

65 Years of Empowering Individuals



Serving
Since
1954

1954-2019

Fiscal Year 2018-2019
Annual Report



The cool value of awesomeness

Awesomeness...It's ok, and actually cool, to use that word! Go ahead! Give it a try!

As part of our strategic planning process, an awesome new value for Carey Services came from the great feedback of our community members, employees, and individuals we serve: "Striving for awesomeness in every effort and interaction." That is a tall order, but that is the charge for the Carey Services board, leadership team and staff for the next three years ... and beyond.

We are excited to be awesome for our communities, employees and those we serve!

As I think about the state of our organization, we are in a renewal phase as we close out our 65th year of services and supports for families and individuals in the communities we serve. Our team is excited about what we accomplished during Fiscal Year 2019, and we are working hard to be even more iconic and impactful into the next 65 years... and the next 65 years, etc.

During Fiscal Year 2019, we experienced renewal and growth throughout the organization in multiple ways:

- Growth in affordable and accessible housing, including the opening of the Pleasant Square apartments
- Classroom expansion in Early Head Start in our Early Childhood Development programming
- Growth in our Creative Hearts art and discovery programming for those we serve
- Growth in services to support high school aged individuals for career path development
- Growth in individuals and families we serve through seeing them thrive and increasing their independence in ways that allowed them to no longer have to depend on us
- Growth in business performance with an awesome financial year that will provide positive momentum for years to come

Organizational Foundation

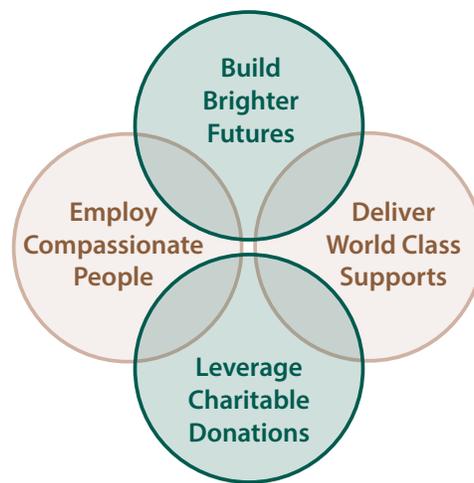
Our Mission:

Turning abilities into opportunities

Our Vision:

A world where all people are empowered and equally valued in the community

Our Priorities:



The Organizational Foundation that resulted from the strategic planning work will drive Carey Services' direction for the next few years. Key components of the foundation update were crafting new mission and vision statements and creating a set of easily understandable agency priorities.

Growth is an awesome thing, especially when it provides energy to an organization that already has a 65-year track record of success and service.

Our board members and leadership team are immensely curious about possibilities and new practices and are focused on carrying our strategic plan into the future. We want to position Carey Services to be iconic and to drive the organization to be ground-breaking in setting new standards in our industry and field (think of us as trendsetters).

The hard work during Fiscal Year

2019 will allow us to be iconic in ways that other providers and businesses will want to follow what we are doing, as our performance becomes a benchmark ("sets the stage") for other organizations to improve the lives of individuals in need of service.

What do I hope people see when they think of Carey Services? I want them to see – and understand – our priorities:

- I want people to know who we are and what we do; that's our priority of "Building Brighter Futures"
- I want people to know the positive impact we make in our communities for the individuals and families we serve and our employees; that's our priority of "Delivering World Class Supports"
- I want people to know Carey Services is an awesome place to be, and that they will want to be a part of it; that's our priority of "Employing Compassionate People"

With all of this future talk, I want you to know you can be a part of our impact now. We summarize our work with four words: "Passionate People ... Extraordinary Care." I am thankful for those who support us with their time, talents and treasures as we move into Fiscal Year 2020 with our fourth priority to "Leverage Charitable Donations."

Please contact me at (765) 668-8961 or jallbaugh@careyservices.com, so I can help you connect with the awesome things happening at Carey Services.

In a world where we are turning abilities into opportunities every day, we can be anything we want. We are choosing to be awesome!



Jim Allbaugh is president and CEO of Carey Services and a person who really does use awesome and cool in his everyday vocabulary.

65 years, and best is yet to come

As we wrap up our 65th anniversary year at Carey Services, we have much to celebrate and even more to anticipate.

Our strong history of providing excellent care and opportunities to individuals (prenatal moms to adults) has been the foundation of Carey Services. As we enter a new season at Carey Services, that firm foundation allows us to be on the cutting edge of new opportunities.

This past year, Carey Services engaged in strategic planning. That planning process allowed our team to develop bold ideas and have a resurgence of energy toward our future.

We want to be bold for the individuals we serve and employ. We want to be bold for our community and our supporters. We will boldly turn abilities into opportunities to create a world where all people are empowered and equally

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valued in the community.

One major focus of our new strategic plan is to care for the people who care for the individuals we serve. Our workforce is full of dedicated, hard-working people who deeply care for our Carey Services individuals and families.

By creating stronger support systems

for our existing staff and improving ways to attract and retain more talented people, our workforce will thrive and shine.

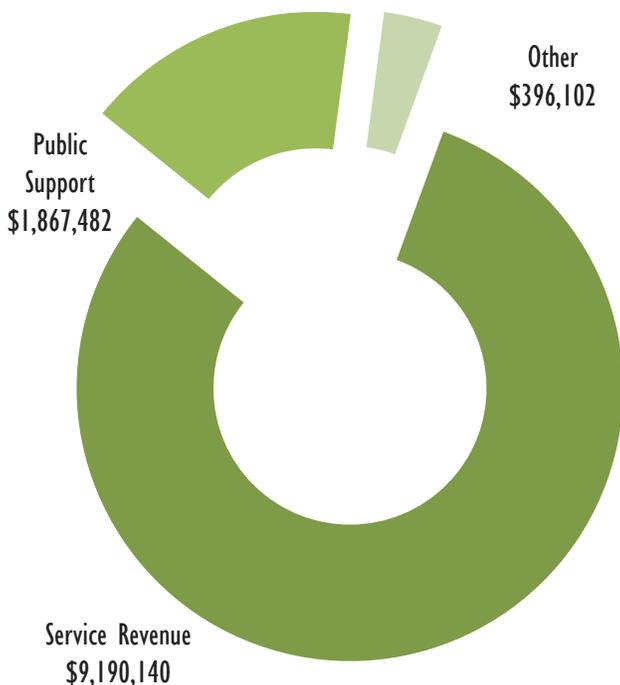
I truly believe the best is yet to come for Carey Services. With an eye toward innovation in programming and services, we are leading our industry in pathways to growth and self-sufficiency.

Our team is always advocating for Carey Services’ families, and we continue to network on local, state, and national levels to bring the best ideas and opportunities back to the communities we serve.

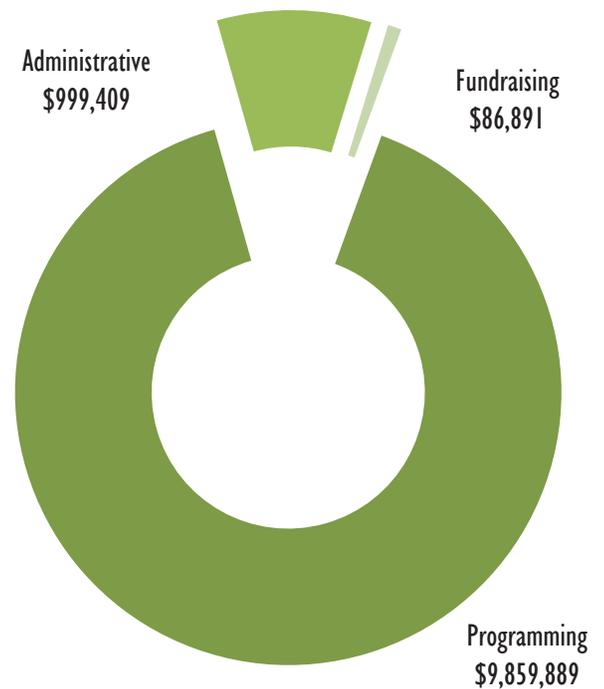
Keep watching; we’ve been serving people and communities for 65 years, but the best is yet to come!

Michele Smith has been Carey Services’ board chair for the past year; her optimism and vision have helped shape the agency’s future in powerful ways.

2018-2019 agency financial report



Agency Revenues & Support: \$11,453,724



Agency Expenditures: \$10,946,279

Agency Leadership

2018-2019 Board of Directors*

Michele Smith – Chairperson
School Principal
Whitley County Schools

Kevin Plack – Vice Chairperson
Executive Director
Northwood Manor

Doug Bryant – Treasurer
Rea, Logan And Co., Llc

James Wallace – Secretary
Assistant Vice President, Commercial Lending
Star Financial Bank

Steve Smithley – Immediate Past Chair
Retired

Angela Herrington
Director Of Spiritual Formation
Broken Beautiful Bold Ministries

Rodney Faulk
Grant County Prosecutor
Grant County Prosecutor's Office

Richard Orrell
Administrator
Wesleyan Healthcare Center

Cindy Kohlmorgen
Vice President Of Operations
Via Credit Union

Eric Reaves
Chief Cartoonist
Browne Creative Entertainment

Phil Bowers
President
JG Bowers

Cathy Weatherspoon
Executive Director
Thriving Families, Thriving Grant County

John Jones
Vice President For Operations
Indiana Wesleyan University-Marion

* Membership as of June 30, 2019

Leadership Team

Jim Allbaugh
President & Chief Executive Officer

Yolanda Kincaid
Chief Operations Officer

David Smith
Director of Finance/Controller

Bonnie Smith
Director, Human Resources/Staff Development

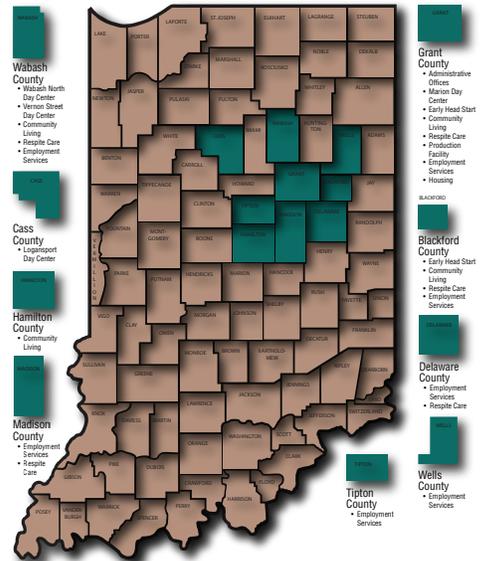
Beth Wickham
Early Head Start Director

Greg Maynard
Director of Fund Development

2018-2019 Agency Impact

Did You Know ... ?

- Since our humble beginnings in 1954 as a grassroots community movement that founded a school in Marion, Carey Services has grown into a regional provider serving individuals and their families throughout North Central Indiana
- We are one of the largest social-service employers in the area, with more than 285 employees; nearly 70 percent of the staff provides direct care to the individuals we serve
- We have an annual budget of more than \$11 million; the vast majority of that money is spent in the communities we serve and generates tremendous economic impact
- Our adult services area provides a variety of services to meet the needs of individuals we serve; in 2018-2019 we served more than 800 adults a month through those programs, with an increased emphasis on community engagement and developing ways to build community relationships
- The Creative Hearts Art Studio continued to grow, with artists exploring new techniques and art programming expanding to our Wabash and Logansport sites
- Community engagement means ensuring we can get individuals to activities and events; we have one of the largest transportation fleets in the area, and those vehicles made more than 145,000 one-way trips and traveled nearly 600,000 miles to get people where they needed, and wanted, to be
- Our Early Head Start program is more than just daycare; in 2018-2019, the program provided early childhood education and other supports to more than 400 low-income prenatal mothers, infants and toddlers, and their families in Grant and Blackford counties
- We believe everyone should be able to find — and hold — a job; in 2018-2019, our employment services team worked with nearly 150 people who wanted to work and we helped them take steps to advance on their employment journey
- Our Pre-Employment Transition Services program wound up being one of our fastest growing programs, helping more than 100 high school students with disabilities prepare for careers after school completion, whether that path was attending a four-year or two-year college, obtaining trade-school certification, or directly entering the workforce
- The Carey Services Duck Race had its 13th running, with the yellow rubber ducks taking their annual swim around The Splash House in Marion to raise money for agency programming. Our two newest events, the fall Expressions art event and the spring A Night at Carey dinner, continued to use their unique themes and activities to attract new people and introduce them to the agency
- The agency also helped facilitate the SplashAbility event at The Splash House that saw nearly 200 people with disabilities and their families enjoy a water-filled evening of fun, food and fellowship in a positive environment



And ...

Did you know Carey Services has many ways for you to get involved in turning abilities into opportunities through existing programs or an area where you want to make a purpose-driven impact? Call us at (765) 668-8961 or email us at info@careyservices.com and let's talk about where we might blend your passion with our mission. You also can visit our Marion office, 2724 S. Carey St., to start that conversation in person. You can find our mission promise at our website: www.careyservices.com.