

Ramey-Estep 2024 Annual Report

HACK ESTEP

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OUR MISSION

Ramey-Estep is committed to providing comprehensive healthcare that addresses the physical, emotional, and behavioral health needs of all the individuals we serve.

OUR VALUES



“

If you want, truly want, something different, and a life-changing experience, and a new freedom, come to Ramey.

– Joshua, Client

”

OUR VISION

- ★ To be the **PROVIDER** of choice for our clients and our community.
- ★ To be the **EMPLOYER** of choice for those who want to make a difference in the lives of others.
- ★ To be the **PARTNER** of choice for schools, healthcare professionals, and community service providers.

BOARD MEMBERS

- | | |
|---|--|
| Sharon Haines
<i>President</i> | Mark Baldock
<i>Treasurer</i> |
| Dr. Josh Gross
<i>Vice President</i> | Barbara McClanahan
<i>Secretary</i> |
| Leif Clarke | Autumn McFann |
| Dr. Douglas Cole | Brian Morrison |
| Howard Harrison | David Mussetter |
| Jon Jarrell | Marshall Tyson |
| Connie Johnson | Thomas W. Wright |
| Andrew Jones | |

LETTER FROM OUR CEO

Dear Ramey-Estep Supporters,

As we reflect on 2024, I am deeply grateful for the support that has enabled us to make significant progress despite the challenges we've faced. Together, we've continued to bring hope, healing, and opportunity to those we serve, strengthening communities across Kentucky.



A Year of Transformation

As you will read throughout this annual report, 2024 has been nothing short of transformational. Each step we've taken—whether expanding services, creating forever homes, improving access to care, securing critical funding, or embracing innovative care models—has been driven by the strength of our core values. These values are not just words; they are the principles that guide every action, every decision, and every interaction we have. As we continue to evolve to meet the needs of our community, our values are the foundation upon which we build our success:

- **We are All In—All the Time:** Our entire team and board united with intention, focus, and a shared commitment to our mission. This dedication, collaboration, and hard work were essential to achieving the incredible milestones we've reached, proving that when we unite, we can make a meaningful and sustainable impact.
- **We Show Respect and Compassion:** Whether we're facilitating adoptions, delivering behavioral health services, or offering educational support, the heart of our mission is about treating every person with dignity, respect, and compassion in times of need.
- **We are Experts:** We invested in professional development and grew our team to strengthen our expertise as we transition to integrated healthcare. Our commitment to innovation and fidelity to evidence-based treatments, including Motivational Interviewing, EMDR, TF-CBT, PCIT, DBT, and the Matrix Model, ensures the best care possible.
- **We Prioritize Family:** Whether it's the children we place in forever families, the families we support in recovery, the families of our staff, or our Ramey family as a whole, **FAMILY** is at the heart of everything we do. Family shapes our approach, and we honor that bond in every aspect of our work.

Looking Ahead

As we enter 2025, we are inspired by the progress we've made and the path ahead. We will continue to evolve, seamlessly integrating behavioral health with primary care to empower those we serve to lead healthier, more fulfilling lives. Our commitment to innovation and excellence will guide our growth and ensure a lasting impact. Thank you for your continued support — we look forward to achieving even greater success in the year ahead.

Sincerely,

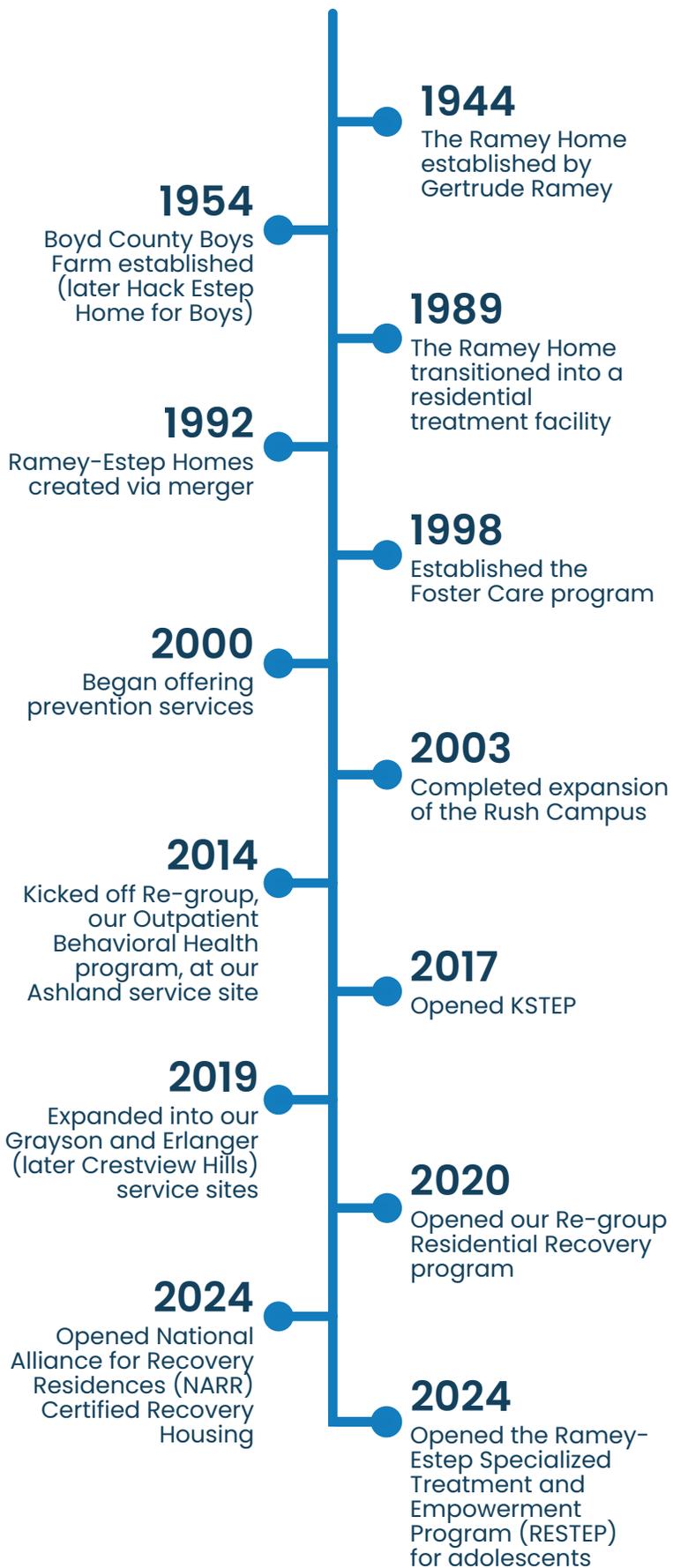
Ginny Anderson
CEO, Ramey-Estep/Re-group

LEADERSHIP

- Ginny Anderson
Chief Executive Officer
- Tish Evans
Chief Operating Officer
- Natalie Erlenwein
Chief Financial Officer
- Jenna Hill
Chief Compliance Officer
- Mandy Wheeler
Chief HR Officer
- Kelli McCormick
Chief Treatment Officer
- Mark Wilson
Chief Development Officer



OUR HISTORY



“ A rehab in the middle of nowhere in the mountains of Kentucky saved me from myself and saved my life! I will forever be grateful for Ramey-Estep (Re-group).
— Jami, Client ”

2024 MILESTONES



State of the art facilities | We completed a remodel of our Ashland Re-group service site to offer a healing environment and purpose-driven spaces for our outpatient recovery center, child and family center, and administrative suite.



Site expansion | In 2024, we secured office space in Georgetown, KY. This site will support growth of our KY Strengthening Ties and Empowering Parents (KSTEP) program.



RESTEP | We launched the Ramey-Estep Specialized Treatment and Empowerment Program (RESTEP), a specialized adolescent residential treatment program designed to meet the individualized needs of KY's vulnerable youth.



NARR Certification | We achieved National Alliances for Recovery Residences (NARR) Level 3 certification and opened recovery housing at our Rush Residential Campus to help individuals in recovery continue treatment in a stable, supportive environment.

2025 INITIATIVES



Re-group Community Health | Our Rush site will soon welcome Re-group Community Health, adding primary care to our service array and expanding access to quality physical health care for our clients and communities.



Provider recruitment | We will recruit and develop highly qualified, passionate individuals to provide behavioral health and primary care services.



CCBHC | We are excited to apply to join the Certified Community Behavioral Health Clinic (CCBHC) demonstration in KY, which will enhance our capacity to provide comprehensive, community-based behavioral health services



Legislative advocacy | We will continue efforts to enhance and expand policy for behavioral health services in Kentucky.

“It’s incredibly empowering to walk alongside my clients through their challenges and witness their growth.
– Micah, Day Treatment Therapist”





OUR SERVICE IMPACT

3,446

Unique Clients Served

1,027

Clients Utilized Multiple Divisions

234,236

Services Provided

OUR SERVICE SITES

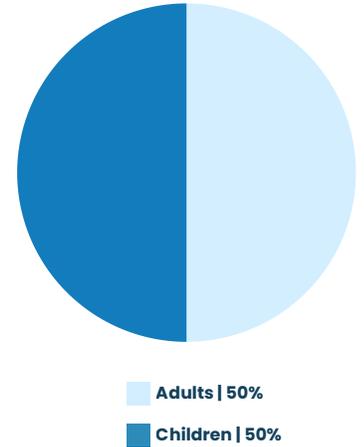
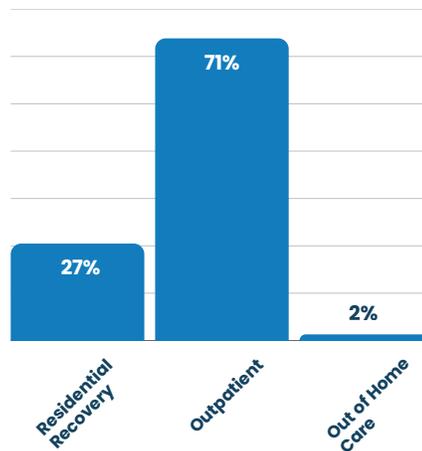
Ramey-Estep/Re-group | Rush
2901 Pigeon Roost Rd
Rush, KY 41168

Re-group | Ashland
835 Central Ave
Ashland, KY 41101

Re-group | Grayson
211 S Carol Malone Blvd
Grayson, KY 41143

Re-group | Crestview Hills
10 Town Center Blvd Ste 2
Crestview Hills, KY 41017

Re-group | Georgetown
106 Osborne Way Ste 200
Georgetown, KY 40324



MAKE A REFERRAL

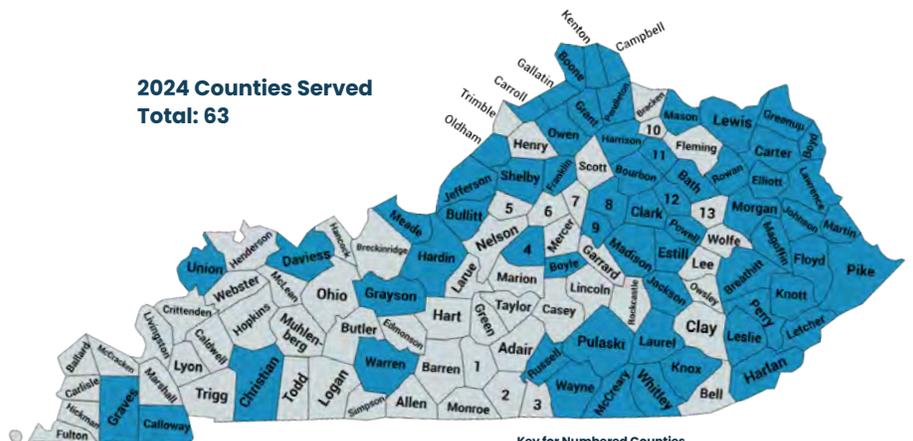
Outpatient: (606) 547-4400

Residential Recovery: (606) 922-4185

24/7 Crisis Line: (606) 547-6879

regroup@rameyestep.com

2024 Counties Served
Total: 63



Key for Numbered Counties

- 1: Metcalfe
- 4: Washington
- 7: Woodford
- 10: Robertson
- 2: Cumberland
- 5: Spencer
- 8: Fayette
- 11: Nicholas
- 3: Clinton
- 6: Anderson
- 9: Jessamine
- 12: Montgomery
- 13: Menifee

OUTPATIENT

3,191

Clients Served

1,441

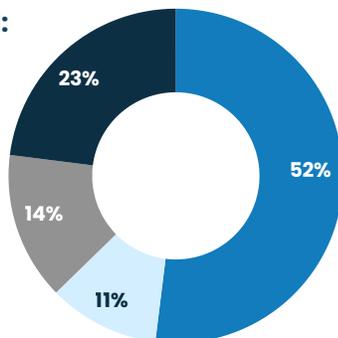
Total Referrals

69

Schools Served

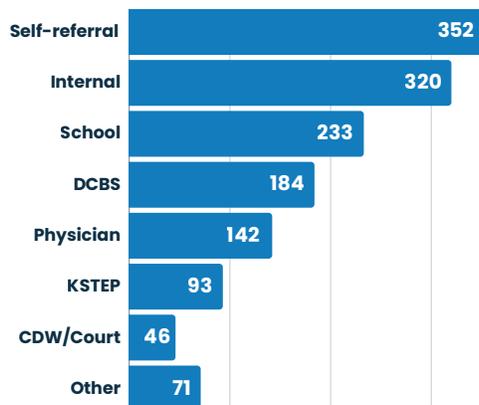
Services Provided: 120,596

- In-office | 52%
- In-home | 11%
- Telehealth | 14%
- School-based | 23%



Referral Source Types

Revised 9/17/25



PROGRAM SPOTLIGHT: KSTEP

The Kentucky Strengthening Ties and Empowering Parents (KSTEP) program helps families stay together and thrive by supporting parents affected by substance use. KSTEP connects families quickly to treatment and needed community resources while providing intensive, in-home case coordination. By working closely with DCBS, treatment partners, and family supports, KSTEP helps parents build stability, strengthen their skills, and create safer, healthier homes for their children.

We further facilitate the KSTEP program by offering in-house substance use disorder treatment services across the recovery continuum of care including Residential, Partial Hospitalization, Intensive Outpatient, and Outpatient services.

★ **Total Intakes: 93**

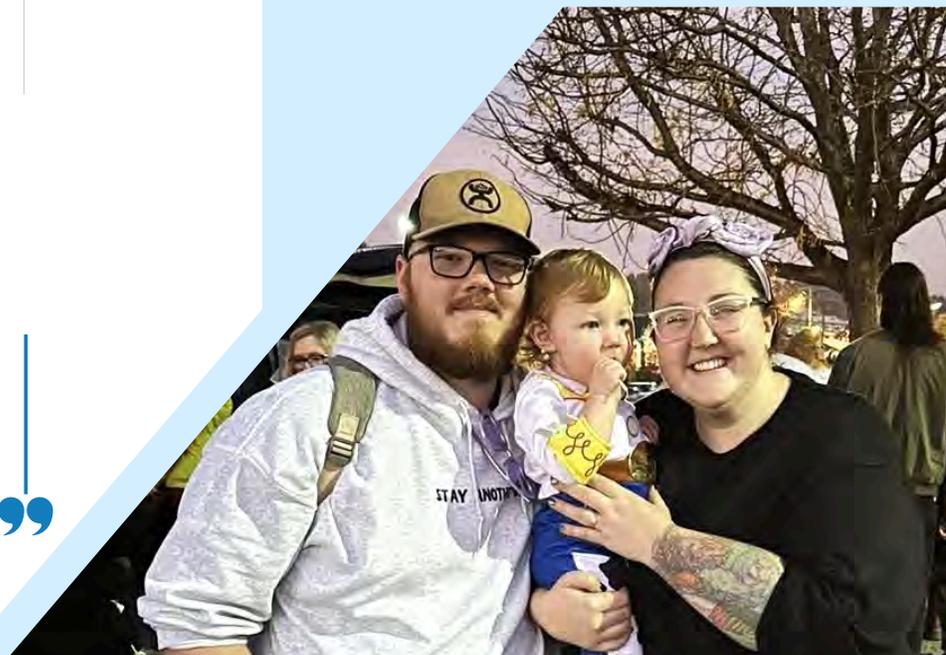
★ **Successful Completions: 56**

“

Knowing that parents can get better and the children can remain in the home, that's the most rewarding part.

– Lori, Recovery Therapist

”



PROGRAM SPOTLIGHT: HORTICULTURE

In February 2024, we launched our horticulture program at our residential campus in Rush, KY. Clients engage in hands-on activities in the greenhouse and classroom, which provides therapeutic benefits. The program also teaches lasting vocational skills, with at least three clients pursuing careers in the horticulture trade following graduation from the Residential Recovery program. Activities include planting, growing, harvesting, and preparing vegetables as well as growing flowers to sell to the public.

Our greenhouse is open to the public from Spring to Fall.

- ★ Client visits: over 3,100
- ★ Clients served: over 250
- ★ Total revenue: \$6,862.50

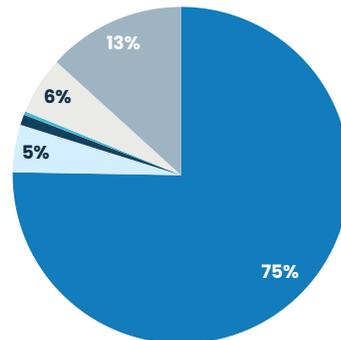


RE-GROUP RESIDENTIAL RECOVERY

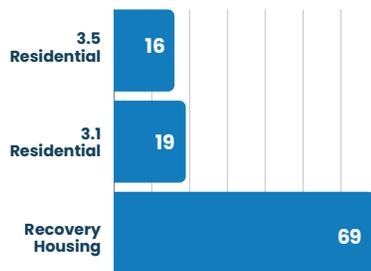


Referral Source Types

- Self-referral | 75%
- Internal | 5%
- DCBS | .5%
- KSTEP | .5%
- Court | 6%
- Other | 13%



Average Length of Stay (Days)



487 Clients stepped down to a lower level of Residential Care.



OUT OF HOME CARE

64

Children Served

25

Foster Homes

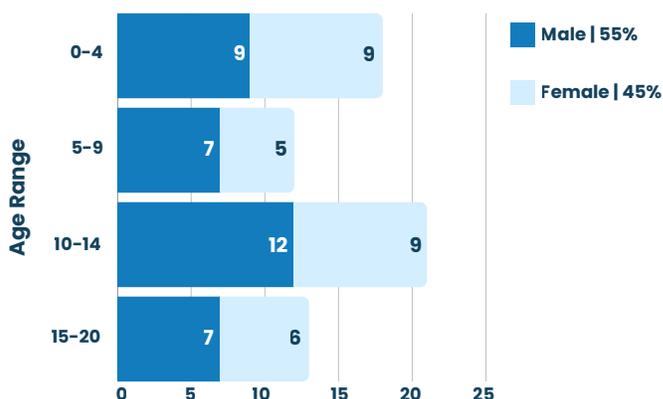
4

Adoptions

86%

Successful Discharge Rate

Average Age: 9



PROGRAM SPOTLIGHT: RESTEP

The Ramey-Estep Specialized Treatment and Empowerment Program (RESTEP) empowers adolescents through compassionate support and evidence-based treatment, promoting holistic healing in a nurturing residential environment. We address mental health challenges, substance abuse, and behavioral concerns with personalized therapy, life skills development, and family engagement.

Our goal is to equip young men with the tools and confidence to embrace a future filled with hope, purpose, and lasting wellness. In response to Kentucky's growing need for specialized care, we have not only reopened our adolescent residential program, but reimagined the structure of the residential environment to provide high-quality treatment to youth across the state.



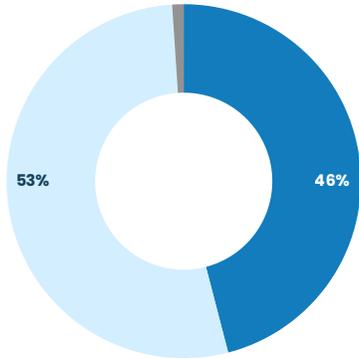
I still remember the first day I met her, the first day she came home. Just blue eyes and smiling. Best decision we've ever made in anything. I didn't know I could love someone as much as I love our little girl.

— Keith and Holli, foster parents



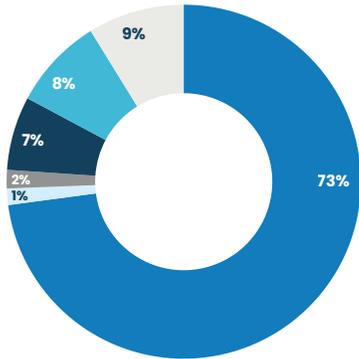
OUR FISCAL IMPACT

\$21,151,998



Revenue by Category

- Grants and Contracts | 46%
- Fees from Services | 53%
- Other | 1%



Expenses by Category

- Salaries and Benefits | 73%
- Travel and Training | 1%
- Vehicles | 2%
- Facilities | 7%
- Purchased Services | 8%
- Program Operations | 9%

GRANT FUNDING

Victims of Crime Act Grant

Opioid Abatement Advisory Commission Grant

Starbucks Foundation | Neighborhood Grants Program

United Way of Northeastern Kentucky

Pallottine Foundation | Health Communities Initiative

OUR STAFFING

267

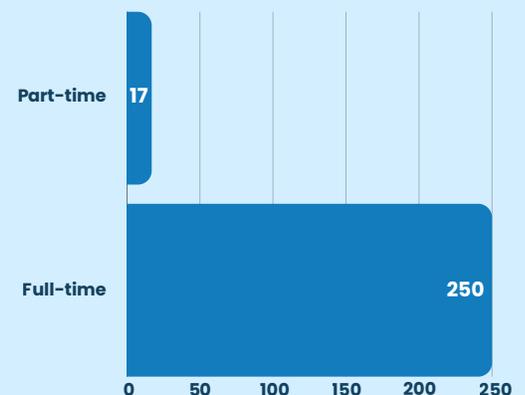
Total Workforce

108

New Hires

\$41,022

Average Salary (Full-time)





 (606) 928-6648

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www.rameyestep.com