



"Some old-fashioned things like fresh air and sunshine are hard to beat. In our mad rush for progress and modern improvements, let's be sure we take along with us all the old-fashioned things worthwhile."

### Laura Ingalls Wilder

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The Norton Regional Health Foundation is a 501(c)(3) nonprofit organization that focuses on the importance of rural health and health care. The Foundation's mission is "to support the enhancement of quality health care for the residents of Norton County and surrounding counties by securing gifts and contributions for the support of the mission of Norton County Hospital."

This report was written, designed and produced by Katie Allen, Foundation Executive Director.

## **Our Foundation**

The Norton Regional Health Foundation, started in 2016, desires to support projects of Norton County Hospital, Norton Medical Clinic and community health initiatives. Our hospital is a 25-bed critical access hospital and Level IV trauma center, and along with the clinic, provides medical services for residents of Norton County and surrounding northwest Kansas and southwest Nebraska communities. We have 120 skilled employees to assist our medical providers in all levels of inpatient care, a full range of outpatient ancillary services and several visiting physician specialty clinics (with more specialists being added on a regular basis).

Because of the many services the hospital and clinic continue to provide as they evolve to meet more demands for health care, patients have the convenience of staying close to home to receive they care they need, which also positively benefits the local economy. The hospital's roots trace back to the early 1900s, but it has been named Norton County Hospital since 1945.

Fast forward to 2019, a big year for implementing a new hospital strategic plan and vision, mission and values statements. This work began in 2018, when the hospital conducted its Community Health Needs Assessment, a required survey of local citizens to understand their health-related needs. This assessment, which was funded by the Foundation, and staff input led to the development of the hospital's three-year strategic plan at the end of 2018. While hospital staff worked throughout 2019 on strategic planning goals, community members were brought back into the picture through public meetings hosted quarterly by the hospital to educate on the current status of local health care and allow administration to answer questions. Those meetings began in April 2019, and a second meeting was hosted in October 2019. More meetings will take place in 2020.

The Foundation aligns with the new vision, mission and values statements created in June 2019 for Norton County Hospital. These include the following:

- **Vision:** Norton County and the surrounding region thrives with access to well-resourced, sustainable, high-quality health care.
- **Mission:** Norton County Hospital meets the evolving health care needs of our region and provides an exceptional staff and patient experience to empower health and wellness at any stage of life.
  - · Values: We value...
- 1. A high regard and respect for every aspect of the Hospital. (Don't trash the Hospital or each other.)
- 2. Compassionate care for all who cross our threshold. (Help, don't judge.)
- 3. Every person taking responsibility for his/her actions. (Don't be a jerk.)
- 4. Modeling health and wellness. (Take care of yourself.)
- 5. Seeking to understand. (Get the facts.)
- 6. Data-driven decision-making. (Do your homework.)

Federal legislation requires all 501(c)(3) hospitals to conduct a periodic community health care needs assessment, as well as devise an implementation strategy to address high-priority needs. This process happens every three years, which means we are already gearing up to begin again in 2021. Check out the Norton County Hospital website for more information: http://www.ntcohosp.com/our\_story/community\_health\_needs.html

Many hospitals have foundations in place to help raise funds to support a variety of projects, such as needs assessment work and other projects outlined in this annual report. Gifts to the Norton Regional Health Foundation can be used for many purposes and needs. The Foundation wishes to grow its assets so that it can always be here to provide funds to support local health care when needed. It also knows that healthy living is necessary outside of the Norton County Hospital facilities and wishes to make healthy communities a priority. The Foundation hopes to help keep the Norton region economically sound by allowing for high-quality health care services for current and future generations!

## Our Foundation



The 2019 Norton Regional Health Foundation Board of Directors pictured (front row, from left) Jill Edgett, Secretary/Treasurer; Jennifer Miller; Karen Griffiths; (back row, from left) Terry Nelson, Vice Chair; Dennis Gilhousen, Chair; Shad Chandler; and Chris Tanner.

## What benefits do being a 501(c)(3) offer my nonprofit and its contributors?

Primary benefits of being tax-exempt under Internal Revenue Code Section 501(c)(3) include, for example:

- *Donor Development*. We have the ability to accept contributions that are tax-deductible to the donor. Like many other nonprofit organizations, the Norton Regional Health Foundation promptly sends donors thank you letters and tax receipts for their contributions. This allows for continued donor development; knowing our donors means they are more apt to learn about our current and future projects and perhaps donate routinely.
- Financial. Such 501(c)(3) exemptions include federal and/or state corporate income taxes. The Foundation has the ability to apply for grants and other public or private allocations available only to IRS-recognized, 501(c) (3) organizations (making dollars go farther!). It also has the ability to create and direct its own Investment Policy to maximize the return on invested assets while minimizing risk and expenses. This is done through prudent investing and planning, as well as through the maintenance of a diversified portfolio. It's important to note that gifts can match the donor's passion and interest and be earmarked for a certain department or cause.
- *Recognition & Support.* There is a sense of public legitimacy of and trust in an IRS 501(c)(3) recognition.

Our Foundation supports the stability and enhancement of health and health care in the Norton region. The Foundation processes requests in two ways to balance today's financial support and financial growth for the future: (1) Requests for Support Form and Policy and (2) Identified capital improvement project(s). Requests for Support are for those expenses that are not part of the capital budget. This would include, for example, unplanned items of need that arise and were not part of the budgeting process (such as projects noted on pp. 8-9). The Foundation Board, with recommendations from NCH administration, can decide on its fundraising projects that may be in the capital budget (such as a new CT Scanner and other identified major equipment purchases). - Contributing Source: The Foundation Group

The Norton County Hospital & Norton Regional Health Foundation create a <u>united working team!</u>

"Teamwork is the ability to work together toward a common vision...the ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results." — Andrew Carnegie

## **Executive Director Letter**

#### Dear Foundation Friends:

The school bus pulled into the driveway around 6:50 a.m. and again at 4:10 p.m. My younger siblings and I were among the first students on the bus and the last to get off each day. We were the "country kids," and we wore that label proudly. One particular winter afternoon during my freshman year of high school, the bus driver let us out at the end of the driveway like any normal day. However, I soon learned that the day was far from ordinary.

The farm always had certain sights and smells that triggered the senses. It's normal to see calves running tail-up through the pasture, hear pigs opening and closing their feeders, smell the wet grass beneath your feet and feel the cool, crisp wind hit your face. It's the things we get so accustomed to that we don't really notice them...until they aren't there. This particular day was too quiet, too still. I decided I needed to go to the barn to investigate.

When I arrived, I realized that one of our ewes had given birth to twin lambs that had fallen far back under the feed bunk. The mama couldn't reach her babies, and she needed our help. The lambs were wet, cold and barely alive. My brother and I carefully crawled under the bunk to retrieve them. I called ahead to my sisters to get towels ready in the kitchen. We brought the lambs inside, dried them and rubbed the life back into them. When my dad got



home from work less than 30 minutes later, he was proud of our "animal rescue" team. That's what we called ourselves. I have tons of "animal rescue" stories from the farm, but this is one memory we often talk about in my family. And yes, those lambs survived and eventually became 4-H show lambs that following summer.

Rural life, simply put, is just awesome. I grew up in a small town – Marceline, Missouri – which is a lot like Norton. My photo was taken on my family farm, where nothing brings a bigger smile to my face! It's neat to live in a small community where neighbors are committed to caring for neighbors. It's fun to watch kids grow up learning how to be friendly, kind, responsible and hard-working. It's great to leave the city limits to take in nature at its finest and be able to look up at shining stars in a clear night sky. It's rewarding to see collaboration at work when many people and groups from a small community come together to solve challenging problems.

Indeed, a sense of pride exudes from those of us who enjoy rural living, and I wouldn't trade this life for anything. One way of protecting it for the future is ensuring that high-quality health care access is always available. The Norton Regional Health Foundation, and its Board of Directors, have allowed for much progress to happen for local health care in 2019. That progress is detailed throughout this report, but in summary:

- The Foundation awarded \$7,000 in scholarships to nursing students to support their education and future careers.
- The Foundation contributed \$38,500 in cash and gifts-in-kind for physician recruitment.
- The Foundation made numerous equipment purchases to benefit patients and staff at Norton County Hospital. For example, a new 800 MHz radio and decontamination supplies for just more than \$3,000 will be used in emergency situations; and a new Trilogy BiPAP/CPAP ventilation system for the Respiratory Therapy department is already helping patients in respiratory distress. The total cost of this machine was nearly \$12,000, and the Hospital and Foundation each contributed half of the cost.
- The Foundation, with its collaborator Live Well Norton, helped support the development of a new natural trail, the Cottonwood Trail, near Elmwood Park in Norton; it purchased tools to maintain the trail and lunch for volunteer workers. It also funded for a second year the summer meal program Norton Kids' Café so children ages 18 years and younger had access to free meals while school was not in session.

Undoubtedly, there is more work to do. The work takes us all, rubbing life into our corner of rural America. To maintain a sense of wonder and relish the rural lifestyle, we need to continue seeking positive health care outcomes and financially supporting our local hospital and clinic. We all have reason to be proud of our rural roots; let's protect and nurture these roots so future generations can take hold in the same soil.

In faith,

Katie Allen

## Investing in Our Future

## Foundation nursing scholarships support the future of local health care



The Norton Regional Health Foundation awarded scholarships to students pursuing advanced degrees in the medical field for the Summer 2019, Fall 2019 and Spring 2020 semesters.

#### Summer 2019 recipients (pictured above):

Nicholas Peterson, Norton, awarded a \$1,000 scholarship from the Warren and Jean White Nursing Scholarship Fund; Nicholas is an RN and is continuing courses to graduate with a Bachelor of Science in Nursing degree from Fort Hays State University.

Stefanie Dodd, Norton, awarded a \$1,000 scholarship from the George Jones Nursing Scholarship Fund; Stefanie is an RN and nursing instructor and is working on completing her Bachelor of Science in Nursing degree from Ottawa University.

Fall 2019 recipients (pictured below):

Matt Rushton, Norton, awarded a \$1,000 scholarship from the Warren and Jean White Nursing Scholarship Fund; Matt is in the practical nursing program at Colby Community College, Norton campus. He currently works as an Advanced Emergency Medical Technician for Norton County EMS.

Alyssa DeBoer, Prairie View, awarded a \$1,000 scholarship from the George Jones Nursing Scholarship Fund; Alyssa is working on her Bachelor of Science in Nursing degree at Fort Hays State University. She served as an intern at Norton County Hospital through the Nex-Generation program in the summer of 2019.

Amber Graber, Norton, awarded a \$1,000 scholarship from the George Jones Nursing Scholarship Fund; Amber is taking college courses at Colby Community College to become an RN. She has worked at Norton County Hospital.

## Spring 2020 recipient (pictured at right):

Baylee Miller, Norton, awarded a \$1,000 scholarship from the George Jones Nursing Scholarship Fund and a \$1,000 scholarship from the Warren and Jean White Nursing Scholarship Fund; Baylee is working toward her registered nursing degree at Manhattan Area Technical College.









## Staff advocate a RURAL way of life

### Physician recruitment efforts enhanced

In October 2019, Norton County Hospital extended its gratitude to three community partners that helped financially support physician recruitment efforts. Partners included the Norton County Community Foundation, Norton City/County Economic Development and the Norton Regional Health Foundation, with each entity contributing \$15,000 to the hospital for a total of \$45,000 to offset recruitment expenses incurred. These gifts, which were presented to the hospital in the fall of 2019, show a strong overall community commitment to the hospital and its sustainability for the future.

Norton County Hospital CEO Gina Frack said that recruitment efforts are always ongoing as the hospital works to meet the health care needs of Norton County communities and the surrounding region. These efforts are necessary, but they are costly in time and financial resources. A few examples of recruitment expenses have included recruiter fees, physician onsite visits, legal fees, staff travel to career fairs and recruiting events, and the use of locum – or temporary – provider coverage while awaiting the arrival of more permanent physicians.

The result of these efforts over the past 18 months is extremely positive; the hospital was able to announce in August 2019 that three family practice and obstetrics physicians have signed contracts and will begin employment at Norton County Hospital on Sept. 1, 2020. These new physicians (pictured at right) – Dr. Josh Gaede, Dr. Miranda McKellar and Dr. Theresia Neill – will join the hospital's current provider team.

"It is with great appreciation that we accept the generous donation made by each of these entities toward the recruitment efforts of Norton County Hospital," Frack said. "As we brought potential physician recruits into the community, we always spoke of community support for them. This act of financial giving from diverse entities toward the recruitment process validated what we expressed to potential candidates in words."

Frack added that as the hospital moves forward, it will have numerous needs yet to address. Specifically, when the three new physicians begin working in 2020, the plan is to add more advanced practice providers to the medical team to help with Emergency department coverage. Securing great staff in all departments, not just providers, is essential for the hospital to achieve its mission of empowering health and wellness.

"We are also already looking at our equipment needs to support new services and/or procedures by these three new physicians, as well as updating some current equipment," Frack said. "Blending the needs of our current providers and the new physicians is important. Facility updates are also necessary for regulatory compliance, safety for both patients and staff, and to allow NCH to expand services."

The Norton County Community Foundation was established in 1994 for the purpose of supporting local charitable activities in Norton County through endowments. Its mission states that it is "dedicated to serving today for tomorrow, to make our community a better place in which to live."

Norton City/County Economic Development is a countywide partnership dedicated to enhancing the economic strength of the county, primarily focusing on the areas of workforce and entrepreneurial development, recruitment, retention, training to support local businesses and improving the quality of life for all of Norton County.

The Norton Regional Health Foundation is a nonprofit organization that started in 2016 with a mission "to support the enhancement of quality health care for the residents of Norton County and surrounding counties." Katie Allen, executive director, said the Norton Regional Health Foundation was pleased help with recruitment efforts. It provided another \$23,500 in in-kind and direct cash support for physician recruitment in 2019, so with this additional gift, it contributed \$38,500 total in 2019 for recruitment. This shows a strong commitment of the board members and donors in ensuring these efforts continue to be successful. *Read new physician bios on pp.12-13.* 







## **Investing in Better Care**

## Foundation purchases radio and decontamination supplies for hospital

In April 2019, the Norton Regional Health Foundation purchased a new 800 MHz radio and decontamination supplies for just more than \$3,000 to be used for situations involving a disaster or any other preparation procedures at Norton County Hospital. Decontamination supplies must be replaced often for safety purposes. The new radio will enhance situational awareness and communication among community members and staff to make educated and timely decisions in a time of disaster.

Julia Thompson, BSN, RN, is the emergency preparedness and safety coordinator at Norton County Hospital. She said that the decontamination supplies included chemical-resistant gloves, hazmat over boots, PAPR (powered air purifying respirator) hoods and filters, which are a few of the incredibly crucial components of the hospital decontamination team's gear.

"Having up-to-date decontamination gear provides needed protection for hospital staff so they may administer appropriate and timely care to the decontaminated patient," Thompson said.

In a critical access hospital or any other hospital, it is essential to have decontamination supplies, she added. There are many hazardous materials that go in and out of communities at all times of the day. The need for tools within local health care facilities to care for the possible victims is crucial, as other resources could be hours away.

"The 800 MHz radio is an essential external communication tool for Norton County Hospital in times of crisis when communication is vital," Thompson said. "It also provides a means for continuous situational awareness for hospital administration on a daily basis. Critical access hospitals such as ours require multiple methods of this communication, both inside and outside of the community to coordinate assistance and relief as quickly as possible. Without multiple sources, victims could remain in danger for a longer period of time, which could lead to more casualties. Many thanks to the Norton Regional Health Foundation for funding these products."

"The Norton Regional Health Foundation is proud to support the Norton County Hospital emergency preparedness program to make sure it has up-to-date and necessary supplies if an emergency were to occur in our area," said Katie Allen, executive director. "It allows staff and the community to find comfort in knowing we are ready to treat patients and save lives in these situations."



Allen said the foundation is grateful to donors for their generous, tax-deductible contributions. These contributions allow for healthier local communities.

Pictured above: Julia Thompson, BSN, RN, (left) assists Sherry White, CNA, (right) with putting on gloves over her decontamination gear. The gloves, hazmat over boots, PAPR hood and filter were recently purchased for Norton County Hospital by the Norton Regional Health Foundation. This equipment would be used to protect staff against potential hazardous materials.

Pictured at right: Gina Frack, Norton County Hospital CEO, listens in on a radio alert. The 800 MHz radio was purchased by the Norton Regional Health Foundation, The use of this radio would improve situational awareness and communication during a disaster.



### Equipment strengthens RURAL health care

## Foundation and hospital team up for respiratory therapy upgrade

In the summer of 2019, the Norton Regional Health Foundation assisted in the purchase of a new Trilogy BiPAP/CPAP ventilation system for the Norton County Hospital Respiratory Therapy department. The total cost of the machine was nearly \$12,000, and it was funded by both the Hospital and the Foundation each contributing half of the

Kayla Broeckelman, cardiopulmonary/ respiratory therapy director at Norton County Hospital (pictured at right), said the main objective in getting the new machine was to improve patient safety and quality of care. Patients who come to Norton County Hospital with varying degrees of respiratory distress would benefit from this new machine. It can provide noninvasive breathing assistance or invasive ventilation assistance for those patients who need to be intubated.

"I am very grateful to the Hospital and Foundation for helping to make the purchase of the Trilogy possible," Broeckelman said. "This new machine is very versatile, which makes it the perfect piece of equipment to meet the needs of rural health care."

The Foundation has made numerous equipment purchases in the past two years to benefit patients and staff at Norton County Hospital. For example, in early 2018, the Foundation purchased a new fetal heart monitor for more than \$22,000 that allowed better mobility for laboring mothers. In early 2019, the Foundation purchased a new set of



surgical instruments for nearly \$11,000 to reduce turnaround time between surgical procedures, as well as a new 800 MHz radio and decontamination supplies for just more than \$3,000 to be used in disaster situations. These items were purchased based on an internal application process in which the department supervisors formally requested funds from the Foundation.

"I applaud Kayla for identifying ways to improve patient care, and this new machine is already being used to help save lives," said Katie Allen, executive director. "The Foundation is committed to helping Norton County Hospital, and we appreciate all of our donors for allowing us to continue funding necessary projects such as this new machine."

## **Strengthening Community Health**

The Norton Regional Health Foundation believes in the value of health care and healthy communities.



A community health collaborator

is Live Well Norton, a volunteer-driven coalition with a focus on sustainable community wellness projects. Live Well Norton members include Gina Frack, Karen Griffiths, Bill Johnson, Chad Manning, Rita Speer and Leslie Pfannenstiel. Examples of the work between Live Well Norton and the Foundation are included in the next two pages of this report.

Kicks on the Bricks (Community Health Day April 6, 2019)

This event will take place again on March 14, 2020!

It encourages people to be physically active as part of overall health.

















## **Strengthening Community Health**

### Kids' Cafe feeds children through the summer

According to the 2019 County Health Rankings, published by the Robert Wood Johnson Foundation, 16 percent of children in Norton County, Kansas, lives in poverty, which is just higher than the state of Kansas at 15 percent. Other data from the Annie E. Casey Foundation shows that in Norton County, nearly half of all students (48.27 percent) in 2017 qualified for free or reduced-price lunch.

It's no secret that poverty can relate to hunger. Often, families with limited resources must pay less-flexible expenses such as rent and utilities before purchasing food. Food purchases that are made may be less-expensive, less-healthy options rather than nutrient-rich fruits, vegetables, whole grains and milk. If families are living in poverty, they may not be able to buy adequate food without outside assistance, and this concern is even greater during the summer. In fact, low-income families spend an average of \$300 more on groceries each month during summer, as children do not have access to meals they receive during a typical school day.

Norton Kids' Cafe helped alleviate childhood hunger with a summer meal program in Norton County for the second straight year in 2019. The Kids' Cafe Committee was assisted by Live Well Norton and the Norton Regional Health Foundation to run the program from June 3 through Aug. 9. Thankfully, the Norton County Community Foundation provided a \$1,000 grant to fund various program expenses in 2019.

The meal site was the Norton First United Methodist Church, and the meals were provided at no cost to the host site by the Kansas Food Bank. Jamboree Foods in Norton supplied additional fresh, healthy snack options to supplement the meals as well. Sunshine Learning Center sent its staff to supervise the daycare kids when they came to eat meals (typically once per week). Other community organizations sent volunteers to serve the meals each day and included the Church of God, First United Methodist Church, KQNK Radio, Lions Club, Mid-Century Club, Norton County Community Foundation, Rotary Club, Solutions North Bank, Norton County Hospital/Norton Medical Clinic, Norton Police Department and USD 211. Many individuals also helped serve meals; volunteerism is at the heart of Kids' Cafe work!

The mission statement of Kids' Cafe is to "provide nutritious food in Norton County to any youngsters, age 18 years and younger." Kids' Cafe has the following objectives to carry out the mission:

- 1. Offer an onsite summer meal program at the Norton First United Methodist Church.
- 2. Utilize the Kansas Food Bank as the sponsor by offering shelf-stable foods.
- 3. Assure that the program has trained site managers and an adequate number of volunteers.
- 4. Treat youngsters at Kids' Café as valued individuals.
- 5. Offer adult guidance to model and reinforce appropriate meal-time behaviors.
- 6. Use opportunities that may arise to enhance the children's understanding and appreciation of the greater world around them.

In 2018, 460 meals were served over 49 days, with an average of 9 kids attending each day. Kids' Cafe for summer 2019 reached more children compared to 2018. In 2019, 735 meals were served over 49 days, with an average of 15 kids/day attending each day. Kids' Cafe was shown to be a safe, fun place for children to get a meal during the summer. Kids were given prizes in their lunches some days and were allowed books to read and games to play; many of these supplies can be held over for the program in 2020. The children also enjoyed socializing with one another and with the adult volunteers. Parents would sometimes bring their children, sit in on the meal time and socialize as well. Volunteers truly felt they were "fueling kids with summer energy" and making a positive impact on community health.



## Providing a Warm Welcome







#### Learn about Dr. Gaede, Dr. McKellar and Dr. Neill

#### Dr. Joshua Gaede

Joshua Gaede, MD, is a native of northwest Kansas, as he was born and raised on a farm and cattle ranch outside of Hoxie. Dr. Gaede said he learned from an early age that hard work and determination are the main traits necessary to succeed in life. This upbringing also ingrained in him a passion for rural living that has driven him to his current role as a family medicine physician.

Dr. Gaede's adult life started with a four-year jaunt as a collegiate athlete. He ultimately graduated with a degree in comprehensive chemistry with an emphasis in biochemistry from the University of Nebraska Kearney. From there, his passion for the rural way of life and rural medicine came together as he attended the University of Kansas School of Medicine, Salina campus.

Following medical school, Dr. Gaede went on to become a resident in the Cox Family Medicine Residency program in Springfield, Missouri. He is currently in his last year of residency, to be completed in summer 2020.

"I am excited to continue my career back in my old stomping grounds of northwest Kansas," Dr. Gaede said.

Dr. Gaede, along with his wife, Kim, will be making the move to Norton with their two children. Dr. Gaede said spending time with his family is at the top of the list of things he enjoys in his free time, but he also enjoys working out – especially weight training, woodworking, playing the piano, playing any kind of sport, and last but certainly not least, brewing beer. *The Gaede family is pictured at left.* 

#### Dr. Miranda McKellar

Miranda McKellar, MD, is originally from Sycamore, Kansas, which is located in the southeastern part of the state. She graduated as valedictorian from Neodesha High School in 2009. During high school, Dr. McKellar began working for a rural family physician, Dr. Bert Chronister, in Neodesha. This started her passion for full-scope family medicine that includes working with babies to those patients at end of life.

Following high school, Dr. McKellar attended the University of Kansas, where she cheered on the Jayhawks as she received her bachelor's degree in genetics. During her undergraduate career, Dr. McKellar continued to pursue her interest in rural family medicine by participating in the Scholars in Rural Health program. This program allowed her to spend more than 200 hours shadowing Dr. Chronister and learning the inter-workings of a rural family medicine practice.

Through the Scholars in Rural Health program, Dr. McKellar was accepted to the University of Kansas School of Medicine, Salina campus. She subsequently stayed in Salina at the Smoky Hill Family Medicine Residency program to finish her medical education and training, and she will complete her final year of residency in summer 2020.

While in residency, Dr. McKellar discovered a passion for women's health, full-scope obstetric care, diabetes management and wound care. She also enjoys procedural medicine both in the clinic and in the operating room. She plans to bring her medical passions to Norton County Hospital to help patients.

"I had the pleasure of attending medical school in Salina with two individuals who would come to be great friends and eventual colleagues, Dr. Neill and Dr. Gaede," Dr. McKellar said. "After a visit to the hospital and tour of the town, it was evident that Norton is a great place to raise a family, be involved in the community and be a part of expanding the medical services at NCH." *Continued on p. 13* 

## **Providing a Warm Welcome**

New physician bios from p. 12

In her spare time, Dr. McKellar enjoys spending time with family, including her four pets (three cats named Doris, Ethel and Bobbi, and one dog named Minnie), spending time outdoors, hiking, fishing, hunting and photography. Dr. McKellar, her husband lan, and their rambunctious son, Sawyer, said they are elated to be joining the community of Norton. *The McKellar family is pictured at center.* 

#### Dr. Theresia Neill

Theresia Neill, MD, grew up on a dairy farm near Severy, Kansas, which is straight east of Wichita in Greenwood County. She graduated from Butler Community College, then cheered on the Wildcats while receiving a dual bachelor's degree from Kansas State University in human nutrition and kinesiology, with a secondary major in gerontology.

She obtained her medical degree at the University of Kansas School of Medicine in Salina, where she currently lives with her husband, Tate, while completing her residency through the Smoky Hill Family Medicine Residency program. She will complete her residency in summer 2020. Dr. Neill's primary medical interests are women and children's health, as well as obstetrics.

In her spare time, Dr. Neill said she enjoys doing many house and yard projects (much to her husband's dismay), cooking and baking, cycling, traveling and spending time in the Colorado outdoors with her sister.

She and Tate have two dogs, Lucy and Leo, and a cat, Boots, who provide a constant source of entertainment. Dr. Neill said her greatest goal is to be able to keep up with the daily sweeping from the hair off of her Labrador Retriever. The Neills recently welcomed a baby girl. The couple looks forward to putting down roots in Norton.

"We are looking forward to moving back to a rural community to raise our family and allow me to practice full-scope family medicine," Dr. Neill said. *The Neill family is pictured at right.* 

Norton County Hospital, Norton Medical Clinic and the Norton Regional Health Foundation are thrilled to officially welcome Dr. Gaede, Dr. McKellar, and Dr. Neill, who will join Dr. Glenda Maurer; Gary Hembd, CRNA; Kristin Vogel, PA-C; and Jonna Inman, APRN, on the medical team Sept. 1, 2020.

#### How YOU can make a difference

With the addition of new physicians, Norton County Hospital is examining its facility and equipment needs to enhance the Labor and Delivery department, among other service lines. Staff are also taking on additional training and education to prepare for OB services. Other projects are in need of funding to improve patient care, such as:

- · New beds (Most of the current beds are more than 15 years old and need replaced with modern technologies.)
- · Equipment in Radiology, Lab and Rehabilitation
- Facility-wide updates for nearly every department, particularly Surgery and Dietary

#### Every gift of every size matters! There are many ways to make an impact.

The Norton Regional Health Foundation accepts tax-deductible gifts in various formats. These might include:

- · Memorials · Gifts made as a tribute to a loved one · Stocks · Commodities · Real Estate
- · Life Insurance · Estate Plans · Retirement Plans · Other Assets/Planned Giving · Gifts-In-Kind
- · Giving Through a Business (Many gifts may be deferred or pledged and spread out over a set period of time.)

AmazonSmile opportunity: Choose the Norton Regional Health Foundation as your charity of choice through AmazonSmile, and shop Amazon as normal. Amazon will donate 0.5% of the price of your eligible purchases to the Foundation.

<u>Giving Assistant opportunity:</u> Every day, Giving Assistant shoppers earn cash back on their purchases at popular online retailers, and then they donate a percentage of those earnings to organizations like the Norton Regional Health Foundation. Donating is hassle-free, because Giving Assistant facilitates the whole process. Join Giving Assistant to start donating.

<u>Donate online</u>: If you would like to make a donation online using your credit card or PayPal account, you can do so by visiting <u>www.ntcohosp.com</u> and clicking the Foundation tab. Once on the Foundation's page, please click the "Donate" button, and enter your information. If you have any questions, contact Katie Allen at 785-877-3351.

## Donors: Making it possible

Developing and maintaining excellence in the Norton Regional Health Foundation's efforts can be credited to private gift support and grant funding. This list recognizes private gift supporters from Jan. 1, 2019 through Dec. 31, 2019. The Norton Regional Health Foundation extends its sincere appreciation to the following individuals, businesses and organizations:

#### Legacy Society Donor

(\$50,000 +)

Rick and Kandis Turner, Holdrege, NE

R.W. and Doris Yeager, Norton

#### Visionary Level

(\$25,000 - \$49,999)

#### Leader Level

(\$10,000 - \$24,999)

Terry and Marcia Nelson, Almena

#### **Builder Level**

(\$5,000 - \$9,999)

#### Patron Level

(\$2,500 - \$4,999)

#### Pacesetter Level

(\$1,000-\$2,499)

Doug and Karen Griffiths, Norton

Brock and Jennifer Miller. Norton

Robert and Rita Speer, Norton

#### Sustainer Level

(\$500-\$999)

Dr. Lamont and Pam Shirk, Norton

#### Partner Level

(\$250-\$499)

Katie Allen, Norton

Russ and Gina Frack, Norton Christen Skrdlant, Norton

#### Sponsor Level

(\$100-\$249)

Mitch and Roxanne Bartels, Phillipsburg

Reva Benien, Norton

Tom and Jill Edgett, Edmond

Rose Garrison, Norton

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Mitch and Shannan Hempler, Norton

Sean and Monica Kats. Lenora

Ray and Ruth Mizell, Norton Chris Tanner, Norton

#### Friend Level

(\$1-\$99)

Tyrel and Klare Bliss, Almena

Todd and Mary Boller, Norton

Richard and Mary Beth Boyd, Norton

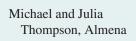
Sonya Cap, Penokee

Jeanette Haskett, Plainville

Marcus and Tamra Kemper, Logan

Beverly Klein, Norton

Beverly Kindler, Norton



Jean Ann Wilson, Almena

The following Businesses/ Organizations also contributed at the following levels in 2019:

#### Legacy Society Donor

(\$50,000 +)

#### Trailblazer Level

(\$25,000 - \$49,999)

#### **Executive Level**

(\$10,000 - \$24,999)

#### Director Level

(\$5,000 - \$9,999)

First State Bank

#### Associate Level

(\$1,000 - \$4,999)

Nex-Tech

Valley Hope

#### Investor Level

(\$250 - \$999)

Keller Leopold Insurance

Almena State Bank

#### Advocate Level

(\$249 and less)

Notes and Disclaimer: Donor recognition levels include contributions from cash and gift-in-kind donations. Donor recognition is not a validation of amount claimed by donor for income tax charitable deduction purposes. Receipts are sent to donors when the gift is made. We appreciate this generous support of the Norton Regional Health Foundation, and we want to recognize donors accordingly with 100 percent accuracy. If there is an error, please contact the Foundation at 785-877-3351.

## Planning Ahead

The Norton Regional Health Foundation appreciates all donor support, as we can join together to help Norton County Hospital and Norton Medical Clinic provide better health care. Some goals for 2020 are included below.

#### **Projects:**

- Physician recruitment was a main focus in 2019. In 2020, the Foundation would like to turn its efforts toward staff recruitment at Norton County Hospital and Norton Medical Clinic. We need more scholarships for students pursuing other areas of medicine, particularly those who will work in ancillary services (Radiology, Lab, etc.). The hospital always seems to have openings for candidates with that education and skillset. We need assistance programs such as these for both recruitment and retention of skilled workers.
- Continue to raise funds to support equipment purchases such as a new CT scanner, among other equipment needs in our Radiology department.
- Develop and enhance health-related projects within Norton County Hospital and our communities. This could include, for example: more projects related to trails



(providing opportunities for easy access to physical activity), continuing Norton Kids' Café (enhancing nutrition access to our youth), and continuing Treats for Troops so leftover Halloween candy can be sent to our military members (this program is growing each year; it reduces sugar intake while giving back). Norton County Hospital's Wellness Committee developed and passed a tobacco-free workplace policy in 2019, and this group will work on ways to enhance physical activity in 2020 with the help of WorkWell KS and collaboration with Norton Regional Health Foundation and Live Well Norton efforts.

#### **Development:**

- Grow our own donors. This means asking our staff and board members to make more of an effort to show our community that we care enough about the hospital to give ourselves! In 2019, the Foundation hosted a "Dollar Drive" among staff and board members; this drive prompted them to donate a "stretch gift" (e.g., forgo a vending machine item (\$1), cup of coffee (\$5), lunch (\$10) or another amount to show support). This will be another project to grow in 2020, in addition to implementing a payroll-deduct employee giving option in the future as well.
- Formalize grateful patient and planned giving programs. This was a recommendation from Lorri Adams, CEO of Solutions 4 Fundraising, who completed a Charitable Revenue Assessment for the Foundation in July 2019. She also recommended changes and additions that could help the Foundation in the long-term, and many of those recommendations are already being implemented.
- Continue to offer free educational seminars with Norton County Hospital. In the past, these have primarily focused on improving health and understanding health-related programs, such as Medicare and health insurance. A new event in 2019 was an open house hosted in December that allowed visitors to learn about various hospital departments and have treats with Santa and Mrs. Claus! More events like these will occur in 2020.
- Continue to seek external grant sources that align with the Foundation's mission and goals, as well as the mission and goals of Norton County Hospital; continue to grow the Foundation's donor base. Of the 2019 donors, half of the donors were repeat donors, while the other half were new donors.

#### Finance:

- Serve as good stewards of the funds donated to the Foundation by investing, growing assets and considering how gifts can go on in perpetuity through endowment programs. In 2019, investments showed a nearly 28 percent average return on unrestricted accounts and an 11 percent average return on restricted accounts (scholarship funds).
- · Ensure the Foundation builds and remains a sustainable source of funding for health and health care projects.
- Allow for donor's wishes to be part of the gift stewardship process.

#### NORTON REGIONAL HEALTH FOUNDATION, INC.

NORTON, KANSAS
ACCOUNTANT'S COMPILATION REPORT WITH FINANCIAL STATEMENTS AND SELECTED INFORMATION
FOR THE FISCAL YEAR TO DATE ENDING DECEMBER 31, 2019

MAPES & MILLER LLP
CERTIFIED PUBLIC ACCOUNTANTS
NORTON, KANSAS



#### **Certified Public Accountants**

418 E. Holme, Norton, KS 67654-1412 Phone: 785-877-5833 Email: mmcpas@ruraltel.net

Members of the American Institute of Certified Public Accountants and the Kansas Society of Certified Public Accountants

JOHN D. MAPES, CPA, CHTD DENIS W. MILLER, CPA, PA THOMAS B. CARPENTER, CPA, PA DON E. TILTON, CPA, PA BRIAN S. THOMPSON, CPA, PA REBECCA A. LIX, CPA, PA STEPHANIE M. HEIER, CPA, PA

#### Accountant's Compilation Report

Norton Regional Health Foundation, Inc. Norton, KS 67654

Management is responsible for the accompanying financial statements of Norton Regional Health Foundation, Inc. (a non-profit corporation) which comprise the statement of assets, liabilities, and net assets-cash basis as of December 31, 2019, and the related statement of revenues and changes in net assets-cash basis for the fiscal year then ending, and the related statement of functional expenses-cash basis for the fiscal year then ending, and for determining that the cash basis of accounting is an acceptable financial reporting framework. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on these financial statements.

The financial statements are prepared in accordance with the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Management has elected to omit substantially all of the disclosures ordinarily included in financial statements prepared in accordance with the cash basis of accounting. If the omitted disclosures were included in the financial statements, they might influence the user's conclusions about the Foundation's assets, liabilities, net assets, revenues, and expenses. Accordingly, the financial statements are not designed for those who are not informed about such matters.

Mapes & Miller LLP

Norton, Kansas January 22, 2020

## Norton Regional Health Foundation, Inc. Statement of Assets, Liabilities, and Net Assets-Cash Basis As of December 31, 2019

	Restricted	Unrestricted	Total
ASSETS			
Cash and Cash Equivalents			
First State Bank-Checking & Money Market	4,642.83	83,008.31	87,651.14
<b>Edward Jones-Money Market</b>	286.38	0.00	286.38
FC Stone-Bank Deposits	874.28	1,428.39	2,302.67
Securities America-Bank Deposits	0.00	2,130.50	2,130.50
Total Cash and Cash Equivalents	5,803.49	86,567.20	92,370.69
Investments			
Common Stock	30,086.41	105,638.67	135,725.08
Exchange Traded & Closed End Funds	41,257.87	47,491.02	88,748.89
Mutual Funds	87,438.22	52,891.24	140,329.46
Total Investments	158,782.50	206,020.93	364,803.43
TOTAL ASSETS	164,585.99	292,588.13	457,174.12
Liabilities and Net Assets			
Net Assets	169,696.23	320,735.54	490,431.77
Change in Net Assets	-5,110.24	-28,147.41	-33,257.65
Total Net Assets	164,585.99	292,588.13	457,174.12
TOTAL LIABILITIES & NET ASSETS	164,585.99	292,588.13	457,174.12

## Norton Regional Health Foundation, Inc. Statement of Revenue, Expenses, and Changes in Net Assets-Cash Basis For the Fiscal Year Ending December 31, 2019

	Restricted	Unrestricted	Total
Revenue			
Grants	1,000.00	0.00	1,000.00
Contributions	4,783.00	7,150.25	11,933.25
Investment Income			
Gain (Loss) on Sale of Securities	-2,132.89	159.44	-1,973.45
Dividends	6,249.44	5,299.19	11,548.63
Interest	3.28	863.81	867.09
Total Investment Income	4,119.83	6,322.44	10,442.27
Total Revenue	9,902.83	13,472.69	23,375.52
Expenses			
Program Expenses			
Community Healthcare Enhancement	13,674.16	35,223.40	48,897.56
Total Program Expenses	13,674.16	35,223.40	48,897.56
Support Services			
Management & General	1,338.91	6,396.70	7,735.61
Total Support Services	1,338.91	6,396.70	7,735.61
Total Expenses	15,013.07	41,620.10	56,633.17
ange in Net Assets	-5,110.24	-28,147.41	-33,257.65

### Norton Regional Health Foundation, Inc. Statement of Functional Expenses-Cash Basis

For the Fiscal Year Ending December 31, 2019

	Program Services	Supporting Services	
	Community Healthcare Enhancement	Management and General	Total
Operations			
Office Supplies	0.00	38.95	38.95
Total Operations	0.00	38.95	38.95
Fees			
Accounting Fees	0.00	2,321.00	2,321.00
Business Registration Fees	0.00	40.00	40.00
Consulting Fees	0.00	1,872.46	1,872.46
Legal Fees	0.00	0.00	0.00
Other Fees	0.00	261.50	261.50
Investment Fees	0.00	1,966.86	1,966.86
Foreign Tax Withheld	0.00	6.78	6.78
Total Fees	0.00	6,468.60	6,468.60
Community Relations			_
Advertising/Public Relations	0.00	435.10	435.10
Postage	19.60	21.25	40.85
Travel, Conf, Staff & Board Development	0.00	752.11	752.11
Total Community Relations	19.60	1,208.46	1,228.06
Special Projects			<u> </u>
Health Equipment/Infrastructure Improvements			
Hospital Equipment	19,773.77	0.00	19,773.77
Trails	400.65	0.00	400.65
Physician Recruitment	19,700.00	0.00	19,700.00
Scholarships	7,000.00	0.00	7,000.00
Supplies			
Community Health Needs Assessment	0.00	0.00	0.00
Kicks on the Bricks	449.63	0.00	449.63
Kids' Café	1,573.51	0.00	1,573.51
Total Special Projects	48,897.56	0.00	48,897.56
Total Expenses	48,917.16	7,716.01	56,633.17

#### Norton Regional Health Foundation, Inc.

## Selected Information-Substantially All Disclosures Ordinarily Required by the Cash Basis of Accounting Are Not Included

#### 1. Summary of Significant Accounting Policies

#### Nature of Activities

The Norton Regional Health Foundation, Inc., a non-profit corporation, was formed in 2016 under the laws of the State of Kansas. It is headquartered in Norton, Kansas. The mission of the Norton Regional Health Foundation, Inc., is to support the enhancement of quality healthcare for the residents of Norton County and the surrounding counties by securing gifts and contributions for the support of the mission of Norton County Hospital.

#### Basis of Accounting

The records of the Norton Regional Health Foundation, Inc. are maintained on the cash basis of accounting and the accompanying financial statements have been prepared on that basis. Revenues and expenses are recognized when incurred. Noncash transactions are not recognized. The cash basis of accounting differs from generally accepted accounting principles primarily because certain revenues are recognized when received rather than when earned and certain expenses are recognized when paid rather than when the obligation is incurred.

#### Contributions

Contributions received are recorded as unrestricted or restricted support, depending on the existence and/or nature of the donation restrictions.

#### Contributions-In-Kind

In-kind or non-cash contributions are not disclosed in the financial statements. The Foundation keeps a record of all in kind contributions, and accounts for in kind contributions at fair market value of the contributed nonfinancial gifts as prescribed in FASB *Accounting Standards Codification* 820. The Foundation received the following in kind contributions during the year ended December 31, 2019:

Donor	In-Kind Contribution	Fair Market Value
Terry Nelson	Private Physician Flights	\$12,000
First State Bank	Physician Recruitment Assistance	\$6,800

#### Cash and Cash Equivalents

For the purpose of the statement of assets, liabilities, and net assets-cash basis, the Norton Regional Health Foundation, Inc. defines cash as consisting of cash on hand, demand deposits, and money market accounts.

#### Investments

For the purpose of the statement of assets, liabilities, and net assets-cash basis, the Norton Regional Health Foundation, Inc. includes investments at their original cost basis.

#### Federal Income Taxes

The Norton Regional Health Foundation, Inc. is exempt from Federal income tax under provisions of Section 501(c)3 of the Internal Revenue Code.

#### 2. Restrictions on Net Assets

As described above, contributions are recorded as unrestricted or restricted support, depending on the existence and/or nature of the donation restrictions.

Restricted assets are available for the following purposes

Nursing Scholarships	\$161,139.46
Kids Café Program	\$1,078.49
Armory Drive Trail	\$120.43
Live Well Norton Projects	\$2,247.61
Total Restricted Net Assets	\$164.585.99

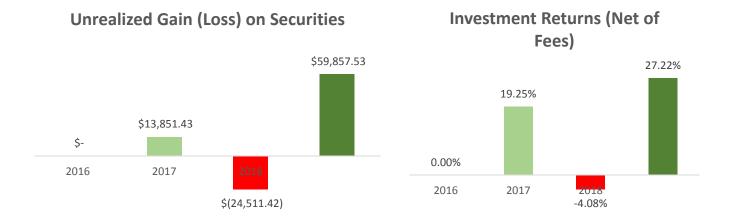
#### **Total Assets-Historical Cost**

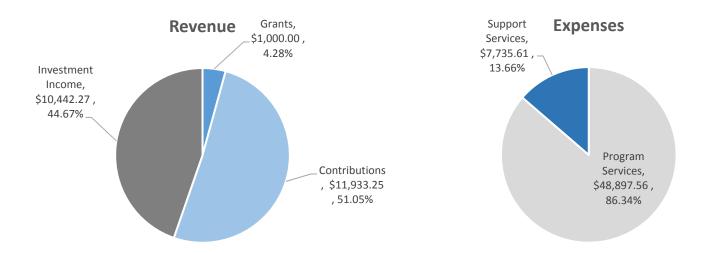
#### **Total Assets-Fair Market Value**



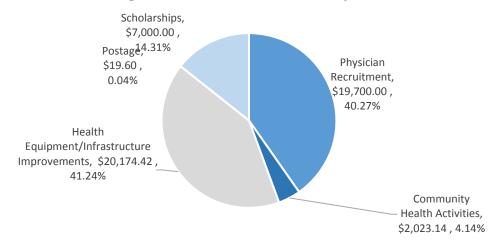
#### **Change in Net Assets**



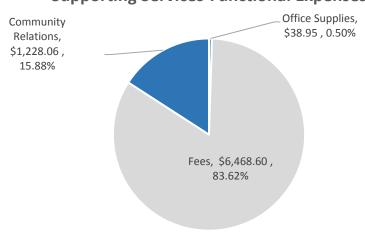




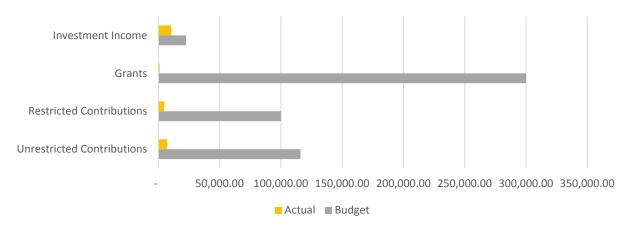
#### **Program Services-Functional Expenses**



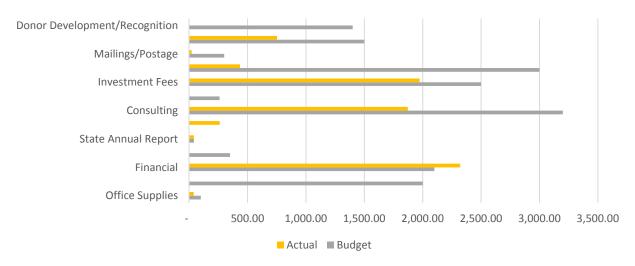
#### **Supporting Services-Functional Expenses**



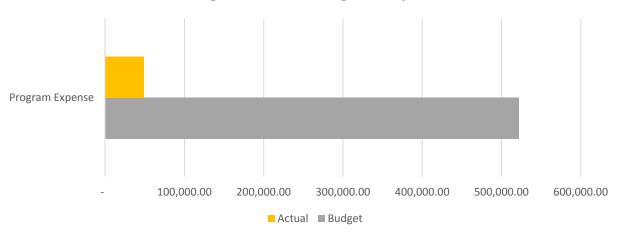
#### **Budget to Actual-Revenue**



### **Budget to Actual-Other Expenses**



#### **Budget to Actual-Program Expense**





# Morton Regional HEALTH FOUNDATION

Katie Allen, Executive Director 102 E. Holme P.O. Box 250 Norton, KS 67654

Phone: 785-877-3351 Fax: 785-877-4899

Email: kallen@ntcohosp.com http://www.ntcohosp.com/foundation/ foundation\_info.html