

Ramey-Estep 2025 Annual Report

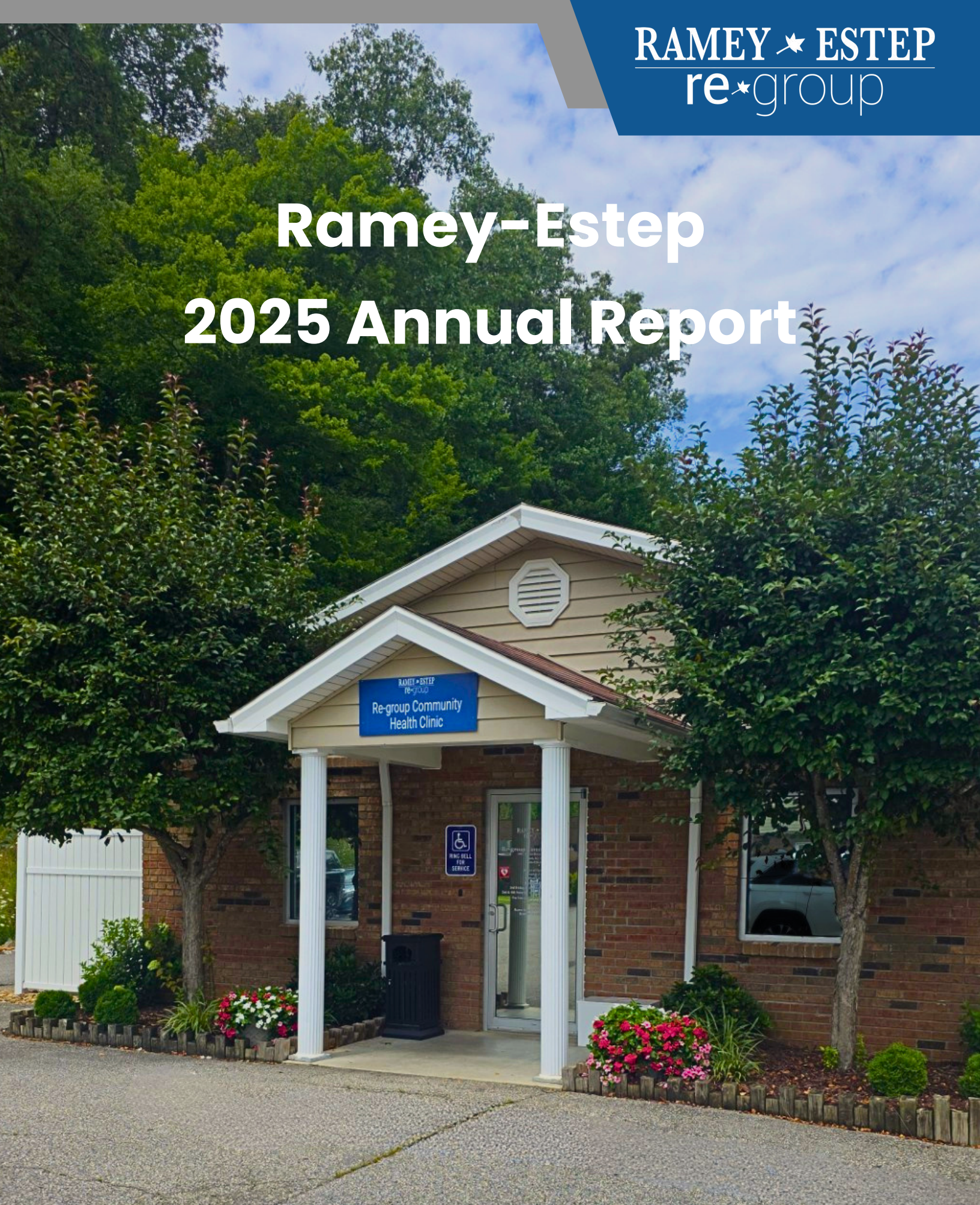


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OUR MISSION

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

OUR 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.

OUR VALUES

We Are All In
All The Time

We Show
Respect and
Compassion

We Are
Experts

We
Prioritize
Family

“

This program and the people behind it helped me get back not only my sobriety and mental health, but also one of the most important things in my life: my little boy.

– Shawn, client

”

LETTER FROM OUR CEO



Dear Ramey-Estep/Re-group Supporters,

As I reflect on 2025, I am filled with gratitude and optimism.

This year was one of the most significant in the history of Ramey-Estep/Re-group (RE). Our team expanded access to care, strengthened quality and compliance, achieved major state and federal designations, and continued transforming lives across Kentucky.

Expanding Access. Advancing Excellence.

Among our most significant accomplishments were achieving designation as a **Certified Community Behavioral Health Clinic (CCBHC)** and earning **Rural Health Clinic** designation with Exemplary Provider status.

We also celebrated meaningful impact across the organization. RESTEP completed its first full year of operation; Foster Care continued to provide stability and permanency for children; the Outpatient and Re-group Residential Recovery teams expanded access to evidence-based, optimal treatment services; and KSTEP reached record numbers of families through prevention and support services.

Our growth was made possible by the solidarity of our committed RE teams and by building our talent base. In 2025, RE added more than 50 full-time positions, strengthening our ability to meet growing community needs while expanding access to care.

Our success begins with our frontline treatment professionals, whose expertise, compassion, and commitment transform lives. Through ongoing training, professional development, and a dedication to clinical excellence, our team continues to strengthen skills and expand clinical expertise. Also behind every life changed and every family strengthened, is a team of dedicated professionals whose work is often outside the spotlight. Whether providing direct care, maintaining our facilities, preparing meals, managing finances, supporting technology, ensuring quality and compliance, or providing administrative support, every team member plays a vital role in our success. Their dedication, expertise, and commitment to our mission enable us to deliver exceptional care and services.

Looking Ahead

As we look to 2026, I am excited about the opportunities ahead. With a strong foundation built through CCBHC, expanded primary care services, and anticipated FQHC Look-Alike designation, **RE is positioned to become a leading model of integrated healthcare**, addressing physical, emotional, and behavioral health needs across the communities we serve. Equally important is our commitment to the foster care, residential treatment, recovery, prevention, and school-based behavioral programs that have long been central to our mission. As we continue to expand access and strengthen these services, we are creating a comprehensive continuum of care that supports children, families, and communities at every stage of life.

For more than eighty years, we have evolved to meet the changing needs of KY's children and families. As we continue shaping the future of integrated healthcare and family support, our focus remains simple: improving lives, strengthening families, and creating healthier communities for generations to come.

Thank you for believing in our mission and investing in the work we do. **The future is bright, and we are just getting started.**

With gratitude,

Ginny Anderson

Ginny Anderson
Chief Executive Officer
Ramey-Estep/Re-group

RAMEY ★ ESTEP
re★group

EXECUTIVE TEAM

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



2025 BOARD OF DIRECTORS



Dear Ramey-Estep/Re-group Supporters,

I am honored to introduce RE's 2025 Annual Report. I have been present for the growth and change from a farmhouse and orphanage founded by two individuals with an absolute heart for others, to a value-driven organization serving thousands in schools, in offices, in homes, and on our own residential campus. The journey has been remarkable and inspiring.

In 2025, we saw the culmination of years of hard work to build a more comprehensive and respected continuum of care for those most vulnerable in our communities. Through the leadership of CEO Ginny Anderson and the outstanding team she has built, RE has become an institution of care recognized as a leader in behavioral health throughout the state and beyond.

With the addition of primary care services in 2025 and progress toward joining the CCBHC pilot program ahead of expectations, we have taken an important step to provide fully integrated care and achieve funding that will sustain our mission. This progress has not come without struggles. It has required building a great workforce that believes in our mission, a board that believes in RE's leadership and vision for the future, and a Foundation able to support those efforts.

This continued growth and expansion of services is possible because of the heart, hard work and dedication of our entire staff to taking care of others. Their commitment is reflected in the experiences of those we serve, and the board wishes to thank all RE staff not only for the effort they give, but their dedication to quality and excellence.

We look forward to a 2026 filled with successful milestones and the opportunity to make a greater difference in the lives of our clients and communities. What better goal can there be?

Sharon Haines

2025 Board President

Sharon Haines
President

Dr. Josh Gross
Vice President

Mark Baldock
Treasurer

Barbara McClanahan
Secretary

Leif Clarke

Dr. Douglas Cole

Howard Harrison

Jon Jarrell

Connie Johnson

Andrew Jones

Autumn McFann

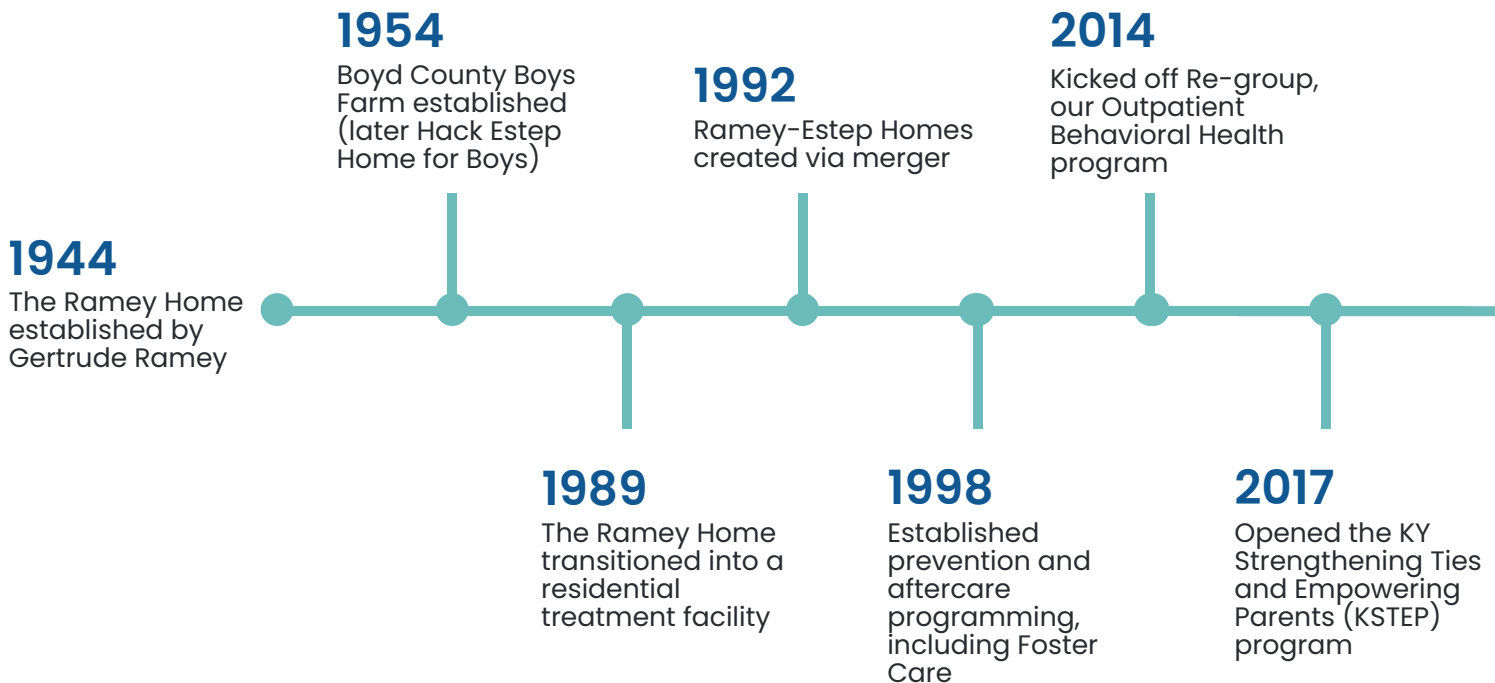
Brian Morrison

David Mussetter

Marshall Tyson

Tom Wright

OUR EVOLUTION



2025 MILESTONES



Primary Care | We launched Re-group Community Health and earned certification as an exemplary Rural Health Clinic, expanding access to primary care in rural Kentucky.



Matrix Certification | Four sites achieved 3-year Matrix certification, with Ramey-Estep remaining the only provider in Kentucky with this distinction.



Community Health Needs Assessment | We completed our first Community Health Needs Assessment across all regions, establishing a foundation for ongoing community-driven planning.



RESTEP Accreditation | Our adolescent residential program achieved 3-year CARF accreditation, reinforcing our commitment to high-quality care.



Workforce Development | We grew our workforce by 18% across clinical, support, and administrative roles, strengthening our capacity to meet our communities' needs.





2019

Expanded into Grayson and Crestview Hills

2024

Approved as National Alliance for Recovery Residences (NARR) Certified Recovery Housing

2025

Opened our Georgetown Office

2020

Opened our Re-group Residential Recovery Program

2024

Opened the Ramey-Estep Specialized Treatment and Empowerment Program (RESTEP) for adolescents

2025

Began providing Primary Care services and achieved designation as a Rural Health Clinic

2026 INITIATIVES



FQHC Look-Alike | We are pursuing Federally Qualified Health Center (FQHC) Look-Alike designation to strengthen whole-person healthcare.



CCBHC Implementation | Beginning January 1, 2026, we will join the KY Certified Community Behavioral Health Clinic (CCBHC) demonstration and pursue CARF accreditation for this new designation, further advancing our coordinated care model.



Crisis Services Enhancement | We are expanding timely access to crisis care while implementing innovative service models to deliver responsive, effective support.



Georgetown Service Expansion | We will expand services in Georgetown, offering a full continuum of outpatient care to better serve the community.



athenaOne | We will implement athenaOne, a leading electronic health record for physical healthcare, to streamline service delivery.



Seeing our patients smile, seeing them mentally and physically improve from the first visit – there is nothing more rewarding than that.

– Karen, Family Nurse Practitioner



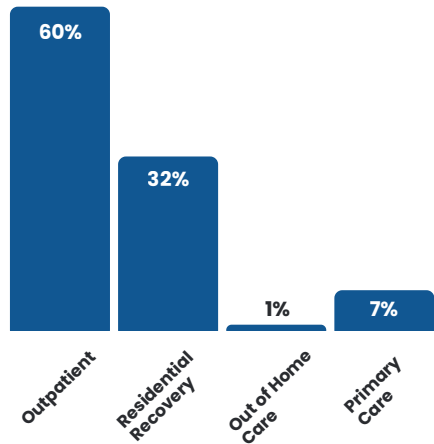
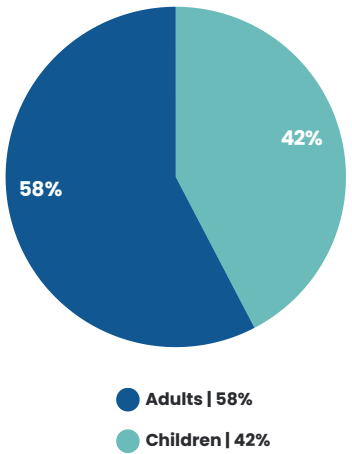
OUR SERVICE IMPACT



4,003
Unique Clients
Served

1,692
Clients Utilized
Multiple Divisions

311,042
Services Provided



OUR SERVICE SITES

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

Re-group Community Health | Rush
2901 Pigeon Roost Rd, Suite B
Rush, KY 41168

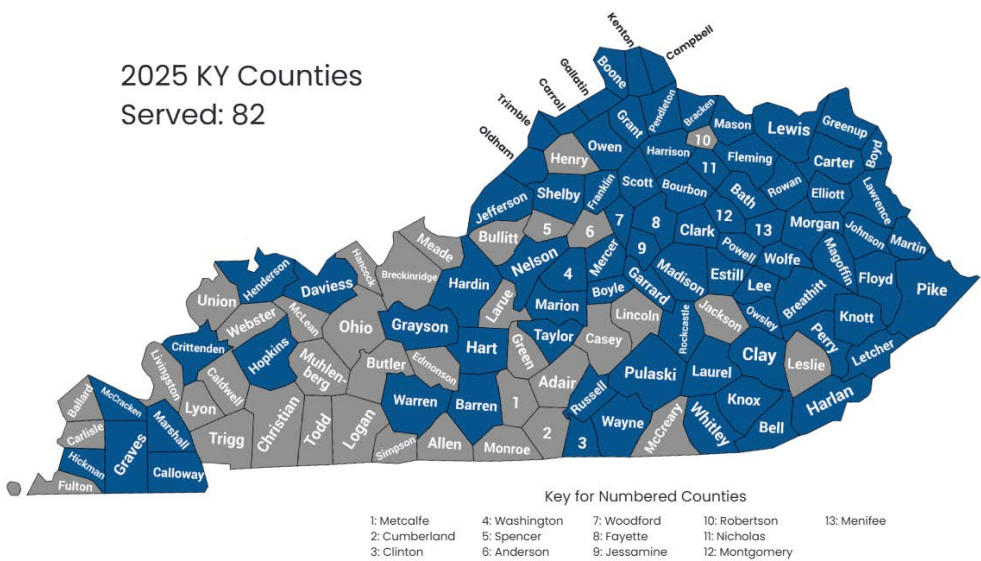
Re-group | Ashland
835 Central Ave
Ashland, KY 41101

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

2025 KY Counties
Served: 82



MAKE A REFERRAL

1-844-HOPE-4KY (467-3459)
regroup@rameyestep.com

OUTPATIENT

3,396

Clients Served

1,526

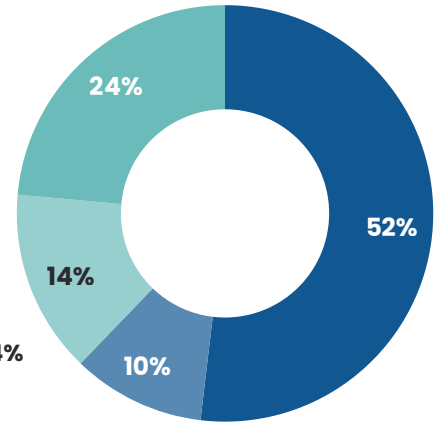
New Referrals

68

Schools Served

**Services Provided:
122,272**

- In-office | 52%
- In-home | 10%
- Telehealth | 14%
- Community-based | 24%



PROGRAM SPOTLIGHT: FIRST RESPONDERS SERVICES

RE launched the First Responders Services (FRS) Program in late 2024 to provide accessible, culturally responsive mental health support tailored to First Responders. Delivered by two licensed clinicians with specialized expertise, services include individual and family therapy, station embedding, crisis debriefings, training, and community partnerships. The program reduces barriers to care while strengthening resilience, trust, and long-term well-being, with measurable impact across the communities we serve.

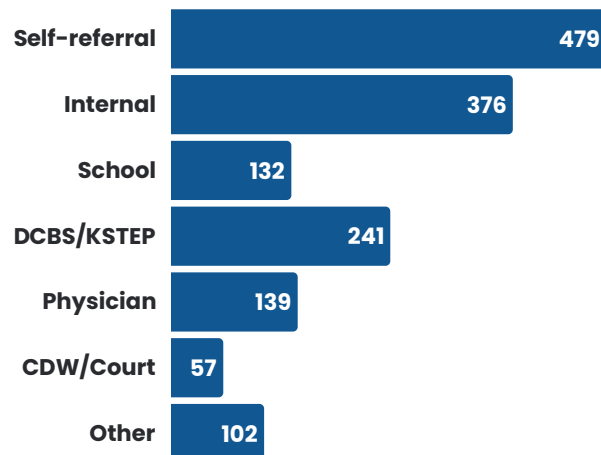
300

First Responders Served

Departments Partnered With:

2 Sheriff	1 Police	3 Fire
1 Dispatch	4 EMS	1 Coroner
1 Emergency Management		

Referral Source Types



“As a first responder, I am trained to push through, stay composed, and keep moving no matter what I was carrying internally. My incredible therapist and this program at Ramey/Re-group changed that for me.”

– FRS Client

RE-GROUP RESIDENTIAL RECOVERY

RAMEY ★ ESTEP
re★group



1,049

Clients Served

1,351

New Referrals

40

*Average
Client Age*

486

*Clients Transitioned to a
Lower Level of Residential Care*

55%

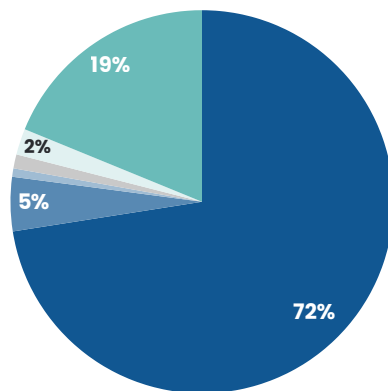
Male

45%

Female

Referral Source Types

- Self-referral | 72%
- Internal | 5%
- DCBS | 1%
- KSTEP | 1%
- Court/CDW | 2%
- Other | 19%



Average Length of Stay (Days)

3.5
Residential

16

3.1
Residential

17

Recovery
Housing

44



PROGRAM SPOTLIGHT: CO-OCCURRING DISORDERS SERVICES

Co-occurring mental health and substance use disorders are common, making integrated treatment essential. At RE, mental health services are embedded throughout the recovery continuum to support stronger, more sustainable outcomes.

Through specialized services such as Integrated Dual Diagnosis Treatment and Co-occurring Intensive Outpatient, we provide targeted support for individuals facing these complex challenges, ensuring care is comprehensive and responsive to each person's needs.

33%

*Of Individuals
Served Have
Co-occurring
Diagnoses*

107

*Individuals Served
in Specialized
Co-occurring
Service Lines*

OUT OF HOME CARE

SERVICE SNAPSHOT

Our OOHC team partners with state agencies to provide flexible outpatient support to youth during times of transition.

15

Referrals for Outpatient for Youth in Non-traditional Placement

56

Children Served

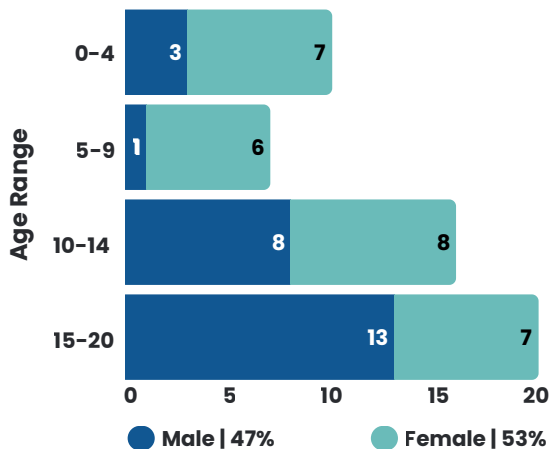
22

Foster Homes

1

Adoption

Average Age of Children in OOHC: 11



PROGRAM SPOTLIGHT: YOUTH PEER SUPPORT

Launched in 2025, youth peer support services are a growing part of our continuum of care, expanding access to impactful, youth-centered support. By connecting youth with individuals who have lived experience, these services reduce isolation, strengthen engagement, and build confidence and resilience through shared understanding and practical problem-solving.

Youth peer support specialists drive empowerment by amplifying each client's voice and choice, promoting self-advocacy, and reinforcing connections with care teams and community supports. Through mentorship, advocacy, and guidance, they help youth develop the skills needed for long-term success.

18

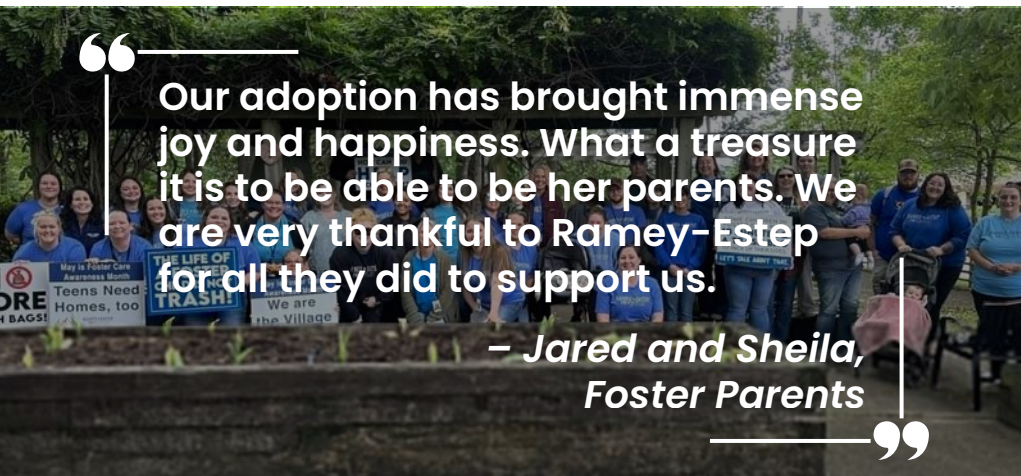
Youth Served

104

Services Provided

“Our adoption has brought immense joy and happiness. What a treasure it is to be able to be her parents. We are very thankful to Ramey-Estep for all they did to support us.”

– Jared and Sheila,
Foster Parents



PRIMARY CARE

PROGRAM SPOTLIGHT: RURAL HEALTH CLINIC

In 2025, we opened Re-group Community Health, our primary care clinic, strengthening our mission to provide whole-person care. To support this step in our evolution, we achieved designation as a Rural Health Clinic (RHC) in October, with recognition as an exemplary provider.

The RHC designation was established to improve access to primary care in rural, underserved areas. We identified this model as an opportunity to advance our integrated healthcare approach, strengthening care coordination and reducing barriers for those in Rush, KY, and surrounding areas.

Re-group Community Health brings comprehensive care closer to home. By uniting primary care and behavioral health services, we are supporting better health outcomes and overall well-being for those we serve.

Certificate of Accreditation Exemplary Provider® Award

Granted To

Ramey Estep Homes Inc.

Re-Group Health Clinic

2901 Pigeon Roost Rd Ste B Rush, KY 41168

for demonstrating
Outstanding Healthcare Delivery Practices
and
Compliance to

Safety • Honesty • Caring®

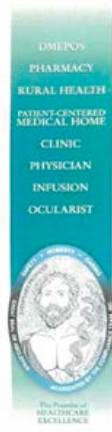
Accreditation Quality Standards

RURAL HEALTH CLINIC

EXPIRATION DATE: OCTOBER 10, 2028

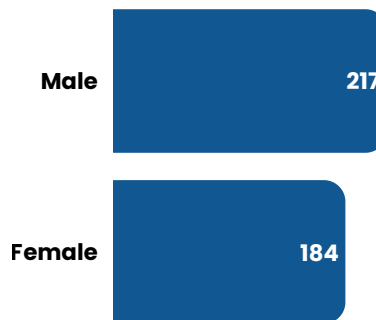
038657

October 10, 2025



401

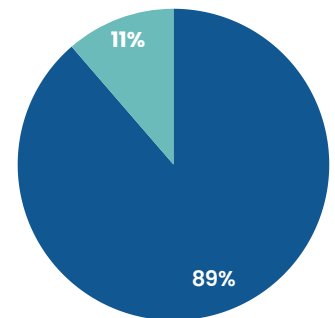
Clients Served



1,530

Services Provided

Average Age: 40



SERVICE SNAPSHOT

6

*Clients Treated
for Hepatitis C*

131

*Injections
Administered*

- **Wellness & Preventive Care** – annual exams, screenings, immunizations, sports physicals, medication management, chronic condition management
- **Women's Health Services** – exams, hormone care, birth control
- **Mental Health Support** – screenings, medication management
- **Skin & Minor Procedures** – skin checks, wart removal, minor treatments
- **Acute & Urgent Care** – acute illness, chronic conditions, telehealth visits, 24/7 call support

OUR STAFFING

314

Total
Workforce

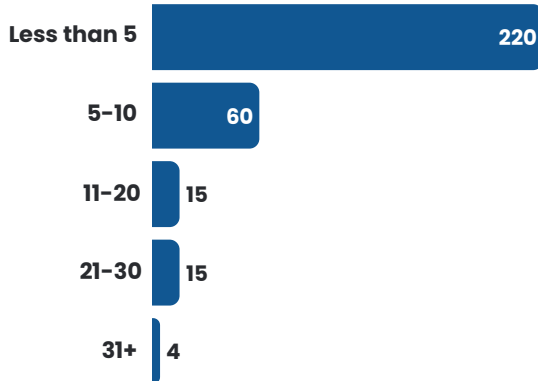
134

New Hires

38

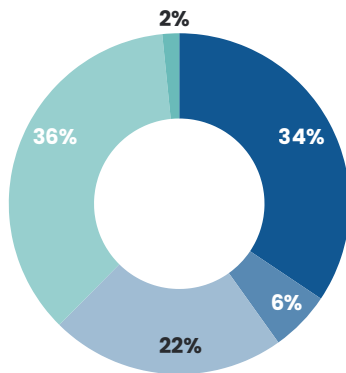
Promotions

Years of Service

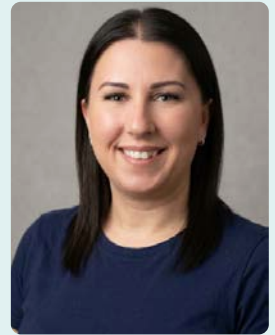


Staffing by Level of Education

- High School/GED | 34%
- Associate's | 6%
- Bachelor's | 22%
- Master's | 36%
- Doctorate | 2%



STAFF SPOTLIGHT: KRISTAN VANDERHOOF



Kristan Vanderhoof, RE's Residential Recovery Clinical Director, brings eight years of experience in behavioral health and a strong commitment to supporting individuals on their path to recovery. Now in her fourth year with RE, she has grown alongside our organization, serving as a Peer Support Specialist, Therapist, and Clinical Services Coordinator before stepping into her current position.

Kristan's connection to this work is both professional and personal. Having graduated from RE's recovery services, she brings a unique understanding of the recovery journey and the impact of compassionate, consistent care.

"This work is personal to me. It's not just a career, it's a purpose. Being part of Re-group Residential Recovery (RRR) means helping others find the same hope, healing, and self-worth that recovery can bring."

Kristan leads RRR's clinical team with a focus on strengthening services, supporting staff development, and enhancing the overall quality of care. She is deeply committed to continuous improvement, helping to grow the program while ensuring individuals receive the support they need to move forward in their recovery.

"I know change is possible, and I want to help others see that for themselves."

We are grateful for Kristan's leadership as she continues to advance RE's mission, guiding both clients and staff with compassion, experience, and a clear vision for growth.



OUR FISCAL IMPACT

\$24,912,402

**Fiscal impact calculated based on total expenses*

86%

Expenses Dedicated to Direct Client Care

18%

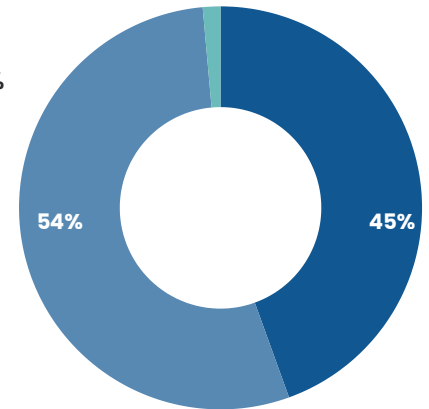
Increase in Fiscal Impact from 2024

\$53,760

Average Salary

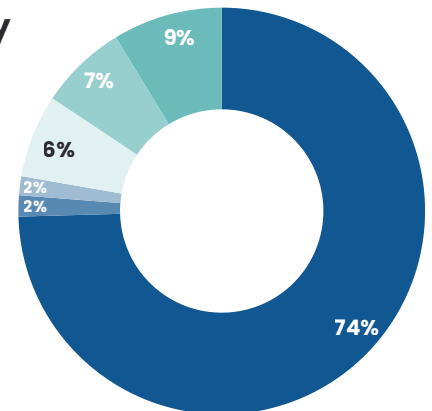
Revenue by Category

- Grants and Contracts | 45%
- Fees from Services | 54%
- Other | 1%



Expenses by Category

- Salaries and Benefits | 74%
- Travel and Training | 2%
- Vehicles | 2%
- Facilities | 6%
- Purchased Services | 7%
- Program Operations | 9%



GRANT FUNDING

Victims of Crime Act Grant

Opioid Abatement Advisory Commission Grant

Ashland Opioid Abatement Grant

Youth Peer Support Services Grant

Pallottine Foundation | Health Communities Initiative



OUR COMMUNITY IMPACT



1,500+

Hours Volunteered by RE
Staff in the Community

30

Conferences Attended

61

Community Boards/
Coalitions Served



COMMUNITY VOICES IN ACTION

RE facilitated our first ever Community Health Needs Assessment (CHNA) across all regions we serve. We will complete a new CHNA every three years.

423

Survey Responses

91

Focus Group Participants

8

Individual Interviews



SUPPORTING FOOD SECURITY

The holiday season brings joy, but it can also create emotional, physical, and financial strain for many. To help ease this burden, RE partnered with the Ramey-Estep Homes Foundation to support clients and families through our 6th annual Christmas food basket program.

650

Baskets Provided

2,600

Individuals Supported

