



JOHNSON COUNTY
BOARD OF SERVICES

ANNUAL REPORT



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EXECUTIVE DIRECTOR LETTER

I am proud to share the 2025 Annual Report for Johnson County Board of Services (JCBS) and reflect on a year defined by growth, accountability, and meaningful impact. Throughout 2025, our team remained firmly committed to our mission of Supporting People with developmental disabilities through Advocacy, Resources, and Kindness (SPARK).

This year, JCBS strengthened both the quality and reach of our services. Our Targeted Case Management team supported individuals and families through 30 new intakes, justified 22 new Medicaid waivers, and assisted 12 individuals in gaining Medicaid eligibility, opening the door to critical supports and services.

Listening continued to guide our work. Through initiatives such as JCBS Listens, ongoing family engagement, and collaboration with community partners, we gained deeper insight into unmet needs and service gaps. That feedback directly informed our strategic planning and reinforced our focus on advocacy, particularly around access to services, workforce stability, and navigating complex systems.

In 2025, we also invested intentionally in our internal culture and communication. Our agency book club created space for thoughtful discussion, reflection, and shared learning. These conversations strengthened relationships across roles, encouraged open and respectful dialogue, and improved how we communicate with one another, ultimately enhancing how we show up for the individuals and families we serve.

Responsible stewardship of SB40 funding remained a central priority. JCBS distributed over \$526,500 to funded agencies, provided \$18,438.22 in Partnership for Hope waiver matching funds, and allocated nearly \$50,000 through the JCBS waiver. These investments were made through a transparent, outcomes-focused funding process and supported community-based programs and services that expand access, promote independence, and improve quality of life for individuals with developmental disabilities in Johnson County.

Beyond service delivery, 2025 was a year of strengthened partnerships and community investment. Our foundation raised nearly \$30,000 to support inclusive programs and opportunities, demonstrating the power of collective commitment to individuals with developmental disabilities in our community.

None of this progress happens in isolation. I am deeply grateful to our dedicated staff, engaged board members, collaborative community partners, and, most importantly, the individuals and families who place their trust in JCBS. Your voices, resilience, and partnership continue to shape our work and our direction.

Together, we are not only meeting needs, we're building a stronger, more inclusive Johnson County where people with developmental disabilities are supported, valued, and empowered to live full lives.

Thank you,

Melissa Frey | Executive Director

CELEBRATING MILESTONES

In 2025, we celebrated Erica's 5-year anniversary with JCBS. Erica has been an incredible asset to our team, consistently advocating for the individuals we serve and helping to elevate the quality of our services. Her supervisor, Amber, shared, "Erica pours her heart into her work, stays informed, advocates fiercely, and helps ensure JCBS remains a trusted and valuable agency." We are grateful for Erica's dedication and the positive impact she continues to make.



FOUNDATION

The Foundation Board is proud to align with the mission of the Johnson County Board of Services, supporting people with developmental disabilities through Advocacy, Resources, and Kindness. Since 2011, the generosity of people like you has allowed us to respond to real needs and create meaningful impact across our community.

In 2025, your support helped us achieve a record-breaking year, raising \$28,585 to support individuals and families in Johnson County. Because of you, we were able to give \$17,553 directly back to individuals and families, helping cover essential needs not met by insurance or other resources. We also invested nearly \$4,000 in community support, including sensory bags, accessible mats for Bright Sox, and adopting children with disabilities through the JOCO Christmas Cheer program.

To our 2025 donors and sponsors, thank you. Your generosity changes lives, strengthens families, and helps ensure individuals with developmental disabilities have the support and opportunities they deserve.

BRUNCH & BUBBLY SPONSORS

COMMUNITY BUILDERS

- UCM Alumni Foundation
- Abilities LLC
- RISE Community Services
- Equity Bank
- F&C Bank
- American Water Company
- Blaine Whitworth Go Big, or Go Home
- Community National Bank & Trust
- Johnson County Board of Services

INCLUSION BUILDERS

- The Home Team
- Central Bank
- L & L Termite & Pest Control
- Dr. Torper
- Chuck & Denise Barry
- Warrensburg Chrysler
- Premier Lawn & Lighting
- State Farm Insurance – Joe Good

AWARENESS BUILDERS

- Teresa Colster CPA, LLC
- Calahan Taylor
- Finnane Robison Dental LLC
- Monica Fox
- The Meddock Family
- Marie & Edward Robison
- Gillum & Gillum CPA
- 360 Media
- Summers Pharmacy

SUMMER FOAM PARTY SPONSORS

- Lindsay Tegtmeier – State Farm
- Abilities LLC
- Toni Hawley

FESTIVAL OF TREES DONORS

- Abilities LLC
- American Water Company
- Assured Partners
- Campell Aerial
- Colton's Steakhouse
- F & C Bank
- Fairway Mortgage – Jamie Brisbin
- The Hargrave Family
- Harris, Sommer, & Peppard LLC
- Jamie DeBacker
- Johnson County Board of Services
- The Jennings Family
- Jessica Walek
- Johnson County Adult Literacy Program
- Journey Home
- L&L Termite & Pest Control
- Lewis Ground Maintenance
- The Meddock Family
- Melissa Frey
- Melissa Werner
- Michelle Reeves
- Michelle Schubert
- Monica Mitchelltree
- Raging Bull
- Rashonal Designs
- RISE Racks
- Shelly Taylor
- Stormy Taylor
- Suzy Latare
- Sweet Little Glutenless
- The Barn Therapeutic Riding Center
- The Harper Family
- The Home Team
- Toni Hawley
- Valerie Kreher
- Monica Fox
- Warrensburg Chamber of Commerce
- Weston Tobacco

A SPECIAL THANK YOU

We extend our sincere gratitude to the Board of Directors of the Johnson County Board of Services and the Johnson County Board of Services Foundation. Your leadership, dedication, and commitment to our mission make our work possible. Through your guidance, stewardship, and belief in inclusive communities, you help ensure individuals with developmental disabilities and their families continue to receive the support, resources, and advocacy they deserve. We are deeply thankful for the time, expertise, and heart you bring to our organization every day.



2025 BOARD OF DIRECTORS

- Sid Tiller – President
- Jenna Franklin – Vice President
- Amanda Bliss – Treasurer
- Lisa Meisenheimer – Secretary
- Kristin Donze – Member
- Patty Cox – Member
- Jenna Guengerich – Member
- Logan Miller – Member

2025 FOUNDATION BOARD OF DIRECTORS

- Natasha Meddock – President
- Lesa Tracy – Vice President
- Jamie Brisbin – Treasurer
- Suzy Latare – Secretary
- Kim Jennings – Member
- Toni Hawley – Member
- Annette Matthews – Member
- Jenna Franklin – JCBS Board Liaison

2025 JOHNSON COUNTY COMMISSIONERS

- **Presiding Commissioner**
Troy Matthews
- **Western Commissioner**
Charles Kavanaugh
- **Eastern Commissioner**
Rusty Sproat

We are incredibly grateful to the Johnson County Commissioners for their continued support of the SB40 Tax Levy. This funding is essential to the work we do and plays a direct role in supporting individuals with developmental disabilities right here in our community. At JCBS, we take our responsibility as stewards of these tax dollars seriously and are committed to using them thoughtfully and responsibly to make a real, meaningful impact. Because of this levy, we're able to help individuals and families access supports that improve quality of life and create lasting opportunities across Johnson County.

A BIG SHOUT-OUT

A big shoutout to Girl Scout Troop 4448 for their incredible generosity and dedication! These amazing scouts volunteered their time to lead our holiday craft station at the Festival of Trees, creating a fun and festive experience for attendees. We received wonderful feedback from the event, with many people commenting on how kind and welcoming the scouts were. We are so grateful for their hard work and positive impact on our community.



We would also like to extend our sincere thanks to David Pearce for serving as our auctioneer at both the Brunch & Bubbly and Festival of Trees events. Year after year, he generously donates his time and talents to support our mission, and we are truly grateful for his continued commitment and support.

DEPARTMENT HIGHLIGHTS

Targeted Case Management

Helping individuals obtain their good life

In 2025, the TCM Department remained a steady source of support for the individuals and families we serve. The team welcomed 30 new intakes, helped 12 individuals transition into TCM services after becoming Medicaid eligible, and closed the year supporting 283 Medicaid-eligible individuals going into 2026. TCMs also justified 22 new Medicaid waivers, ensuring continued access to critical services. The department achieved a major milestone for JCBS with zero findings in the annual TCM audit and four consecutive quarters with no findings in Person-Centered Service Plan reviews. A key focus was helping individuals maintain their Medicaid, preventing lapses and resolving system issues to protect long-term stability. Through every challenge, TCMs led with compassion, collaboration, and advocacy, proving once again that strong systems paired with genuine care create meaningful impact.

Community Resources and Outreach

Fostering connections and creating inclusive opportunities

This year, our department expanded its reach by supporting 26 individuals and families through the Family Navigation Program as they navigated the state intake process, while also providing non-Medicaid case management to 48 individuals. We increased community education efforts by producing 44 informational social media videos and strengthened partnerships with local school districts by attending high school transition meetings to help students and families better understand options and supports available after high school.

Administrative Services

Streamlining support for resources and advocacy

The Administrative Department made meaningful progress throughout 2025. Our Quality Assurance Lead completed a full year of internal audits that supported four consecutive quarters of TCM PCSP reviews with no findings as well as a TCM annual audit with no findings. We wrapped up our carpeting update by replacing the remaining carpet in offices and the TCM hallway, continued offering professional development opportunities as available, and rolled out a new salary schedule to better align with TCM agencies across the state. In 2026, we plan to focus on building a long term maintenance plan to guide future building projects and support agency wide goals tied to training, retention, and continued process improvement.

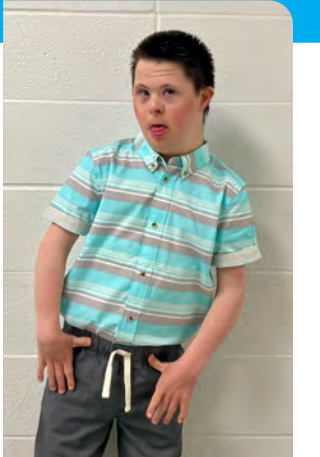


FAMILY FIRST

Transitions can be some of the most uncertain moments for families, especially when a child is moving from the familiarity of school into adult services. This past year, one of our Targeted Case Managers, Kayla Mitter, walked alongside Erainia Williams and her son, Darrington, who was making this journey. As Darrington prepared to leave school, Kayla supported the family in applying for a new waiver, helping them navigate the uncertainty that came from the Missouri DMH waitlist, as well as answering Erainia's concerns about Darrington's health and safety needs.

Listening to Erainia was always the starting point. When questions arose about transportation and the need for a companion rider, Kayla helped Erainia voice her concerns and brought the right people to the table. She connected directly with the Day Program provider, creating space for open conversation about what supports would help Darrington succeed as he entered services for the first time.

When the initial request for a companion rider was denied, Kayla's support did not stop. She guided the family through the appeal process, advocated alongside them, and ultimately helped overturn the decision.



Because Kayla put their family first, this transition didn't have to be faced alone. Today, they move forward with confidence, knowing Darrington will have the support and safety he needs as he begins this next chapter of his life. Kayla's work reflects our Families First principle in action, honoring families as partners, prioritizing their concerns, and ensuring they feel supported every step of the way.

“STRENGTH DOESN'T COME FROM WHAT YOU CAN DO. IT COMES FROM OVERCOMING THE THINGS YOU ONCE THOUGHT YOU COULDN'T.”
— Rikki Rogers

ADVOCACY

In 2025, one of our Targeted Case Managers, Molly Glover, showed what our principle of advocacy truly looks like. In March of 2024, Stacy and her mom moved from Tennessee to Warrensburg. Stacy's mom and our Community Resource specialist, Robyn, worked to get Stacy into services and on Missouri Medicaid, which took almost a year.

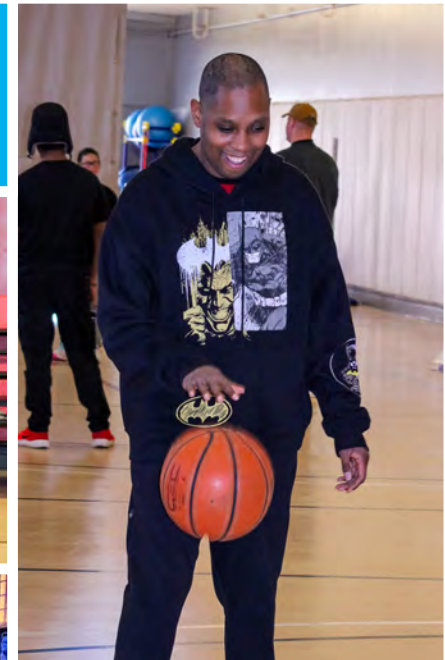
During that long process, while her mom went to work to provide for the two of them, Stacy most days had to stay home alone. Once Stacy was assigned Molly as her Targeted Case Manager, things began to change. The first thing Molly suggested was getting Stacy signed up for Day Program services. This would give Stacy the opportunity to get out of the house and socialize with her peers in the community.

Unfortunately, at the time they were signing up, there was a waiver waitlist across the state. Molly submitted Stacy's waiver request

in May and expected it to be approved by mid-July. Several months passed without any updates, but Molly never gave up. She consistently followed up with the state and kept Stacy and her mom informed about the waiver status.

Then, one fateful day, all of Molly's determination, hard work, and behind-the-scenes paperwork paid off. In September of 2025, Stacy was finally approved for the Day Program services. Since then, Stacy has been participating in Community Networking and Day Program services.

Because of Molly's dedication and consistent advocacy, Stacy is now an active member of her community instead of spending her days alone at home. Not only is Stacy living a more fulfilling life because of Molly's advocacy, but Stacy's mom also has peace of mind knowing her daughter is healthy, supported, and engaged.





COMMUNICATION

At JCBS one of our core principles is communication. We're always striving for strong and clear communication. That's why in 2025 we created several videos that focused on communicating critical updates about issues that affect our community.

At the beginning of 2025 there was a waiver waitlist across the state that prevented many individuals from getting the vital services they need. So, we travelled to different parts of the state and interviewed families, individuals, and even some targeted case managers about how this waitlist was affecting our community.

Another major video project we completed in 2025 focused on accessibility and the future of sidewalks in our community. Over the next ten years, the City of Warrensburg plans to update sidewalks throughout town by repairing cracks, addressing uneven surfaces, and ensuring all walkways meet ADA guidelines. This video gave us an opportunity to quickly inform the community about these upcoming improvements while also inviting them into the conversation. By raising awareness about sidewalk accessibility and encouraging residents to share areas they find especially challenging, we helped ensure community voices were part of shaping a more accessible Warrensburg.

Our videos allow us to share important information with people throughout our community and across the state. They also create space for the individuals we serve to advocate for themselves



using their own voices, which is incredibly powerful. When people hear individuals speak about their own wants, hopes, and dreams, it builds understanding and connection, especially for those who may not otherwise interact with the disability community. That emotional connection is what makes advocacy truly meaningful.

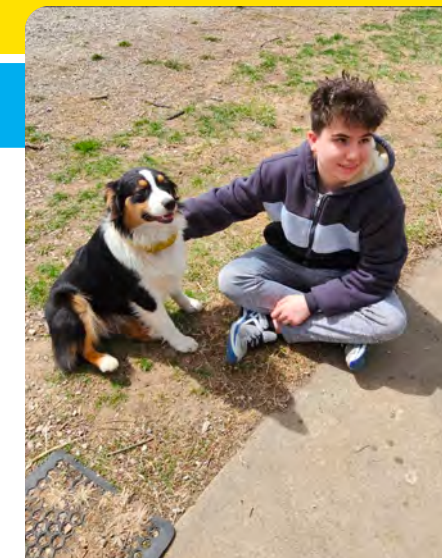
SB40 FUNDING HIGHLIGHT

Through support from SB 40 funding, The BARN Therapeutic Riding Center continues to make a meaningful difference in the lives of individuals with developmental and physical disabilities in Johnson County. One participant whose journey stood out this year is Ayden.

Ayden lives with multiple disabilities, one of which causes him significant daily pain. Therapeutic riding was recommended by one of his therapists as a way to help support both his physical and emotional well-being. From the start, Ayden approached riding with determination, motivation, and a clear desire to grow his horsemanship skills.

During his weekly sessions at The BARN, Ayden participates fully in mounted lessons while also learning responsibility and accountability through caring for his horse before and after each ride. Over time, these sessions have helped him build increased core strength, which plays an important role in managing his pain and improving his overall stability.

Ayden's experience is also enriched by his strong connection to animals. In addition to his love for horses, he looks forward each week to spending time with Macy, The BARN's therapy puppy. This special reward comes at the end of each lesson and reinforces his commitment to completing his riding responsibilities. While the



puppy time is provided by The BARN at no cost, it has become a meaningful motivator and source of joy for Ayden.

Stories like Ayden's reflect the impact of therapeutic riding and the importance of accessible, community-based programs. With the support of SB 40 funding, The BARN is able to provide services that strengthen physical abilities, build confidence, and create positive, motivating experiences for individuals and families across Johnson County.

BRIGHT SOX SOFTBALL



In 2025, our Bright Sox League proudly celebrated its sixth season of inclusive recreation for individuals with developmental disabilities in Johnson County. The league continues to be a place where athletes of all ages build confidence, friendships, and a true sense of belonging, while families and community members come together around the joy of the game.

This milestone season was made possible thanks to the generous support of our 2025 sponsors: Butch & Keri Morrissey, Abilities LLC, Soderburg Roofing & Contracting, Fiedler Electric, Nomad Foundation Repair, UCM Alumni Foundation, Center for Human Services, APC Tax, L & L Termite & Pest Control, Lifetime Animal Center, Transcontinental Packaging, and Barbara Carroll. We also extend our sincere thanks to Gator Graphics for donating trophies and to Warrensburg Parks and Recreation for hosting practices. We are deeply grateful for every partner who helped make this season a success.



2025 SB 40 EXPENDITURES

