



Fiscal Year 2019  
**ANNUAL  
REPORT**

Feb. 2020 | Flinthills Services, Inc.

Flinthills Services, Inc.  
505 S Walnut Valley Dr.  
El Dorado, KS 67042

*Living Life with Dignity and Respect*

# Directors Report

Dear Friends,

I ask you to reflect on the word **dignity**. The dictionary tells us the word is defined as “the right of a person to be valued and respected for their own sake, and to be treated ethically.”

I think of the many individuals we serve; each one unique and special. Flinthills Services, Inc. places the dignity of each person we serve at the center of everything we provide, making a positive impact on the quality of life of the persons with developmental disabilities throughout Butler County. Each of the areas in this report represents the many people that are impacted by our services. Each person’s life is improved and supported through the services our agency has provided for the last 26 years.

Transportation, improved health and mobility, support, training, and an increased ability to be more involved in the community are all the ways that we affect someone’s life through the services we provide.

**Living Life with Dignity and Respect** is our new tagline, and this report reflects on the ways in which our dedicated staff has made a difference in the lives of the people we assist through helping them be the best they can be.

I challenge you to find a way in which you can make an impact in the life of a person with a disability. We ask for your continued support through funding, referrals and recommendations so that we can continue to make a powerful impact on people’s lives!

Thank you for taking time to read our annual report.

For more information about Flinthills Services, Inc. call 316-321-2325, visit our website, [www.flinthillsservices.org](http://www.flinthillsservices.org), or visit us on [Facebook@flinthillsservices](https://www.facebook.com/flinthillsservices).

Kathy Walter

Executive Director



# Demographics: FY2019

## AGE



- Below 21    ■ 21 - 29    ■ 30 - 49
- 50-59    ■ 60 & over

## Gender



- Male    ■ Female



# Finances:2018-19

Assets		Liabilities & Net Assets	
<b>Current Assets</b>		<b>Current Liabilities</b>	
Cash & Equivalents	\$ 66,743	Accounts Payable	\$ 23,157
Accounts Receivable	\$ 316,360	Accrued Expenses	\$ 1,985
Investments	\$ 323,742	Accrued Wages	\$ 94,010
Prepaid Expenses	\$ 29,055	Accrued Compensated Absences	\$ 47,557
<b>Total Current Assets</b>	<b>\$ 735,898</b>	Line of Credit	\$ 82,000
Property & Equipment	\$ 2,496,232	Current Portion of Long-Term Debt	\$ 102,775
Investment in Partnership	\$ 148,171		
<b>Total Assets</b>	<b>\$ 3,820,301</b>	<b>Total Liabilities</b>	<b>\$ 351,482</b>

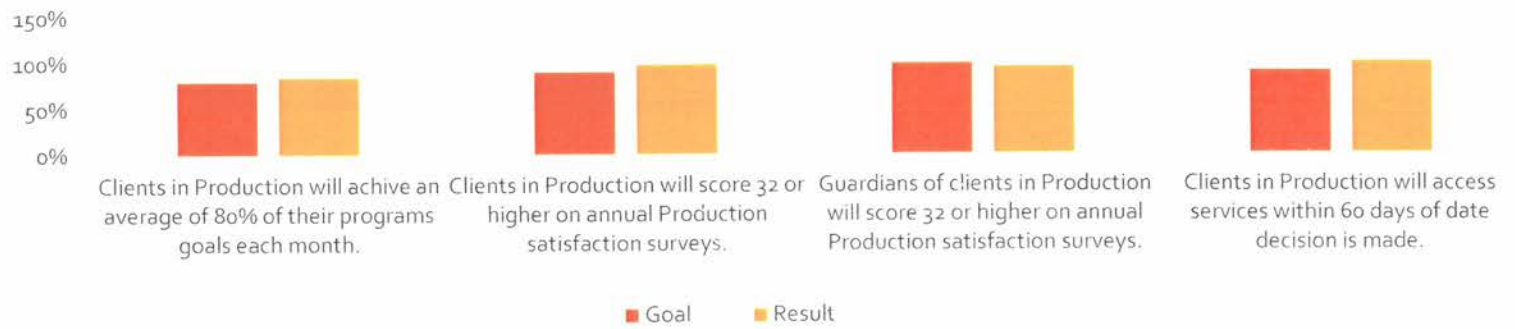
Long-Term Debt	
<b>Long-Term Debt</b>	
LEC - Intrust Bank	\$ 1,010,729
Flintstone - Intrust Bank	\$ 244,951
City of El Dorado Land	\$ 20,160
Less Current Maturities	(\$102,775)
<b>Total Long-Term Liabilities</b>	<b>\$ 1,173,045</b>
<b>Net Assets</b>	
Without Doner Restriction	\$ 1,780,808
With Doner Restrictions	\$ 75,266
<b>Total Net Assets</b>	<b>\$ 1,855,774</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 3,380,301</b>

# Program Outcomes: FY2019

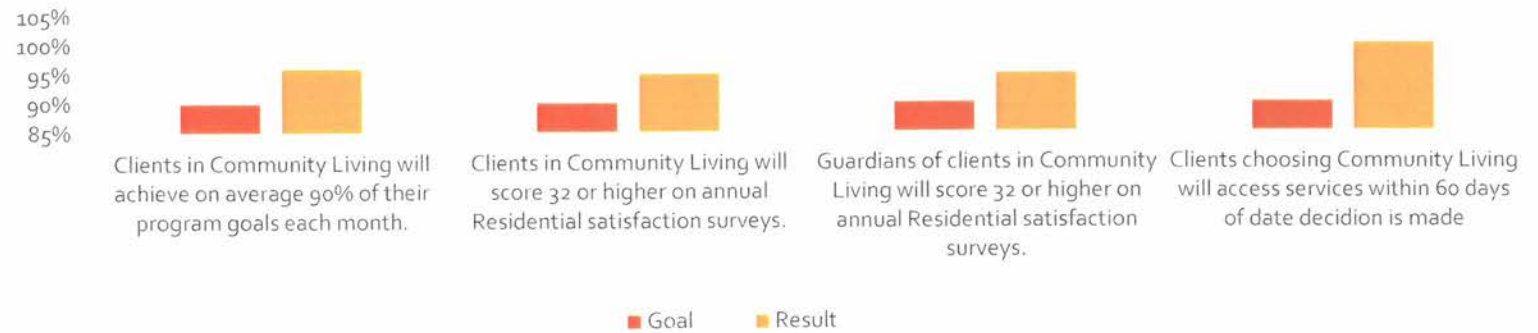
## Life Skills



## Production



## Community Living



## Targeted Case Management



# Strategic Plan 2020 - 2023



**Purpose** The purpose of this plan is to guide future priorities and decisions for Flinthills Services, Inc. to expand their scope during the years 2020-2023.

## Focus Area 1:

Grow & Diversify  
Revenue Sources

**Goal:** *Have effective, ongoing funding strategies and strong business strategies.*

**Strategy 1.1:** Complete and implement fund development planning

**Strategy 1.2:** Grow funding from grants

**Strategy 1.3:** Advertise volunteer positions similarly to paid positions

## Focus Area 2:

Ongoing  
Individualized  
Development for  
People Served

**Goal:** *Provide people served with a variety of activities and opportunities to equip them to be engaged in their community and trained, skilled employees.*

**Strategy 2.1:** Implement a specific job skills training area

**Strategy 2.2:** Establish relationships with local businesses to cultivate potential job and volunteer opportunities

**Strategy 2.3:** Implement specific daily living skills curriculum and training

**Strategy 2.4:** Recognize and respond to trends in serving people with developmental disabilities

## Focus Area 3:

Develop and  
Retain Quality  
Workforce

**Goal:** *Flinthills employees are well-trained in specialized areas, they are empowered, engaged, and dedicated. Employee recruitment and onboarding processes are efficient and effective.*

**Strategy 3.1:** Utilize creative scheduling

**Strategy 3.2:** Seek staff input on new programs

**Strategy 3.3:** Be creative with small, non-monetary incentives

**Strategy 3.4:** Explore new recruitment ideas

## Focus Area 4:

Expand  
Community  
Engagement

**Goal:** *Flinthills is a well-known service provider and partner in the community. We are sought-out for volunteer, employment and donor opportunities.*

**Strategy 4.1:** Complete logo, tagline, and website

**Strategy 4.2:** Engage in target marketing to reach both individual and corporate donors

**Strategy 4.3:** Include people served in activities and volunteer opportunities

**Strategy 4.4:** Develop employment opportunities for people served



Prepared By:

# Thank you to our donors!

All Seasons Construction, Inc.  
Amazon Smile  
Anita & Andrew Buchanan  
Anna Uhlig  
Automotive Specialist Inc.  
Barbara Keys  
Belinda Leech  
Bernard and Rosemarie Kuszak  
Bill Arens Memorial  
Brant Lewis  
Bruce Givens  
Butler Rural Electric Co-Op  
Central Kansas Community Foundation  
Charley's Appliance  
Christine Baker Memorial  
Cocoa Dolce  
Commerce Bank

Cooper Drug Store  
Cuttin' Country  
Devaughn James, LLC  
Dustrol, Inc.  
El Dorado Charities Auxiliary  
El Dorado Walmart  
Flinthills Wine and Spirits  
Heartland Home Health  
IBEW L.U. 271  
Intrust Bank  
Jeff and Helen Hund  
Jim Clennan  
Kathy Walter  
Kerri Reed Memorial  
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Shaw's Pest Control  
St. James Church Catholic Church of Augusta  
St. Vincent De Paul Catholic Church  
Sunflower Foundation  
Teddy Mossiman Memorial  
The United Way of El Dorado  
Trisha Self  
Walnut River Brewing Company  
Will and Ann Carpenter

## REMINDER!

When shopping don't forget to support Flinthills Services, Inc.!

Dillons Community Rewards –  
[www.dillons.com/communityrewards](http://www.dillons.com/communityrewards)

&

Amazon Smile – <https://smile.amazon.com/>

