Anna Mae is also on the Johnson County Aging Coalition, which has representatives from KU's center on aging, Johnson County Developmental Supports and Lakemary Center. We organize annual training or resource summits for the Johnson County affiliate network. We participated in a resource fair that focused on resources for family members who are taking care of a loved one who is aging.

We have found through building this program that Lakemary is paving the way to providing better support for the aging population within the state of Kansas. Our goal for the next year is to expand our network base to provide more outreach."

**SHARED LIVING CONNECTIONS** - Lakemary was proud to announce our new Shared Living Connections program earlier this year! Shared Living is an option for individuals looking to reside in a family home setting. It is a Home & Community Based Service under adult residential living options that encourages and promotes individuality, choices and independence. Each shared living home is owned and operated by an Independent Contractor. Independent Contractors are all different dynamics (single parent, family with children etc.) and are licensed with Kansas Department of Aging and Disability Services. They work with Lakemary to find the best match for their homes. Lakemary's role is to support and guide the independent contractors through the licensure process and continue to provide oversight once they are approved.

A shared living program option is important for individuals to have as it allows for more choice. Some individuals may prefer to have a more personalized approach to adult living. The independent contractors may step in as role models and help guide individuals as requested or needed. This is a great option for those who are looking for more of a family feel as well.

As our Shared Living Connections program grows, we look to add to our already amazing team with more Independent Contractors. Once we have more contractors in place, we will be able to offer those homes as options to individuals in the community. We are looking to help the community in our goal to increase capacity as well as maximize independence and options for those we work with.



## TEAM MEMBERS:

**TRAVIS CHAPMAN,**  
Social Services Director

**EMILY LANG,**  
Coordinator of Johnson County  
Children's Services

**JODI RIVERA,**  
Shared Living Connections Coordinator

## OUR MISSION

**EMPOWERING CHILDREN AND ADULTS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES TO ACHIEVE THEIR INDIVIDUAL POTENTIAL.**

# FINANCE DEPARTMENT

**WELCOME MICHELLE ERICKSON** - We are pleased to announce that Michelle Erickson has joined Lakemary Center as our new Chief Financial Officer effective November 27, 2023.

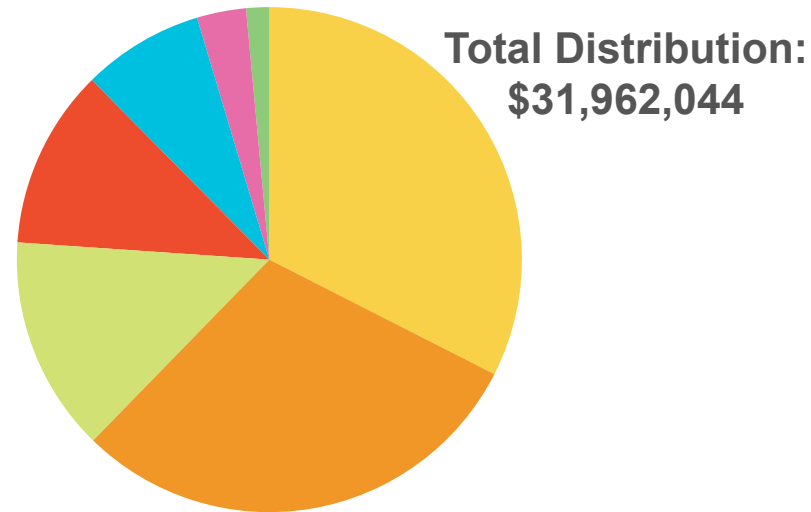


Michelle has many years of experience in finance serving as an accountant with multiple firms, a professor of Accounting at Northwest Missouri State University, and most recently as a Chief Financial Officer at a nonprofit in Kansas City. She has also served on the Board of Directors for the United Way of Nodaway County. She has a Bachelor of Science degree in accounting as well as a Master of Business Administration from Northwest Missouri State University.

Michelle and her husband, Scott, are celebrating their 10-year wedding anniversary next month. They have a 22-year-old daughter, Savannah, and two fur babies, Barry and Walter. She enjoys watching baseball and she is a Royals fan (even when they aren't playing well). She loves spending time with her family and friends, going to amusement parks, shooting a game of pool, and cooking when she has the time. Please join us in welcoming Michelle to Lakemary Center.

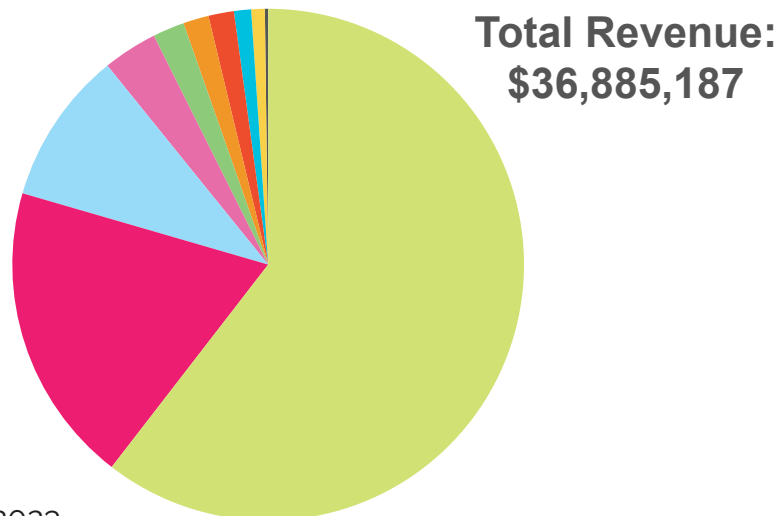
## Distribution of Expenses

- PRTF: \$10,385,436
- Adult Residential: \$9,524,238
- Administration and Development: \$4,409,703
- Adult Day Services: \$3,678,845
- Education: \$2,485,660
- Depreciation: \$1,005,139
- Children's Other: \$473,023



## Sources of Revenue

- Medicaid & Insurance: \$22,305,811
- Public Funds: \$7,016,541
- Tuition: \$3,573,126
- Investment Return: \$1,269,813
- Contributions: \$737,920
- Rents: \$596,506
- Private Pay: \$594,251
- Production: \$398,054
- Fundraising: \$317,081
- Other Revenue: \$76,084



**A BLUEPRINT FOR HOPE: CAMPAIGN UPDATE** - When word spread of Lakemary's newest initiative to build a 40-bed treatment facility in Paola, Lakemary donors responded resoundingly with enthusiasm and generosity. Within nine months of starting the capital campaign, Lakemary has received over \$6.2 million for the project. Included in these totals is Lakemary's largest single donation: a \$5,000,000 grant from the Sunderland Foundation.

"We are profoundly grateful for the response from the community on the new building," said Kirk Davis, Lakemary's President and CEO. "It will be much more than a dormitory. This newest addition will be a treatment facility complete with onsite therapies, recreation and medical care all in one building."

The building will be the first of its kind; it is designed especially for children with special needs who have also been diagnosed with a mental health disorder. "Every aspect of this building has been designed for the unique needs of the children Lakemary serves," Davis continued. "This building will be a wonderful resource for children throughout the Midwest and our nation who seek care at Lakemary. It will enable our team of experts to continue our great work and serve even more children for decades to come."

An open house will be scheduled in the coming months and the public will be invited to visit the new building. Guests are encouraged to bring a new toy or game that will be placed in the family or therapy space in the new building. For more information about the campaign or a complete list of suggested toys/games, please contact Sally Beyers, Development Director, at [sally.beyers@lakemary.org](mailto:sally.beyers@lakemary.org).

**OUR ANNUAL LAKEMERRY CAMPAIGN WAS A SUCCESS!** - Each holiday season, Lakemary has the honor of providing gifts, stockings and treats for our adults and children. Each year we purchase, wrap and make sure they are ready for over 150 individuals. The whole staff gets involved along with many community members. LAKEMERRY has a tradition for our organization and one that we begin planning in June.

Plans were underway in June with gift lists made and presents being purchased. Lakemary teams took care of all the wish lists and purchases and volunteers were asked to help with dollar donations and wrapping. "We think this will make LakeMERRY much easier for everyone who helps. This is a big effort and one that we love doing for the adults and children we support," explains Teddi Hernandez, Chief Operating Officer.

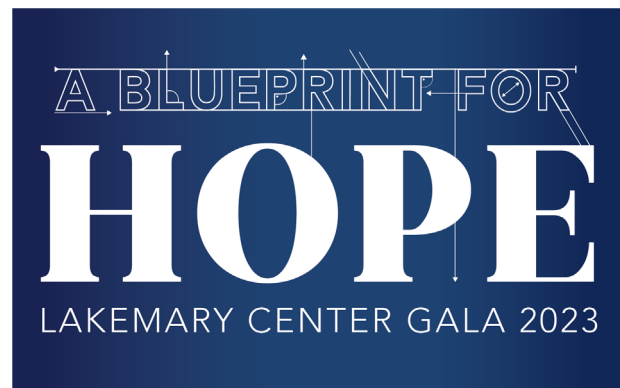
LakeMERRY was once again a huge success as with the help of all our amazing donors, we raised money to purchase gifts, stocking stuffers and more for all the children and adults at Lakemary Center! Thank you for your generosity!

While Santa may be on vacation until next year, you can still give to our Celebrations fund to support different activities and celebrations throughout the year by visiting: <https://interland3.donorperfect.net/weblink/weblink.aspx?name=Lakemary&id=25>

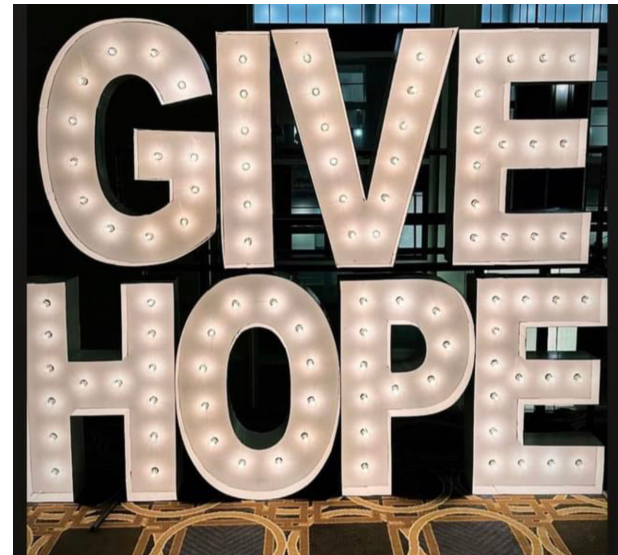


## A BLUEPRINT FOR HOPE GALA

**A BIG SUCCESS!** Lakemary Center's A Blueprint for HOPE Gala was a big success raising over \$230,000 for our new building. "The event brought donors who have been with Lakemary for many years and many new donors. It was the first time we've had a Gala in three years due to Covid and we couldn't be more pleased with the event," says Julie Hosley, Creative and Marketing Director. Over 280 guests attended the Gala and enjoyed a delicious meal, entertainment as well as an auction. Great fun was had with a heads and tails game and the live auction had many exciting moments as well.



The entertainment featured Doug Cameron, a contemporary violinist, and his two sons who provided dinner music for our guests. The Cameron family also shared their talents with our adults and children at two private concerts the day before the Gala. Our adults and children were all in awe of the instruments and enjoyed getting the chance to play them. "Doug and his sons were so excited to get to meet the adults and children we support. It provided great insight into our mission and the work we do at Lakemary," says Sally Beyers, Development Director



We also had an amazing team of employee volunteers this year! "We had people from almost every department join us this year as volunteers and we are so grateful to each of them. Putting on an event always takes lots of extra people. It was also great for our donors to get a chance to meet so many of the people on the Lakemary team. We are truly grateful for our donors and to everyone who volunteered their Saturday to help us this year!" says Teddi Hernandez, Chief Operating Officer.

**"We are truly grateful for our donors and to everyone who volunteered their Saturday to help us this year!"**

**TEDDI HERNANDEZ**  
CHIEF OPERATING OFFICER

**A GREAT DAY ON THE LINKS!** The Lakemary Golf Classic with Will Shields was back this year and better than ever. 2023 marked the 5th year of Will Shields as our Celebrity Partner and the 39th year of the tournament. "Will has come in and has been such a positive influence for this event," says Skyler Stevens, Marketing Coordinator. "He really takes time to make not only the guests feel special, but the volunteers as well and that is nice to see. You can tell that he cares about what we are trying to accomplish here at Lakemary."

This year Lakemary hosted 120 golfers out at the beautiful Shadow Glen Golf Club and were treated to equally gorgeous weather. With the help of our generous sponsors, \$141,393 was raised at this year's tournament, making it a huge success! "The proceeds from the tournament are going towards our Capital Campaign, raising funds for our new Psychiatric Residential Treatment Facility," says Teddi Hernandez Chief Operating Officer. "Our donors have been incredibly generous throughout the Campaign and this tournament, and we can't thank them enough for their support." The Lakemary Golf Classic with Will Shields is coming back in 2024 for our 40th Annual tournament! We can't wait to see you there!





**WITH 2024 RIGHT AROUND THE CORNER**, we are already deep into the planning stages of our events for the year, and they are coming in bigger and better than ever! 2024 will see the return of some of our favorites with some new and exciting twists!

We are kicking the year off with a bang. Our new Psychiatric Residential Treatment Facility is set to open in mid-January, and we want to invite you in the coming months to see this state-of-the-art facility. We are excited to celebrate the completion of our new building and the impact it will have on the children in our program.

With good vibes we are rolling straight into February with our first 80's themed Trivia Night! This event will take place in the gym on our Paola campus. Decorate your table to fit the theme and the best table will win a prize! There will be plenty of fun prizes and trivia throughout the night! Beverages and desserts will be provided, but please bring snacks for your table. RSVP soon as teams are limited to 16 teams of 8.

Dust off your boots! Our 2024 gala, Boots & Bowties is scheduled for April 20 at Lodge at Ironwoods, Leawood, KS. Join us for a boot scootin' good time with an evening of BBQ, games, and a DJ. Check the Lakemary website for additional details as they become available!

### MOUNTAIN MOVERS

**UNITED TO THE SUMMIT** - We are excited to announce a new program to recognize our employees! This new employee program will recognize a Lakemary team member who is "Moving Mountains" Employees will nominate other employees!

One Mountain Mover each month will be selected from each of the following:  
Adult Program • Adult Direct Care • Children's Program • Children's Direct Care • Administration

On the 1st of each month our Lakemary Mountain Movers will be announced. The five Mountain Movers selected will also have the opportunity to have lunch with our President/CEO, Kirk Davis during the month and will also be presented with a Lakemary gift. Each Mountain Mover will also be highlighted on the TVs, posters, social media, employee newsletter and during the quarterly UNITED To The Summit meetings.

Our hope is that team members will recognize other team members for their efforts... it takes all of us to move mountains within Lakemary. The children and adults we support will always be the reason why we all continue to climb, reaching the top of the summit is the smiles we see on their faces each and every day, knowing we each did our best! Every employee, every position is important. One family, one Lakemary.



### LAKEMARY RECEIVES MULTIPLE GRANTS IMPACTING CHILDREN'S AND ADULT PROGRAMS

While fundraising efforts have primarily focused on the capital campaign, Lakemary was fortunate to have received multiple grants that are improving our programs everyday. With the generous support of the Mary Agnes & Harold Scherman Charitable Trust through First Option Bank, Lakemary purchased a new 15 passenger van. Primarily based in Paola, the new van is used daily for both our children's and adult programs. "This new van has opened doors of opportunity for our students and adults," Kirk Davis, President & CEO said. "This town has always supported and encouraged our individuals to be active members of the community. You will see our new van on the streets nearly every day of the week."



In addition, Lakemary received two grants from the Kansas Department of Health and Environment. With a grant of \$16,627, Lakemary will take steps to further expand and improve our document destruction program run by the adult services department. We have purchased and currently are in the process of implementing new protocols that will help our organization earn an AAA rating from the National Association of Information Destruction.

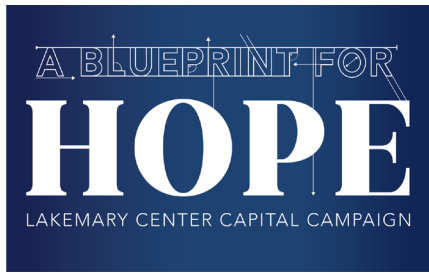
There are more than 20 areas of operation and security requirements including particle size, transport, video surveillance, access control, employee screening and training, and written policies and procedures required to earn this

designation. By securing this type of classification, Lakemary increases our client pool significantly. This allows Lakemary to be even more competitive with our business and will foster increased revenue for the program. Hats off the adult program for their efforts to further expand their recycling efforts!

After earning an official designation from KDHE as a composting site, a second grant of \$10,545 will fund a trailer and composting equipment for Lakemary's Ranch. With these improvements, Lakemary will have the capacity to compost 9+ tons annually of yard, food and animal waste. Students are participating in every step of the composting processes and gaining firsthand knowledge of how easy and relatively inexpensive it is to compost. Well done, Lakemary Ranch and students!

**GATHER FOR GOOD** - Lakemary Center played host to a Gather for Good event at our office at Aspiria highlighting the specialized services that we offer the children in our care. We had an amazing panel comprised of Jean Hoyt, LSCSW, RPT-S, Vice President of Children's Services, Dr. George Thompson, MD Medical Director, and Renee Azzouz, APRN, to discuss the complexities that come with supporting the children here at Lakemary. We capped the night off with wine and appetizers as well as interactive stations with some of the unique therapies we provide, including some of our animals! With over 60 guests showing up to learn about Lakemary and our mission, we considered it another successful Gather for Good. We are looking forward to continuing the series in 2024, highlighting our Adult Program!

# THANK YOU TO OUR DONORS



## THANK YOU CAPITAL CAMPAIGN DONORS

### \$25,000 AND ABOVE

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The Robert E. Miller Group  
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Kenneth L. & Eva Smith Foundation  
The Sunderland Foundation  
T-Serve Foundation, Inc.

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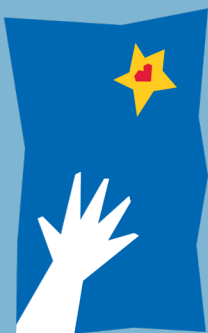
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### Questions or Comments?

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