



FY 2025

Annual Report

JULY 2024 - JUNE 2025



FROM OUR PRESIDENT & CEO



Dear friends and supporters,

As I think back on the incredible year we've had, I see every event, program, and moment of growth connecting back to our purpose — to serve our community with whole-person care. In a year full of change, I am ever grateful for our hardworking staff and meaningful partnerships that make this organization the best it can be.

Regional Health Systems welcomed several new programs and initiatives this fiscal year, including the grand opening of our Crisis C.A.R.E. Unit, Mobile Integrated Response Systems (MIRS), Assisted Outpatient Treatment (AOT), and more. These new services aim to provide individuals with the care they need to cope with behavioral health struggles and substance misuse.

In Fiscal Year 25, Regional Health Systems' Primary Care celebrated ten years as a Federally Qualified Health Center (FQHC). This accomplishment highlights the continued presence and impact our clinics have in and on the northwest Indiana community. I anticipate many more years of strong, patient-centered care.

Our annual gala, Golden Jubilee — Louisiana Street Style! was held in May of 2025 and highlighted our remarkable milestone of 50 years of service as northwest Indiana's community behavioral health provider. These five decades represent transformation, resilience, and the impact of compassionate care. Proceeds from our annual gala benefit behavioral health and residential services across the organization.

In August 2024, Geminus Head Start commemorated the opening of the Porter County Early Learning Academy, expanding our services to more families in need of early childhood services. St. Mark Early Learning Academy in Gary hosted Indiana Congressman Frank Mrvan for a press conference and tour of the facility, emphasizing the importance of the resources that Head Start provides for Hoosier families.

Throughout northern Indiana, Regional Care Group hosted many events this year across our agencies, such as our Back to School Fest, Night of Networking, National Health Center Week Block Party, Child Abuse Vigil, the Lake Park Residential Care Holiday Party, and many more. These community events create opportunities for engagement and play a vital role in strengthening connections among families and increasing awareness of our available services.

As a network, we have a lot to be proud of this past year, and a lot ahead of us, too. The world isn't slowing down, and neither are we. But what makes us special is that we're driven by purpose. We believe in what we do because it genuinely makes a difference. That's the heart of our work, and it's why I'm so grateful to be on this journey with all of you.

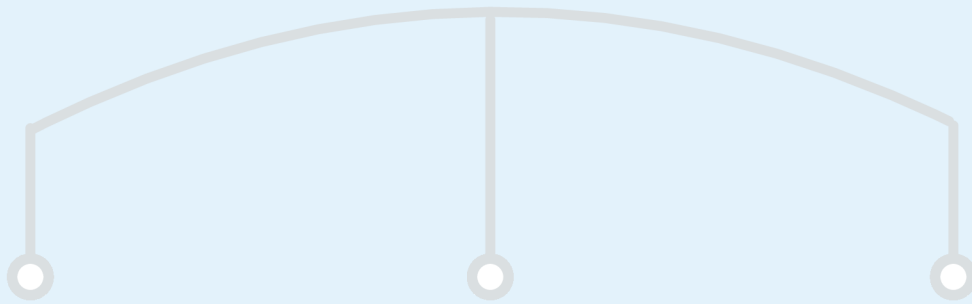
Bill Trowbridge

BILL TROWBRIDGE
PRESIDENT / CEO

TABLE OF CONTENTS

4	Organizational Structure
5	Mission, Vision & Values
6	Regional Health Systems - Behavioral Health
9	Regional Health Systems - Primary Care
12	New Beginnings Clubhouse
14	Geminus - Social Services
25	Lake Park Residential Care
27	Regional Health Systems & HUD Corporations - Audited Financials
30	Geminus - Audited Financials
32	Lake Park Residential Care - Audited Financials
34	Board of Directors
36	Executive Staff

ORGANIZATIONAL STRUCTURE



Regional Care Group - Collectively represents human service non-profits as well as state and federal social service and health care programs, offering a complete continuum of care.

Regional Health Systems - Serves the behavioral health care, substance misuse and primary health care needs in northwest Indiana, regardless of ability to pay.

Geminus - Provides social services to children and families in Indiana communities.

Lake Park Residential Care - Provides high-quality, long-term care for homeless and low-income adults coping with complex and severe mental health issues.

MISSION

Regional Care Group is committed to addressing all aspects of care for complete, whole-person health through our network of human service organizations — Regional Health Systems, Geminus, and Lake Park Residential Care.

VISION

Our vision is to provide care today for individuals and their families so that they have a better tomorrow. It is our offering of behavioral health, primary health, and social health care that builds better tomorrows and ultimately, lifelong resiliency.

VALUES

Care - Whole-person care. We utilize our comprehensive continuum of care to support individuals' and their families' emotional, physical, and intellectual well-being.

Partnership - We partner across corporations to help our clients and their families achieve lifelong resiliency, and we partner with our clients to get them the help they need.

Community - We're community-based, here to support the needs of our communities.

Resiliency - We want people's emotional, cognitive and physical well-being to be resilient across the course of their lives. The more resilient individuals are, the more resilient our communities, collectively, will be.

BEHAVIORAL HEALTH OVERVIEW



We're invested in our community today to create a better tomorrow. Our approach to whole-person care supports overall well-being and behavioral health resiliency. With outpatient and residential behavioral health services, substance abuse services, emergency services, school-based therapy, case management and more, Regional Health Systems' programs work to make our clients feel whole again.

This fiscal year, Regional Health Systems had a **total of 7,693 unique behavioral health clients, 7,180 behavioral health diagnoses, 2,077 substance use diagnoses, 1,621 dual diagnoses, 1,155 dual behavioral health and primary care clients, and 154 veterans served.** Of the total behavioral health clients, **47.5% were male and 52.5% were female.**

BEHAVIORAL HEALTH OVERVIEW

We made strides by implementing new programs and opening our **Crisis C.A.R.E. Unit** in Fall 2024. This unit accepts walk-ins and provides a dedicated location for ambulance, fire, and police drop-offs for those experiencing a behavioral health and/or substance abuse-related crisis. Staff are on-site to address a crisis 24 hours a day, seven days a week.

Regional Health Systems also introduced the **Mobile Integrated Response Systems (MIRS)** this fiscal year, a community-based initiative designed to connect individuals struggling with substance use to life-saving treatment and recovery services. When every second counts, Regional Health Systems' MIRS offers immediate, compassionate care to individuals and families facing substance use challenges.

In FY 2025, the organization received a grant associated with the **Governor's Challenge to Prevent Suicide Among Service Members, Veterans, and their Families**. This grant funded outreach initiatives and programs to support this population in northwest Indiana.

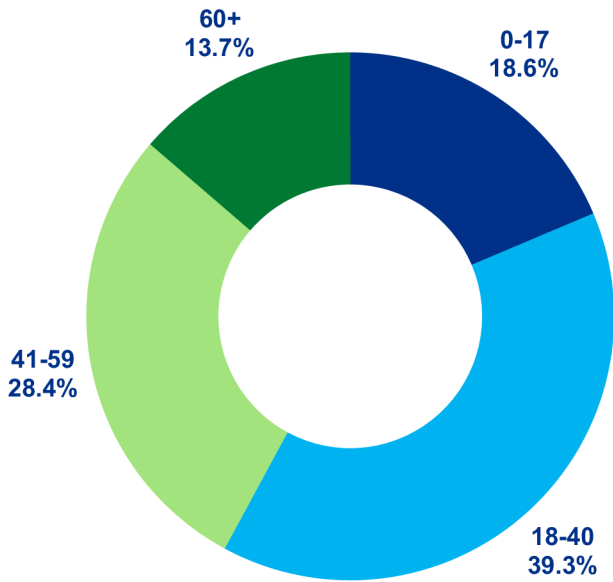
Our **Assisted Outpatient Treatment (AOT)** program also commenced, which serves individuals with severe mental illness who have a history of treatment non-adherence, have been in emergency custody and have been discharged to their local jurisdiction.



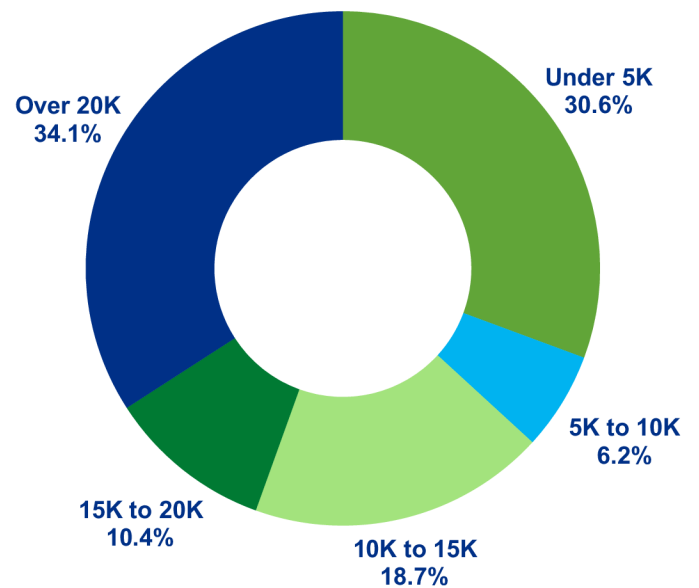
BEHAVIORAL HEALTH DATA

The data below represents clients serviced by Regional Health Systems' behavioral health programs in FY 2025.

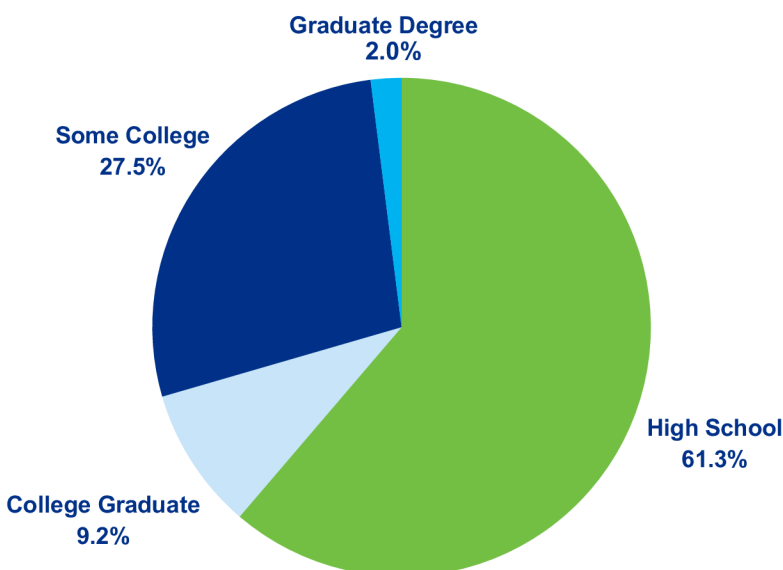
Age



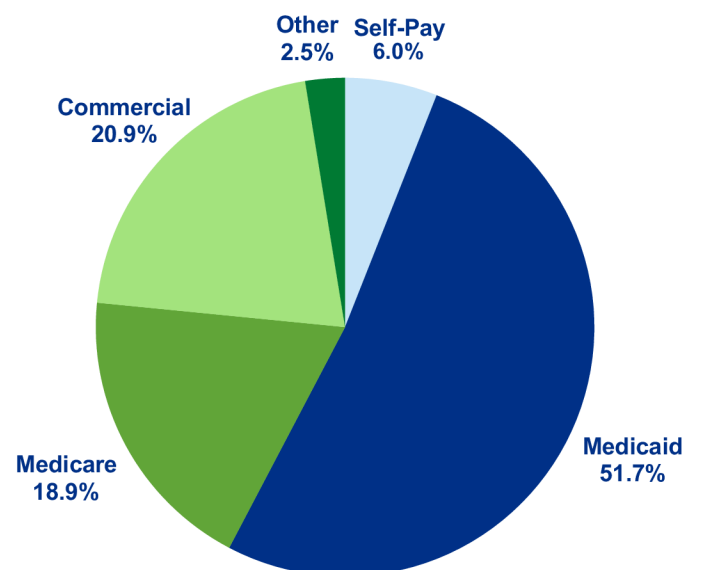
Income



Education



Payment



PRIMARY CARE OVERVIEW



Our teams help patients learn to manage their health care through education, preventative screenings, and coordination of health care needs with specialists. We take pride in our strong provider-patient relationships. The result is individualized patient-centered care.

Regional Health Systems offers four core primary care services. Whether you need family medicine, dental care, pediatrics, or senior care, your individual health needs are always our priority. Our locations also provide behavioral health care, routine laboratory services, health screenings, health education, meal planning, and more.

PRIMARY CARE OVERVIEW

Regional Health Systems' primary care programs provided **9,195 medical visits, 4,095 dental visits, and 2,278 behavioral health visits**. Of the total served, **46.5% were male and 53.5% were female**. Regional Health Systems receives several subpopulation grants to serve homeless individuals as well as people who reside in public housing. All our clinics are within 2 miles of public housing, reducing the barriers to accessing care. **There were 874 homeless individuals served, 349 individuals residing in public housing served, and 145 veterans served.**

This fiscal year, Regional Health Systems' primary care clinics celebrated 10 years as Federally Qualified Health Centers (FQHCs) with an Open House at our Hammond Primary Care & Dental location on Hohman Avenue. This location was recently remodeled with a new dental suite and equipped with an x-ray machine to better serve our clients' needs.

Regional Health Systems also recognized National Health Center Week with employee appreciation events and our annual community Block Party at the Hammond Primary Care location on State Street.



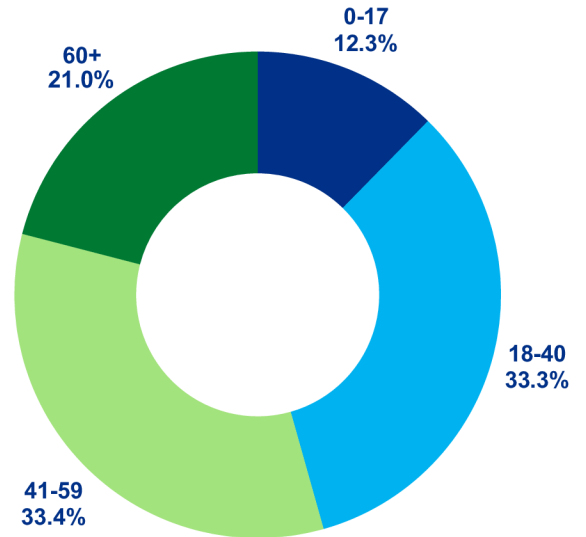
PRIMARY CARE DATA

The data below represents clients serviced by Regional Health Systems' primary care health programs in FY 2025.

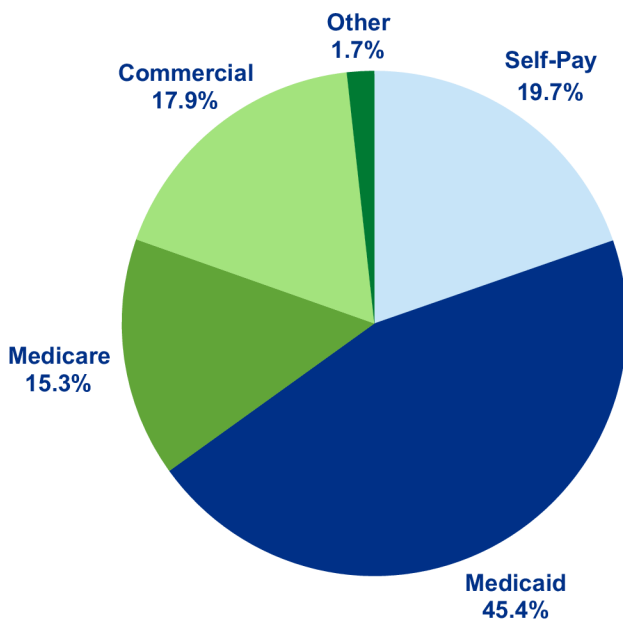
Gender



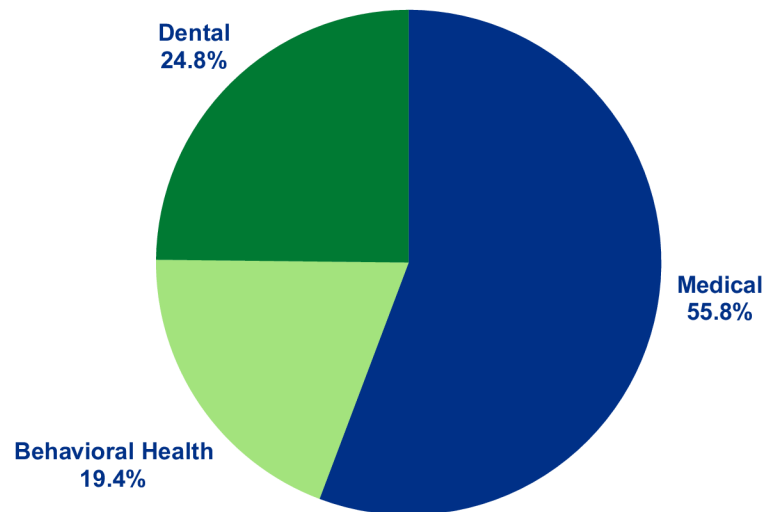
Age



Payment



Visits by Type





OVERVIEW



New Beginnings Clubhouse is a safe, welcoming place where people with mental illness work together to regain self-worth, purpose, and dignity. It is not a clinical program, but rather a place where members fully participate in their recovery by working alongside staff and one another to manage daily operations while building supportive relationships along the way. The Clubhouse also offers employment programs designed to help members obtain employment through transitional, supported, and independent employment.

Members are involved in every aspect of Clubhouse administration, including budgeting, committees, documentation, daily operations, and governance. Most decisions are made by a general consensus. Our advisory board, which includes members, provides support, advocacy, guidance, and a connection to overall community.

NEW BEGINNINGS CLUBHOUSE OVERVIEW & DATA

New Beginnings Clubhouse closed 2025 with **83 active members**, reflecting a strong and growing community. Throughout 2025, the Clubhouse achieved several meaningful milestones that strengthened its mission of promoting recovery, opportunity, and connection.

Achievements

- Earned a 3-year conditional accreditation in April 2025, recognizing the Clubhouse's commitment to quality and member-centered programming
- Received a grant to attend the Clubhouse International World Conference in Tampa, Florida (May 2025), providing members and staff with valuable education on employment and educational opportunities
- Hosted a 5K Mental Health Awareness Run in May 2025 to help stomp out stigma and promote understanding of mental health
- Featured in the NWI Times, highlighting the Clubhouse's impact and visibility in the region

Community & Social Engagement

- Offered weekly social events that encouraged connection, creativity, and fun
- Organized monthly outings, giving members opportunities to participate in positive recreational activities and build supportive relationships



SOCIAL SERVICES OVERVIEW



Geminus provides social services to children and families, including early childhood education, family services, and preventative programs in northwest and northern Indiana. Through partnerships with community-based health care providers, social service organizations, and early childhood education programs, we help Hoosiers access high-quality and affordable programs that support whole-person care—all toward our goal of building resilient communities.

EARLY CHILDHOOD SERVICES OVERVIEW & DATA

EARLY CHILDHOOD SERVICES

Child and Adult Care Food Program (CACFP) - Daily Bread

Specifically geared towards increasing a child's access to nutritious meals while in child care, Daily Bread reimburses child daycare homes and centers with funding from the USDA Child & Adult Care Food Program (CACFP). Daily Bread ensures child care homes and centers meet CACFP standards for enrolled children and provides training in menu planning and preparation as well as sanitation and administration.

- Homes Served: 55
- Head Start Affiliated Centers: 9

Supporting Families, Young Children, and Our Communities (CCR&R)

Our community-based, Child Care Resource and Referral program provided professional support to families, programs, employers, and community partners in northern Indiana.

- Served 568 Unique Families through 687 Child Care Referrals

Northwest Indiana Child Care Development Fund Voucher Program (CCDF)

This programs helps low-income families obtain child care so that they can work, attend training, or continue their education. It assists income-eligible families in Lake and LaPorte counties with child care options and costs.

- Number of CCDF Children Enrolled in High-Quality Care:
 - Lake County: 5,997 children
 - LaPorte County: 1,189 children

EARLY CHILDHOOD SERVICES OVERVIEW & DATA

Head Start

Head Start, our longest running early childhood education program, is northwest Indiana's leader in early childhood education—making positive impacts on families, children, and staff through creative partnerships that inspire personal growth, foster empowerment, and provide quality comprehensive services for all. We make it convenient for families to access quality early learning and social services.

This fiscal year, Head Start celebrated the grand opening of the Porter County Early Learning Academy in the South Haven area. The addition of this facility widens the reach of Head Start services and ensures we can serve even more families in our community who need access to early childhood education.

In February 2025, U.S. Rep. Frank Mrvan and Gary Mayor Eddie Melton visited Geminus Head Start's St. Mark Early Learning Academy to tour the facility and emphasize the need for federally funded early childhood education programs.



EARLY CHILDHOOD SERVICES OVERVIEW & DATA

Head Start and Early Head Start (EHS) served children and families in 20 locations throughout Lake and Porter counties.

The Early Head Start Child Care Partnership Program served children and families in 13 locations in Lake County.

- Total number served in Head Start: 1,188 children
- Total number served in Early Head Start: 176 children and 75 pregnant mothers
- Total number served in Early Head Start Child Care Partnership Program: 284 children



EARLY CHILDHOOD SERVICES OVERVIEW & DATA

Support Services for Family Child Care Providers (TA/SPARK)

We provide early childhood educators with professional development training, resources, coaching, and more. Our mission is to bring a relentless focus on positive child and family outcomes and build a better future for children, families, and communities.

- Unique FCC providers trained through Town Square content (monthly average): 180
- Town Square certificates were issued to FCC providers through asynchronous training, instructor-led webinars, and in-person training: 2,156
- FCC Programs Enrolled in Paths to QUALITY™: 134
- FCC Programs Advancing in Paths to QUALITY™: 108



FAMILY SERVICES OVERVIEW & DATA

FAMILY SERVICES

Each year, Family Services reaches thousands of Hoosiers in northern Indiana, providing critical social service resources to support local children and families.

Community Partners

For families seeking to manage obstacles such as job loss, behavioral issues, domestic violence, addiction, and other concerns, Community Partners provides assistance including job counseling, parenting classes, and advice on how to make use of local community services that help keep families healthy, happy, and together.

Each year, Community Partners reaches many individuals and families throughout northern Indiana with annual events and programs like their Night of Networking, National Adoption Day Celebration, Back to School Fest, carnivals, and Evening with Santa events. Last year, Community Partners reached:

Region 1 - Lake County

- Families: 1,439
- Children: 3,350

Region 2 - Benton, Porter, LaPorte, Jasper, Pulaski, and Newton Counties

- Families: 886
- Children: 2,035



FAMILY SERVICES OVERVIEW & DATA

Strengthening Indiana Families LaPorte Family Resource Center

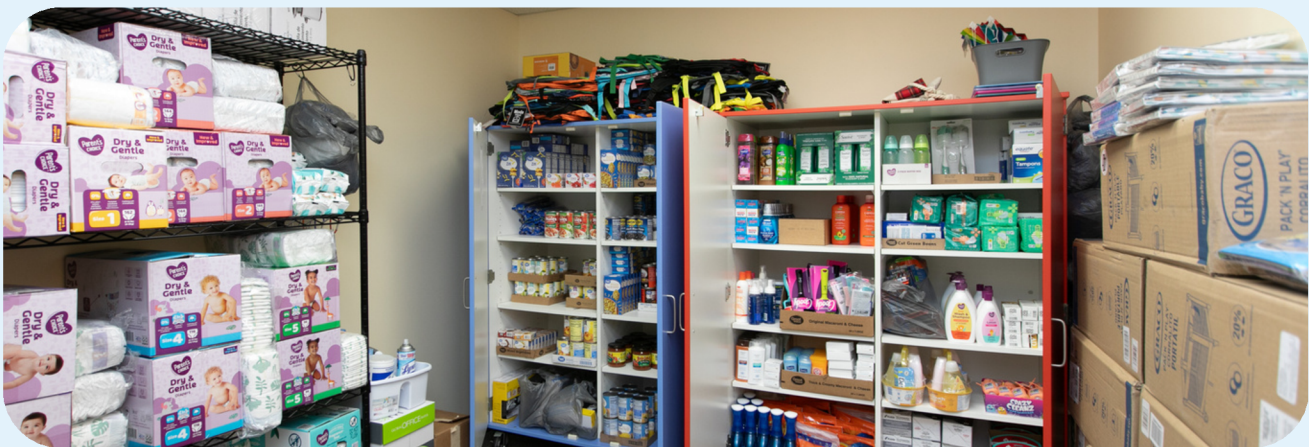
This community center is dedicated to helping families thrive in LaPorte County—a welcoming space created to support, strengthen, and empower families throughout the community. At the center, families of all income levels can access free, voluntary resources on parenting, child care, child development support, mental health, addiction recovery services, job training, education, and employment tools. Families can also receive assistance with finances, housing, food, transportation, clothing, obtaining vital records such as IDs and birth certificates, and support and navigation in families' preferred languages.

- Families Served: 226

Family Preservation

This program partners with Regional Health Systems to provide eligible families with services and skills that reduce out-of-home placement of their children.

- Families Served: 112



FAMILY SERVICES OVERVIEW & DATA

Real Fathers Initiative

To increase the involvement of fathers' roles in the lives of their children, we focus on teaching fathers how to be effective parents and how to engage with their children. With counseling on an educational, vocational, and family planning level, participants also collaborate with a family advocate to assist with housing, transportation, employment assistance, visitation with children, and more.

- New Participants Assisted FY 2025: 135
- Successfully Re-Engaged Clients FY 2025: 9

Truancy Prevention Program

To assist families dealing with truancy issues, we partner with Lake County school corporations to address challenges before they escalate to the county juvenile court system and the Indiana Department of Child Services.

- Families Helped: 87

Abuse Intervention Management (AIM)

Geminus Batterer's Intervention Program, Abuse Intervention Management (AIM), is an Indiana State Certified Batterers Intervention Program in Lake County for men and women. All of the AIM Program facilitators are certified in Domestic Abuse Intervention Programs through the Duluth Model. We work to keep children and families safe in a healthy environment to begin the process for change.

- New Clients Enrolled to Keep Safe
 - Men: 122
 - Women: 28

FAMILY SERVICES OVERVIEW & DATA

IV-B Intensive Home and Community-Based Program

The IV-B Intensive Home and Community-Based Program offers a complete service array for those children and families that are court ordered for services through DCS and probation due to issues surrounding abuse and neglect. Geminus has DCS service contracts for the following services: Home-Based Individual and Family Therapy, Case Management, Parent Education, Diagnostic and Evaluating Assessments, Substance Abuse Assessments, Parenting Assessments, and Supervised Visitation/Therapeutic Supervised Visitation.

- New Participants Assisted FY 2025: 162

Older Youth Services (OYS)

This program improves outcomes for children placed in foster care. Clients are taught skills to become self-sufficient and receive help enrolling in college, finding a place to live, looking for a job and more.

- Youth Served: 264



PREVENTION SERVICES OVERVIEW & DATA

PREVENTION SERVICES

To continue the change for a healthier tomorrow through mental health awareness and community engagement, Prevention Services works tirelessly to prevent and reduce alcohol, tobacco and illicit drug use and stop suicide.

Lake County's SAFE (Supporting Addiction Free Environments) Coalition

Our coalition members consist of both individuals and organizations that make up our three pillars, Prevention (Education), Support (Treatment & Intervention), and Accountability (Law Enforcement & Legislation). Active coalition members are eligible to apply for funding to combat drug and alcohol misuse or abuse.

- SAFE number of grantees for 2025-2026
 - 8 treatment organizations, 6 law enforcement organizations, 9 prevention organizations, totaling \$212,442 awarded



PREVENTION SERVICES OVERVIEW & DATA

Evidence-Based Strategies

To build safe and healthy communities that reduce substance misuse and promote mental health awareness, Prevention administers numerous state and federal grants. Each grant has specific goals, strategies, and communities for implementation.

Individuals are reached through direct programs such as *Celebrating Healthy Choices*, *You Matter*, *Too Good for Drugs*, and more. Indirect programs include *Team Resilience*, *Positive Cultural Framework*, and *Talk. They Hear You*. Trainings are also outreach opportunities for Prevention Services with *Adult and Youth Mental Health First Aid* and *Question. Persuade. Refer.* trainings.

**INDIRECT
PROGRAMS**

**3,268,653
reached**

**DIRECT
PROGRAMS**

**15,174
reached**

TRAININGS

**498
reached**

LAKE PARK RESIDENTIAL CARE OVERVIEW



Located in Lake Station, Indiana, Lake Park Residential Care is a 151 bed residential care community that provides high-quality, long-term care for homeless and low-income adults coping with complex and severe mental health issues.

Following a detailed review of specific needs, caregivers provide Lake Park residents with 24-hour, personalized support and non-medical care. This includes medication management and assistance with independent daily living activities. In addition, we provide transportation arrangements, meals and snacks, laundry, housekeeping, and scheduled group activities, all in a supportive, compassionate, and inclusive environment.

LAKE PARK OVERVIEW & DATA

Lake Park Residential Care partners with Regional Health Systems for affordable medical, dental, and behavioral health care to all people, regardless of age, income, or circumstance.

In 2024, Lake Park was awarded a **grant of \$7,845 from Legacy Foundation**. Lake Park Residential Care was able to use these funds to purchase a new projector, projector screen, speakers, and chairs for their activity room this fiscal year.

Lake Park also celebrated its **annual Angel Tree Holiday Party** in December. Residents enjoyed an afternoon of holiday cheer, gift opening, and laughter. Regional Care Group staff come together every holiday season to donate toiletry items and purchase wish list items for Lake Park residents.



REGIONAL HEALTH SYSTEMS & HUD CORPORATIONS AUDITED FINANCIALS

Assets

Cash & Other Current Assets	\$22,816,058
Net Property & Equipment	\$25,901,828
Investments & Other Assets	\$24,840,976
Right of Use Assets	\$ 227,137
Total Assets	\$73,785,999

Liabilities & Net Assets

Accounts Payable & Other Current Liabilities	\$11,823,111
Long Term Debt & Operating Lease Liabilities	\$ 676,843
Unrestricted & Board Designated Net Assets	\$61,286,045
Total Liabilities	\$73,785,999

REGIONAL HEALTH SYSTEMS & HUD CORPORATIONS AUDITED FINANCIALS

Revenue

Net Client Service Revenue	\$19,793,404
Client Revenue by Funding Source (Percentage):	
Medicaid	51.6%
Medicare	18.9%
Commercial	20.9%
Self-Pay	6.0%
Other	2.6%
Government Contracts & Grants	\$19,329,826
Non-Operating Revenue	\$ 4,632,833
Total Revenue	\$43,756,063

REGIONAL HEALTH SYSTEMS & HUD CORPORATIONS AUDITED FINANCIALS

Expenses by Program

Inpatient	\$ 3,125,429
Residential	\$ 5,583,551
Day Treatment & Intensive Outpatient	\$ 1,538,370
Outpatient CMHC	\$19,713,825
Health Clinic	\$ 9,741,990
Consultation & Education	\$ 146,785
Administration & Support	\$ 7,786,252
Total Expenses	\$47,636,202
Net Income / (Loss)	(\$ 3,880,139)

GEMINUS

AUDITED FINANCIALS

Assets

Cash & Other Current Assets	\$15,981,178
Net Property & Equipment	\$12,195,034
Investments & Other Assets	\$21,611,799
Right of Use Assets	\$ 292,550
Total Assets	\$50,080,561

Liabilities & Net Assets

Accounts Payable & Other Current Liabilities	\$6,146,938
Long Term Debt & Operating Lease Liabilities	\$ 127,278
Unrestricted & Board Designated Net Assets	\$43,806,345
Total Liabilities	\$50,080,561

GEMINUS

AUDITED FINANCIALS

Revenue

In-Kind Program Revenue	\$ 247,346
Government Contracts & Grants	\$50,325,843
Non-Operating Revenue	\$ 3,842,981
Total Revenue	\$54,416,170

Expenses by Program

Head Start	\$22,235,712
Child Care Programs	\$ 4,948,257
Family Services	\$ 5,846,653
Emergency Rental Assistance	\$ 25,496
Prevention Services	\$ 1,196,421
Geminus ASO & Other Grants	\$12,948,914
Administration & Support	\$ 2,940,354
Total Expenses	\$50,141,807
Net Income / (Loss)	\$ 4,274,363

LAKE PARK RESIDENTIAL CARE AUDITED FINANCIALS

Assets

Cash & Other Current Assets	\$1,200,389
Net Property & Equipment	\$1,729,524
Investments & Other Assets	\$ 20,254
Total Assets	\$2,950,167

Liabilities & Net Assets

Accounts Payable & Other Current Liabilities	\$3,139,287
Long Term Debt & Operating Lease Liabilities	\$ 382,421
Unrestricted & Board Designated Net Assets	(\$ 571,541)
Total Liabilities	\$2,950,167

LAKE PARK RESIDENTIAL CARE AUDITED FINANCIALS

Revenue

Net Client Service Revenue	\$2,017,872
Client Revenue by Funding Source (Percentage):	
Residential Care Assistance Program (RCAP)	82.0%
Self-Pay	18.0%
Total Revenue	\$2,017,872

Expenses by Program

Residential	\$2,290,504
Total Expenses	\$2,290,504
Net Income / (Loss)	(\$ 272,632)

BOARD OF DIRECTORS



Carla Houck
Board Chair



Linda Jonaitis
Vice Chair



Amy Han, PhD
Secretary / Treasurer



Carol Drasga



Gary Johnson



Dan Klein

BOARD OF DIRECTORS



Danny Lackey



Don Levinson



Tom O'Donnell*



Jonathan Petersen



Terry Quinn



Randall Shepard*



Madriel Terrell

EXECUTIVE STAFF

REGIONAL CARE GROUP

William Trowbridge, DHA, JD, MBA
President / CEO

Sonia Magallon, MS
Chief Operating Officer

LaShuan Woods, CPA
Chief Financial Officer

Sherman Hayes, MBA
Chief Information Officer

Rachel Baikitis, MBA
Vice President, Quality Assurance

Diana Martinez, MBA
Chief Human Resource Officer

Eric Evans, MA
Vice President, Business Development

GEMINUS

William Trowbridge, DHA, JD, MBA
CEO

Sonia Magallon, MS
President

Karen Carradine, EdD
Vice President, Early Childhood Services

Nicholas Neal, MS
Vice President, Community Services

Amanda Morrison, MS
Director, Prevention Services

LAKE PARK RESIDENTIAL CARE

William Trowbridge, DHA, JD, MBA
President / CEO

Joelynn Miller-Johnson, MBA
Administrator

REGIONAL HEALTH SYSTEMS

William Trowbridge, DHA, JD, MBA
President / CEO

Kobie Douglas, MD
Chief Medical Officer

Sonia Magallon, MS
Chief Operating Officer

Angela Comsa, MSW, LCSW
*Chief Clinical Officer & Vice President,
Community Mental Health Services*

Amy Lopez, MBA
*Executive Director, Health Clinic &
Vice President, Primary Care*

Steve Runyon, RN, BS
Chief Nursing Officer

Rujuta Gandhi, MD
Primary Care Medical Director