

EMPOWERING

PEOPLE TO LIVE MEANINGFUL AND PRODUCTIVE LIVES.



ANNUAL REPORT
2025



ARROWHEAD
WEST Inc.

OUR MISSION

The mission of Arrowhead West, Inc. is to empower people to live meaningful and productive lives.

VISION

The vision of Arrowhead West, Inc. is to provide outstanding service that leads to making informed choices about:

- Independence
- Employment
- Community Participation
- Healthy Lifestyles

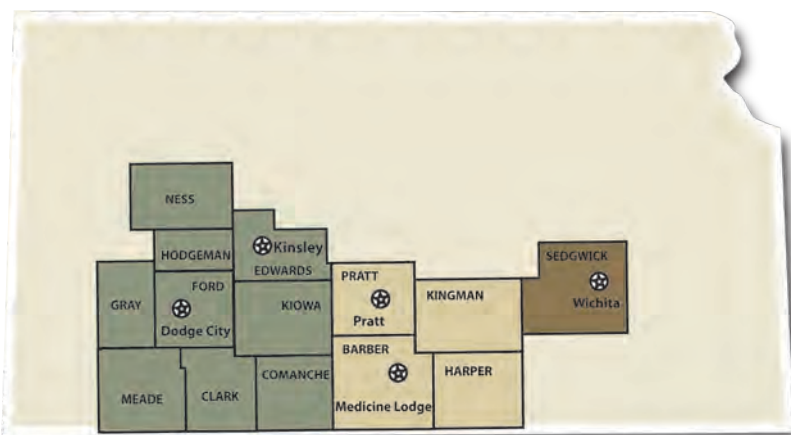
2025 ANNUAL REPORT

A publication from Arrowhead West, Inc.

Nadine Lampe, Development Manager.

Arrowhead West, Inc. is a non-profit organization serving children and adults with intellectual and developmental disabilities.

ARROWHEAD WEST SERVICE AREA



★ Office Locations

★ Central Kansas Division
Wichita

★ Mid Kansas Division
Pratt/Medicine Lodge

★ Western Kansas Division
Dodge City/Kinsley

LOCATIONS

ADMINISTRATIVE OFFICES

1100 East Wyatt Earp
Dodge City, KS 67801
620.227.8803

WESTERN KANSAS DIVISION

Andrea Stegman
231 San Jose
Dodge City, KS 67801
620.225.4061

INFANT/TODDLER SERVICES

Erica DeAnda-Soltero
401 Edgemore
Dodge City, KS 67801
620.225.5177

620 East Second Street
Pratt, KS 67124
620.672.1005

CENTRAL KANSAS DIVISION

Rachel Ryan
613 North Ridge Road
Wichita, KS 67212
316.722.4554

MID KANSAS DIVISION

Season Kemp
10315 Bluestem Blvd.
Pratt, KS 67124
620.933.2212

500 West Fowler
Medicine Lodge, KS 67104
620.886.3711

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VICE PRESIDENT OF ADMINISTRATIVE SERVICES

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INFANT-TODDLER SERVICES

WHO WE SERVE

490 children ages birth-to-3 years received a service.

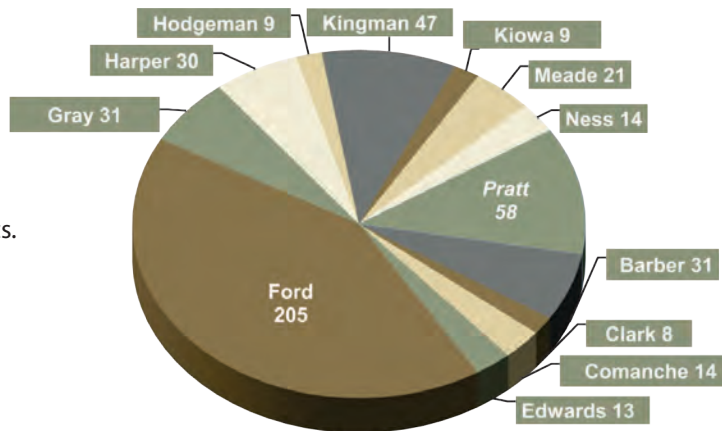
This includes developmental screenings, evaluations, and early intervention.

Infant-Toddler Services partnered with other local agencies to provide **16** developmental screening clinics throughout the 13-county service area.

115 children attended free developmental screening clinics.



CHILDREN SERVED BY COUNTY OF ORIGIN



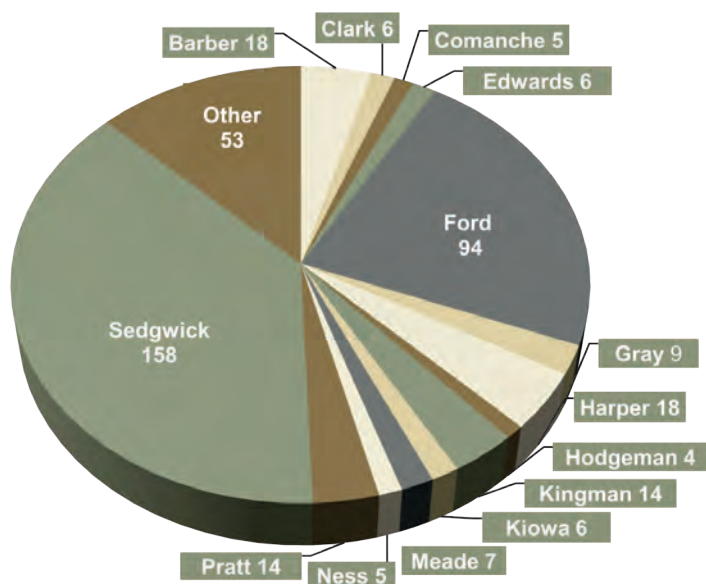
348 children were enrolled for early intervention services, which included family service coordination (case management).

201 children were evaluated for early intervention services.

161 new individual family service plans were written after eligibility was determined.

ADULT SERVICES

ADULTS SERVED BY COUNTY OF ORIGIN



WHO WE SERVE

417 adults were served in 2025 **61%** are male

39% are female **24%** are age 50 and over

13% are under age 21 **24%** are on the autism spectrum

13% originated from outside our catchment area



EARLY INTERVENTION SERVICES

- **184** children ages birth-to-3 years left the program during the year. Of those, **145** had met their developmental age level goals, and **6** had not. The other **33** dismissed were within the first 6 months.
- **56** of **184** were eligible for special education services in the school setting when turning 3 years old.
- **302** referrals were received from physicians, family members, screening clinics, community programs, and others.
- Top referral concerns are speech delays, gross motor concerns, and prematurity.
- Early Intervention providers have an average caseload of **25** children.
- **12** community events were attended by staff to raise awareness of our program.

CASE MANAGEMENT

- **435** individuals received case management from the agency.
- Case Managers have an average caseload of **33** clients.
- Case Record Review scored an average of **98%**.

DAY SERVICES

- **156** individuals were enrolled in day programs, which includes Adult Life Skills and Retirement.
- Persons served in the Adult Life Skills and Retirement Program clocked a total of **18,626** volunteer hours in 2025.
- Individuals participated in **19,971** community activities of their choice.

RESIDENTIAL SERVICES

- **155** persons were served in residential programs. Of those, **109** live in agency housing.
- During 2025 the residential program continued to focus on increasing community inclusion for individuals served.
- **98%** of persons living in agency housing had their own bedroom.
- We have the capacity in agency-based housing to serve 27 additional people in residential services. The state waiting list for funding is a barrier.
- Individuals participated in **20,766** community activities of their choice.



WORK SERVICES & EMPLOYMENT

- Sales related to production contract work for the year totaled **\$34,031**.
- **56%** of clients enrolled in work programs are employed full or part-time in the community.
- **82** persons were served in work programs and **35** were employed in the community.
- Employment programs reported **\$180,336** in wages.
- Community jobs include courtesy clerk, grocery stocker, grounds keeping, cashier, floral attendant, janitorial, paper carrier, paper handler, assembly, food service, and healthcare support.
- In 2025, 5 of 5 clients who started new community jobs are still active in those jobs after six months.

SATISFACTION



- **77** Infant-Toddler Services surveys from families active in the program indicate a **99%** satisfaction level.
- **140** Infant-Toddler Services discharge surveys were received with a **99%** satisfaction level.
- Adult Services clients & families surveyed were **99%** satisfied with services.
- **20** businesses which employ our clients and those who contract for services/products returned surveys with a **95%** satisfaction level.

TRANSPORTATION

- **91** vehicles in our fleet.
- **729,026** miles were logged in agency vehicles.
- **5** new vehicles were acquired.
- **1,944** trips for non-emergency medical appointments were provided.



GENERAL INFORMATION

907
PEOPLE ARROWHEAD WEST
SERVED IN 2025

490
0-2 AGE CHILDREN
(UNDUPLICATED NUMBER)

417
ADULTS
(UNDUPLICATED NUMBER)

Arrowhead West clients may receive services through five major program areas and numbers reflect persons served in each program.

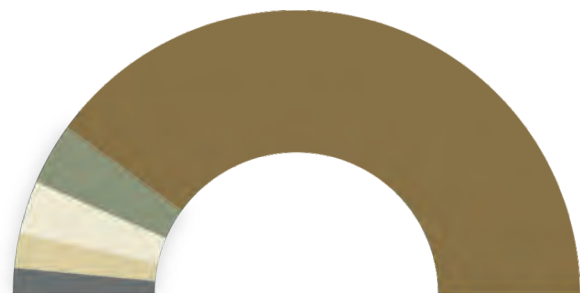
Infant-Toddler Services (0-2)	490
Targeted Case Management	783
Residential Living	155
Work Services & Employment	82
Day Services	156
TOTAL SERVICES	1,666*

* Numbers may be duplicated. Some individuals are served in multiple programs.

STAFF TRAINING

Arrowhead West, Inc. staff clocked a total of **4,669** hours of in-service trainings in 2025. Direct care staff received:

- 182** hours of training for CPR/First Aid
- 161** hours on Bloodborne Pathogens
- 469** hours on the MANDT System among others.



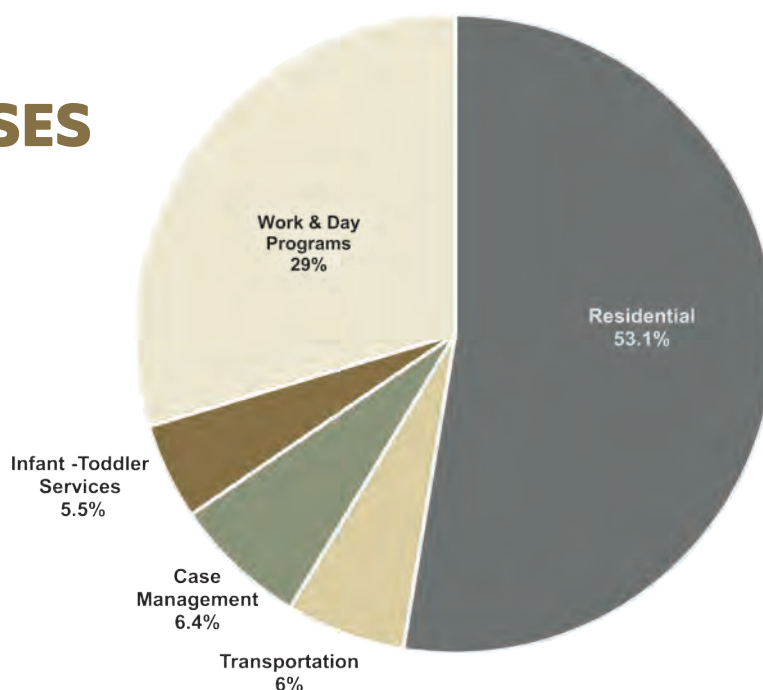
226 staff members
207 full time employees
19 part time employees
33% have been employed for 5 years or more
37% turnover rate

REVENUE

CATEGORY	TOTAL	% OF TOTAL
Title XIX (HCBS)	\$13,205,270	71.8%
Affiliate Revenue (Sedgwick Co)	\$247,187	1.3%
Subcontract & Community Employment	\$34,031	0.2%
Mill Levy	\$440,320	2.4%
Vocational Rehabilitation Fees	\$9,711	0.1%
Private Fees	\$1,407,609	7.6%
Infant-Toddler Programs	\$541,535	2.9%
U.S. Department of HUD	\$105,857	0.6%
Federal Transit Authority	\$223,371	1.2%
State Grants and Contracts	\$730,327	4%
Miscellaneous Income	\$195,620	1.1%
Donations	\$59,309	0.3%
Endowment	\$1,200,000	6.5%
Total	\$18,400,147	100%

OPERATIONAL EXPENSES BY PROGRAM

Transportation	\$1,137,628
Work & Day Programs	\$5,499,398
Residential	\$10,079,436
Targeted Case Management	\$1,206,665
Infant-Toddler Services	\$1,043,385



BALANCE SHEET

As of December 31, 2025

ASSETS

Current Assets	\$6,473,358
Long Term Assets	\$360,388
Fixed Assets	<u>\$5,909,926</u>
Total Assets	<u>\$12,743,672</u>

LIABILITIES AND NET ASSETS

Current Liabilities	\$1,916,364
Long Term Debt	<u>\$10,663</u>
Total Liabilities	\$1,927,027
Net Assets	<u>\$10,816,645</u>
Total Liabilities & Net Assets	<u>\$12,743,672</u>

DONORS SUPPORTING

DEDICATIONS AND MEMORIALS

Kathryn Barton Memorial

Norma Ackeret
Deanne Alexander
Sue Brandyberry
Cynda Carr
Jeff & Elaine Janusz
Shannon & Teresa Johnson
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Judy Montgomery
Lorin & Ann Peterson
Virginia Sartorius
Roberta Schmidt
Loren & Marcella Scribner
Morris Shank
Philip & Lisa Stephens
William & Stephanie Waldorf
Larry & Lynette Woodward
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Margaret Brake Memorial

Theresa Brake

Roger Brake Memorial

Theresa Brake

Terry Brake Memorial

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In Honor of Galen Durr

Anders & Flitcraft Families

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Lyle & Marilyn Kolbeck
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Tony & Michelle Lampe
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Michael & Nina Nakoneczny
Lori Pendergast
Tim & Marian Riekenberg

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Deborah Ruder
Karla Schubert
Bob Schuette
Diane Stecklein
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Beverly Stein
Kevin Stein
Mike & Coleen Stein
Steve & Jane Stein
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Davis, CA

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Foundation of Southwest Kansas
Irene L. Thompson at Community
Foundation of Southwest Kansas
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George Voss
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Ben & Hailey Zimmerman IV
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Hanston

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Amanda Stoddard

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Nandina Wilson

Terry Woodward

With Gratitude



We sincerely appreciate the generous support we have received from our donors. Contributions like yours enable us to fulfill our mission of empowering individuals to live meaningful, productive lives.

We take pride in our accomplishments over the past 49 years. Your support affirms your confidence in the quality of our services and assures the continued presence of Arrowhead West, Inc., for years to come.

If you are considering making a lasting contribution to benefit individuals with disabilities, the Arrowhead West Endowment provides an excellent opportunity. This endowment ensures that essential services will remain available to those in need.

If you have any questions about how you can help us continue our mission, please call, Nadine Lampe, at 620.227.8803 or email nlampe@arrowheadwest.org. Thank you for your continued support.

2025 SERVICE AWARDS

Employees celebrating their 5, 10, 20, 25, 30 and 40 years of employment were recognized in 2025.

This year's employees and their respective awards are:



SHIRLEY BOURNE
40 YEARS



LORI LACY
30 YEARS



WANDA RAMIREZ
25 YEARS



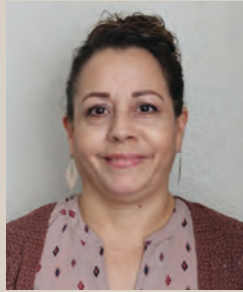
CATHY HOPPOCK
25 YEARS



PAM NEELEY
20 YEARS



CHRIS GORDON
20 YEARS



NORMA VALVERDE
20 YEARS



SHELLY JOHNSON
20 YEARS



KIM CHAUSSEE
15 YEARS



MARK PEARCE
10 YEARS



AIMEE VENSON
10 YEARS



DEANN JONES
10 YEARS



HADDY MBOOB
10 YEARS



AMIE DUVALL
10 YEARS



TRACY HARGER
10 YEARS



JORGE MARTINEZ
5 YEARS



CATHY McDONALD
5 YEARS



BECKY TOMPKINS
5 YEARS



AMIE MBOOB
5 YEARS



DIANA SOLORZANO
5 YEARS



MEGAN RUCKER
5 YEARS



KOMAL POKHAREL
5 YEARS

THANK YOU

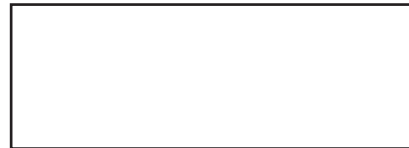
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& DEDICATION



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CHANGE SERVICE REQUESTED



This newsletter was labeled and sealed
with pride by persons served.

RETIREMENTS



Arlene Phillips, Community Living Instructor, retired after 14 years of service.

"I will greatly miss the clients. Each day working with them has been a learning experience for me as well. It is hard to believe 14 years have passed since I started. Arrowhead West has truly been good to me," said Arlene.

"Arlene has touched several people's lives during her employment at Arrowhead West. Her compassion has helped others obtain independence. The difference she has made in people's lives will continue long after her retirement," said Lori Lacy, Residential Manager.



Deann Jones, Early Childhood Special Educator, retired after 10 years as part of the Arrowhead West Infant-Toddler Services (ITS) team.

"The staff and team of the ITS program are truly the most outstanding group of professionals that I have had the pleasure of working with during the last 42 years in the field. They are second to none," said Deann.

"Deann's extensive experience in special education has been an invaluable asset to our early intervention team. We are thankful for her years of service and the meaningful difference she has made in the lives of children and families," said Erica DeAnda-Soltero, ITS Manager.