

Thoughts on 2014 From Carey's CEO

During 2014, Carey Services celebrated a true milestone in business. For 60 years in Grant County, individuals of all ages — and all abilities — and their families have received individualized services, education and advocacy from Carey Services.

In 1954, a group of individuals with disabilities, their families, and a community of volunteers gathered to begin working on ways to help create better opportunities for those facing barriers. That began what has become Carey Services. More than 60 years later, Carey Services is still working to provide more opportunities in the communities we serve.

While we celebrated our 60 years of business, we also celebrated many unique successes:

- ♦ We opened a day services center in Hartford City on the courthouse square
- ♦ We moved one of our day services centers to a new location in Wabash
- ♦ We completed a new strategic planning process that set goals and plans for the future

When I think of 60 years of success, I think about people with abilities. I think about people who come to our programming in Grant, Blackford, Wabash, and Cass Counties every day to learn how to be more independent. I think about people that come to work at Carey Services, every single day, to learn job skills which provide them with pride and a paycheck, and for some, skills which will be transferred into employment in many Grant County businesses. I think about people who are receiving safe, clean, affordable housing, with 24/7 staff support available to help them to be independent.

Thank you to those we serve and support each and every day!



James R. Allbaugh
President and CEO

Organizational Foundation Update

One of the agency's milestone events in 2014 was the completion of a strategic planning process that created agency-wide goals and objectives to plan for the future. Part of that process included conversation about the agency's mission statement and core beliefs, a document we are calling our Organizational Foundation.

"The Organizational Foundation is the heartbeat of Carey Services," said James Allbaugh, president and CEO. "The statements and concepts in that document drive everything we do and encompass everything we believe."

In addition to the new mission statement, the document outlines the agency's vision, core values and core competencies. We reaffirmed our commitment to three core values:

- ♦ Professionalism
- ♦ Integrity
- ♦ Excellence

We also created a list of 10 core competencies employees can use to gauge work.

"Carey Services has been serving people for 60 years, and we have been able to impact thousands of people in that time," Allbaugh said. "We have provided direct services to thousands of people in that time; but beyond just those people, Carey Service exists to be a resource to their families and to the communities in which people live and work."

And in every interaction, be it direct service or one of the many ripples that extend from those direct services, the Organizational Foundation is at the core.

"Carey Services is a community based human services organization assisting individuals and families to turn abilities and barriers into opportunities by providing individualized services, education, and advocacy."

Updated Mission Statement



Carey Services 2014 Annual Report

A brief glimpse at Carey Services' finances and program activities for the fiscal year July 1, 2013-June 30, 2014

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Year of Growth, Opportunities

Day Services

Carey Services' day services programming underwent much change in 2014. The agency opened a new day center in Hartford City, and it relocated one of the Wabash centers to a new location. The program serves about 250 consumers in four counties.

Carey Services operates under a "person-centered planning" philosophy that creates individual service plans based on each person's unique needs. Overall, more than 70 percent of client service plan goals were achieved in 2014.

Another guiding agency philosophy is community inclusion. Overall, more than 73 percent of consumers were served in the community. Other program news involved programming updates that are making greater use of technology and other newer assistive devices.

Community Living

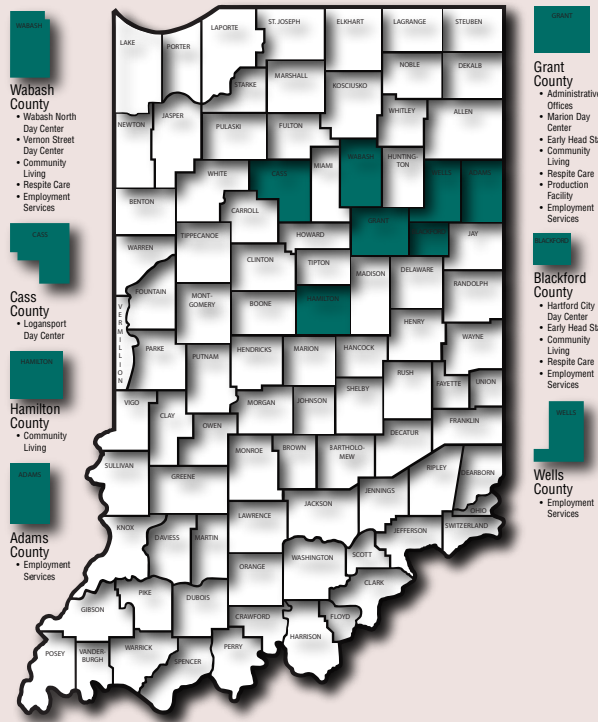
Community living includes the group home and supported residential options. The agency operates group homes in three counties that provide 24-hour supervision for consumers who require such supports. Supported living provides staffing levels to allow personal independence and greater community integration.

Two of the main community living growth areas in 2014 were the addition of a full-time respite services manager, allowing the agency to place all respite consumers on one caseload for better service coordination, and the introduction of wellness coordination to better educate consumers on healthy lifestyles.

Early Head Start

The Early Head Start program provided services in 2014 for 271 pregnant women, infants and toddlers through four program options: home-based, full-day classroom, part-day combination classroom and prenatal care.

Carey Services' federal EHS grant covers Grant and Blackford counties; it provides services that promote parents as a child's primary teachers and role models.



Workshop

Carey Services' Marion production facility is an extension of some consumers' day services programming and also provides employment training and paid work for many consumers.

The work center offers local employers an available workforce to help those employers complete jobs where they need assembly or sub-contract work to supplement their regular staff. Work center employees in 2014 worked more than 65,000 hours of paid work.

The jobs involved regular, ongoing work with some employers and custom jobs as employers' needs developed. The work center also operates the agency's DocuShield business that provides shredding services to businesses throughout North Central Indiana.

Employment Services

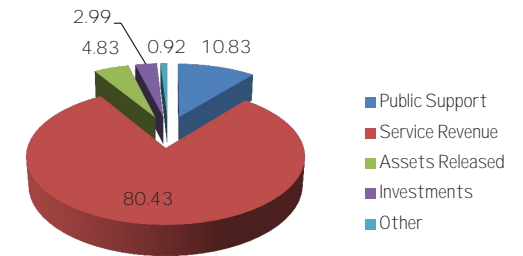
The employment services department helped 67 people obtain jobs in 2014. The department works with Carey Services' clients and also is a community employment provider through the state vocational rehabilitation office. Department staff members help with job-readiness skills, job placement, retention and follow-along support.

Agency Details

The first two charts detail Carey Services' Revenues and Support and Expenses as reported in the annual audited financial statements for the fiscal year July 1, 2013-June 30, 2014. The third chart is a list of enrollment for each program for the fiscal year.

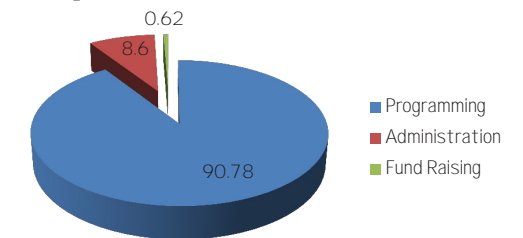
Revenues and Support

2014 revenue was \$13,233,468.



Expenses

2014 expenses were \$12,311,296.



Program Enrollment

Total 2014 enrollment in all programming was 1,224 consumers. This number includes duplicated counts for consumers in multiple program options.

