

WHERE CHILDREN LEARN TO **DREAM AGAIN**

2024 ANNUAL REPORT
Roy Maas Youth Alternatives



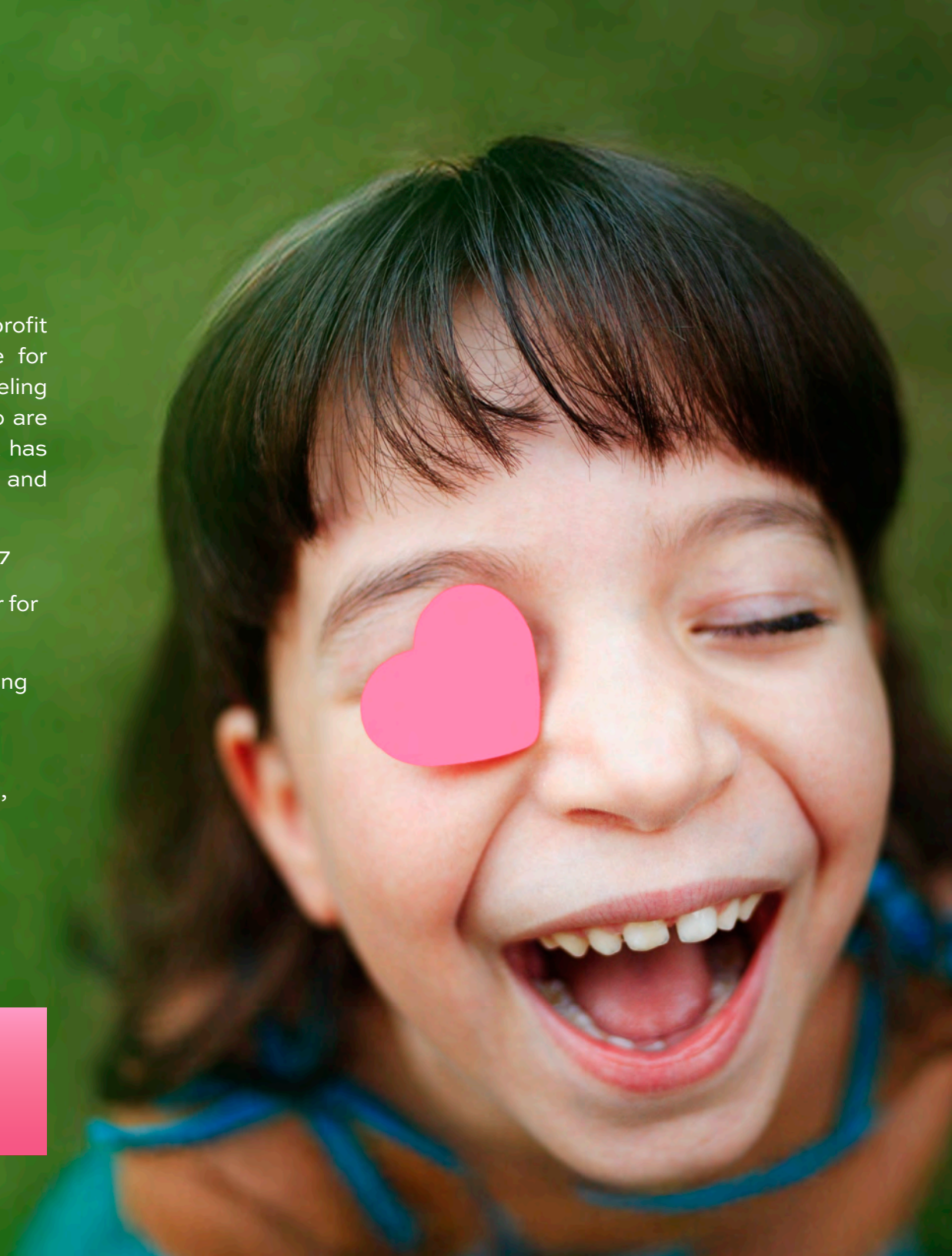
Roy Maas Youth Alternatives (RMYA) is a 501(c)(3) nonprofit organization providing comprehensive residential care for children in the Texas Foster Care System, as well as counseling services for children and families in the community who are experiencing trauma. Since its founding in 1976, RMYA has served as a vital community resource, offering hope and healing to thousands of children, youth, and families.

- The Bridge, an Emergency Shelter for children ages 5-17
- Meadowland, a long-term Residential Treatment Center for children ages 6-17
- TurningPoint, a Transitional Living Program serving young adults with housing instability.
- Family Counseling & Resource Center offers low or no-cost individual and family counseling, crisis intervention, parenting classes, and child & adolescent psychiatric services for community children and families struggling with emotional, behavioral, and mental health issues.

RMYA...Where Children Learn to Dream Again.

**28,000+ TEXAS CHILDREN
IN STATE CUSTODY**

Texas Department of Family Protective Services (DFPS) 2024



Dear Friends and Supporters,

As you review Roy Maas Youth Alternatives' 2024 Report, it is clear that this was a pivotal year in the agency's journey to provide safety, healing, and hope for the children and families we serve. It was a year of strategic action and preparation as we positioned ourselves to respond to the State of Texas' new model for caring for abused, neglected, and exploited children—Texas Child-Centered Care (T3C).

At our Boerne long-term residential campus, Meadowland, we focused on critical facilities upgrades to enhance the living and learning environments for the youth in our care. We completed a full renovation of the Log Cabin, ensuring it remains a comfortable space for “tween-age” boys. Additionally, we initiated the construction of a new commercial kitchen to support the relocation of Meadowland's dining facilities—an essential improvement to meet the needs of our agency and the children we serve.

Equally important, we undertook a significant restructuring of our program leadership at Meadowland. By elevating and developing the next generation of leaders, while our experienced team members remain in place to mentor and guide them, we are ensuring a seamless transition of knowledge and expertise in this highly regulated field of child welfare.

On our San Antonio campus, we took deliberate steps to expand our Family Counseling & Resource Center in anticipation of increased demand for family counseling and aftercare services required under T3C. We welcomed an experienced and widely respected Clinic Director to lead this transition and allocated

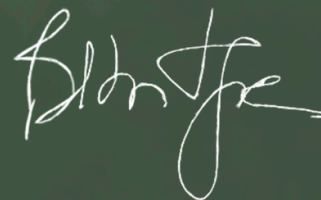
additional time and staff to provide supervision for clinical interns. This investment will significantly expand our capacity to provide both individual and group counseling services.

Another major milestone was the successful evolution of our transitional living program, TurningPoint. In partnership with Prospera Housing, we secured eight newly constructed two-bedroom, two-bathroom apartments. These modern, dignified living spaces now provide a significantly improved environment for up to 16 young adults, equipping them with the stability and resources they need to thrive as they transition into adulthood.

2024 was a year of thoughtful preparation, investment, and progress. As you explore this annual report, I hope it provides you with insight into how far we have come and where we are heading. Every step we take is guided by our unwavering commitment to helping young people find the courage to dream again and to build the bright futures they so deserve.

Thank you for standing with us in this mission.

With gratitude,



Blair Thompson
Chief Executive Officer
Roy Maas Youth Alternatives

CHILDREN NAVIGATING A LIFE OF CRISIS

FOSTER CHILDREN FACE PERSISTENT DISPARITIES:



FEWER CHILDREN REMOVED, SAFETY CONCERNS REMAIN

A recent shift in Texas policy—changing the standard for child removal from “substantial risk of harm” to “immediate danger” under House Bill 567—has resulted in a 50% decrease in child removals. While the intention is to preserve families, abuse and neglect in at-risk homes continue, often unaddressed. This change underscores the urgent need for robust family preservation and early intervention services to keep children safe within their homes.

At the same time, the children who are removed today often come from more extreme circumstances and have endured deeper trauma. These youth require intensive healing support, making RMYA’s Meadowland campus, a Residential Treatment Center, more essential than ever. Meadowland provides the structured, therapeutic environment necessary to help children begin recovering from profound abuse and neglect.

SOCIAL DETERMINANTS OF HEALTH IMPACT LIFE OUTCOMES

Social determinants of health (SDOH) are the conditions in which people are born, grow, live, learn, work, and age, shaping nearly every aspect of their health and well-being. For foster children, these factors are often severely compromised, creating significant barriers to stability, development, and long-term success. The compounded effects of poverty, disrupted education, inadequate healthcare, and social isolation dramatically increase their risk of chronic health conditions, mental health struggles, and future instability. Without intervention, these children face an uphill battle against the very systems meant to protect them, making it critical to address SDOH to break cycles of adversity and create pathways to healing and resilience.



PRIVATE DONOR SUPPORT IS VITAL TO RMYA'S MISSION—
WITHOUT IT, CHILDREN FACING SEVERE TRAUMA WOULD
HAVE NOWHERE TO GO.

A NEW FUNDING STRUCTURE— TEXAS CHILD-CENTERED CARE (T3C)

The Texas Foster Care System is at a breaking point. For over a decade, the true cost of care has continued to rise, even as reimbursement levels have remained largely stagnant. Today, government funding covers less than 50% of these costs, leaving foster families and nonprofits struggling to fill the gap.

To address this crisis, the 88th Legislature approved the Texas Child-Centered Care (T3C) system, a long-overdue update to foster care funding. This new funding structure will improve the reimbursement rates for the cost of therapeutic care. While a step in the right direction, funding challenges persist, and nonprofits like RMYA must rely on private community support to care for the most vulnerable children.

**To learn more about
Texas Child-Centered Care (T3C) visit:**

https://www.dxps.texas.gov/Texas_Child_Centered_Care



400+ YOUTH SERVED BY RMYA IN 2024

RMYA remains steadfast in its dual mission: to offer trauma-informed residential care for children who cannot safely remain at home, and to support families in crisis through RMYA's Family Counseling & Resource Center (FCRC). By strengthening families and providing critical early support, we can help prevent unnecessary removals. And, when out-of-home placement is necessary, RMYA ensures that the most vulnerable children have a safe, compassionate space to heal and hope for a brighter future.

FCRC Community Families

- 235 children and their families experiencing trauma
- 13 years old—average age
- 89% are victims of crime

Residential Children

- 170 children received safe shelter and trauma-informed care
- 14 years old—average age
- 95% are victims of crime



RMYA RESIDENTIAL PROGRAMS



THE BRIDGE – The emergency shelter in San Antonio serves as a vital resource for police officers and Child Protective Services (CPS) caseworkers when children are in urgent need of shelter. After a CPS removal or police intervention, children are brought to The Bridge, where they receive immediate care and protection. The shelter provides 24-hour direct care for abused, neglected, trafficked, and homeless children ages 5 to 17, offering them a safe and supportive environment during a critical time of transition.



MEADOWLAND – RMYA's long-term residential program in Boerne, is designed to meet the complex behavioral and mental health needs of children ages 6 to 17. With the limited number of residential treatment facilities available today, children removed from their homes due to abuse often face significant barriers to receiving the care they need. Because the State only intervenes when a child is in immediate danger, those who are removed have often experienced extreme trauma and require intensive, specialized treatment.



TURNINGPOINT – RMYA's Transitional and Supervised Independent Living Program operates in San Antonio in partnership with Prospera Housing Community Services. The program provides housing, counseling, life skills, education, and job training for up to 16 young adults experiencing housing instability, many of whom have aged out of the foster care system.

RESIDENTIAL SERVICES

16,066
DAYS
OF CARE
PROVIDED

46,000+
MEALS
SERVED
ANNUALLY

2,598
COUNSELING
SESSIONS

Data is comprehensive of all residential programs.

RMYA FAMILY COUNSELING & RESOURCE CENTER

THE RMYA FAMILY COUNSELING & RESOURCE CENTER (FCRC)
SERVES TWO CLIENT POPULATIONS:
RMYA RESIDENTS & COMMUNITY FAMILIES IN NEED OF SUPPORT

ADDRESSING COMMUNITY NEED

Due to the sharp decrease in the rate of removals, keeping children safe at home is more critical than ever. Many families also lack access to basic needs, further increasing stress and instability. Therefore, the FCRC is intentionally increasing its caseload and program offerings to support families in crisis and prevent breakdown. Recent efforts include restructuring of leadership, the expansion of the counseling center, and a capital project renovation to accommodate additional clinicians, interns, and a case manager. Moreover, in a recently established partnership with The Center for Healthcare Services, a new respite program at The Bridge provides critical support for families while children receive intensive mental and behavioral health care. These initiatives ensure that the FCRC can serve more families with comprehensive, evidence-based interventions that promote long-term stability.

RMYA PROVIDES ACCESS TO CARE

Nationally, Medicaid insurance reimbursement levels are below the cost of care. Therefore, most psychiatrists and therapists will not accept Medicaid patients, which leaves our most vulnerable children and families without access to mental health treatment. RMYA helps fill these gaps in care by providing on-site therapy and working in partnership with UT Health to provide critically needed psychiatric care.

1,773
COUNSELING
SESSIONS
PROVIDED

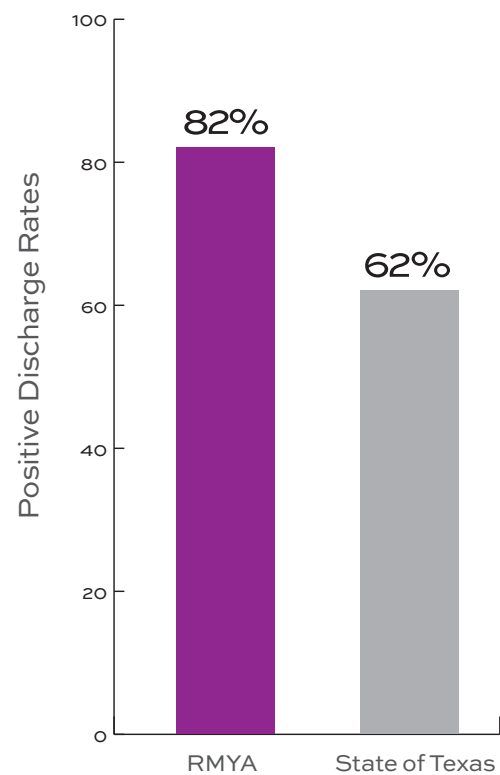
353
PSYCHIATRY
SESSIONS
PROVIDED

CHILDREN AND FAMILIES EXPERIENCE IMPROVED WELL-BEING

RMYA RESIDENTIAL PROGRAMS

RMYA maintained a strong positive discharge rate of 82%, significantly exceeding the State of Texas’ benchmark of 62%. This means more of the youth in RMYA’s care successfully transitioned to safer, more stable placements—such as foster homes, adoptive families, or independent living—compared to the statewide average. RMYA’s trauma-informed approach and individualized care plan helps drive these impactful outcomes.

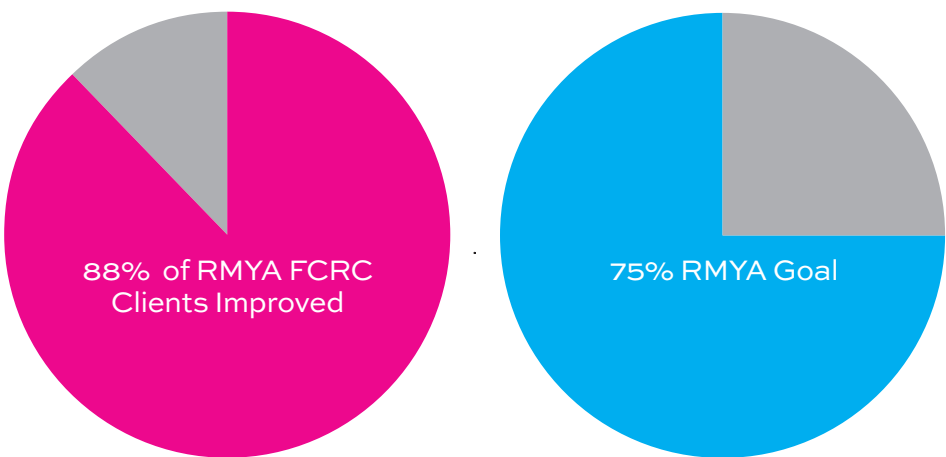
RMYA EXCEEDS STATE STANDARDS:



RMYA FAMILY COUNSELING & RESOURCE CENTER (FCRC)

According to the Strengths and Difficulties Questionnaire (SDQ)—a widely used behavioral screening tool for children and adolescents to measure emotional and behavioral challenges—88% of clients served by RMYA’s Family Counseling & Resource Center demonstrated improvement, exceeding our internal goal of 75%. This strong outcome underscores the impact of our trauma-informed counseling services in helping children and families heal and thrive.

FCRC CLIENTS DEMONSTRATE IMPROVEMENT:





BUILDING A LEGACY: THE BURDICK FAMILY'S LASTING IMPACT ON RMYA

For decades, Art and Pam Burdick have generously and consistently helped change the lives of children in crisis. Known across San Antonio for their leadership, philanthropy, and integrity, the Burdick family's legacy is deeply woven into the fabric of RMYA.

Their involvement began in the 1970s, when Art met Roy Maas on the basketball court. "Roy was ultra-competitive—he gave 110 percent to everything," Art recalls. "He invited me out to Meadowland to play a game, and the kids living there came to watch. Hearing their stories, I thought: I've got to do something."

That moment lit a spark. Art's brother, Jeff Burdick—already active with RMYA—encouraged him to get more involved. Art soon joined the board and, over the years, served on both the RMYA and RMYA Foundation boards, offering his time and insight to help guide the agency's growth.

Pam and Art's dedication went far beyond board service. When RMYA asked for help in the 2010s, the Burdicks led the charge to design and construct what became the Arthur and Barbara Burdick Community Center—named in honor of Art's parents. Opened in October 2012 on the Meadowland Campus in Boerne, the center became a game-changing resource for RMYA and the broader community.

Their leadership—and the generosity of many of their friends—transformed the project into something extraordinary. Art was especially hands-on, ensuring the facility was built to the highest standards—a place where RMYA's youth could feel safe, supported, and proud to call their own.

"We had it pretty good growing up," Art says. "My mom was always volunteering and helping others. That example stuck with us."

Art and Pam have carried that example into every aspect of their lives. Art's career in homebuilding—he remains Chairman

& CEO of Burdick Custom Homes—earned local and national recognition. He served as president and lifetime board member of the Greater San Antonio Builders Association, was a founding investor and board member of the San Antonio Spurs, and has been a consistent civic leader through numerous charitable boards.

But it's the personal connection to RMYA that stands out. "Art doesn't just support causes—he invests himself in them," said Blair Thompson, RMYA CEO. "He and Pam have shown up time and again with generosity, humility, and heart. They've helped make RMYA stronger in every way."

In late 2024, the Burdick Community Center (BCC) was sold as part of a strategic shift in RMYA's campus planning and capacity development. It wasn't an easy decision—but one that reflected the evolving needs of children in the foster system. True to form, the Burdicks understood that their impact on vulnerable children would continue far beyond the BCC. It was never just a building—it was a hub for healing. It served RMYA youth and welcomed community groups, nonprofit partners, and supporters united in the mission to end the cycle of abuse, neglect, and homelessness.

As Roy Maas once said:

"People need three things in life to be happy: someone to love; something constructive to do with their time; and something to look forward to."

Through their steady leadership, deep generosity, and true belief in the mission, the Burdicks helped make that vision possible—for countless children and the community.

"I'm happy with what we've done," Art says. "You always wish you could do more. RMYA gives kids a shot at a future—and that's what matters."

Today, RMYA is honored to celebrate the enduring contributions of Art and Pam Burdick. Their generosity has built far more than structures—it has built possibilities, stability, and second chances, and will continue to shape RMYA for years to come.



Pam and Art Burdick

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DONOR SUPPORT IS CRITICALLY NEEDED TO ENSURE
 RMYA'S CONTINUED EXISTENCE; OTHERWISE, THESE
 CHILDREN WOULD HAVE **NOWHERE** TO GO.

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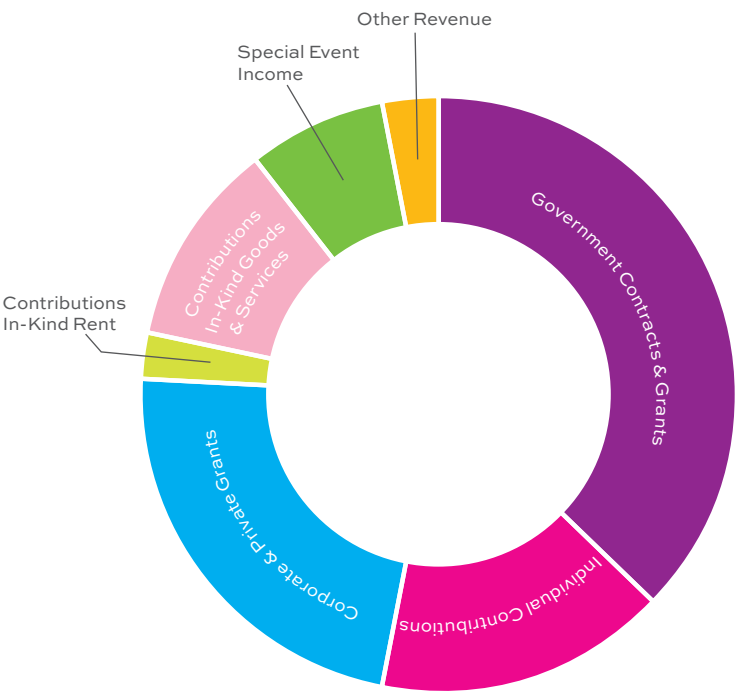
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Cindy & Kevin Young

FINANCIALS & SUPPORT

FUNDING SUPPORT

Government Contracts & Grants includes United Way of \$320,754	\$4,046,391	37.2%
Individual Contributions	\$1,737,787	15.98%
Corporate & Private Grants	\$2,465,787	22.67%
Contributions In-Kind Rent	\$285,355	2.62%
Contributions In-Kind Goods & Services	\$1,209,204	11.12%
Special Event Income	\$820,219	7.54%
Other Revenue	\$312,589	2.87%
Total Revenue & Support	\$10,877,332	100%



OPERATING EXPENSES

Program Services	\$8,726,993	84.73%
Fundraising	\$965,974	9.38%
Support Services	\$607,202	5.9%
Total Operating Expenses	\$10,300,169	100%

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