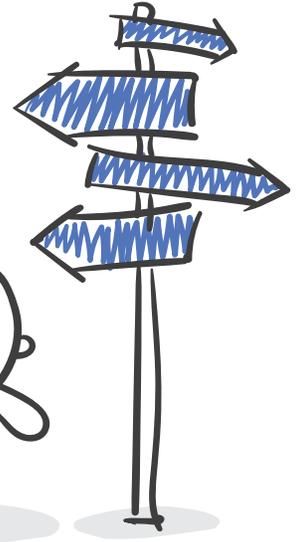




WHAT'S NEW...



WHAT'S NEXT.

LETTERS • FINANCIAL REPORT • LIFE SUCCESS COACH PROGRAM

2021

ANNUAL REPORT



Letter from the President

WHAT'S NEW, WHAT'S NEXT.



Fiscal year 2021 (July 1, 2020 – June 30, 2021) will be a year that I imagine most folks will never forget. Certainly, the unprecedented challenges and tragic losses families across the world experienced from COVID-19 will be etched in our world's close memories, probably forever. Closer to home, at Carey Services, we had our own challenges and losses as we operated during a pandemic. Our team members and those we served

have suffered from the devastation of COVID just as the world has. Our thoughts and prayers go out to all who have experienced loss during the pandemic.

Knowing the challenges we have faced, as I review the fiscal year being reported here, I recognize there is opportunity to celebrate also. One of the main words I can use to describe how our team viewed the "What's Now" that will help us succeed into the "What's Next" is the word "resilience." The website, www.Merriam-webster.com defines, under their first definition, what I believe to be where we are here at Carey Services with our experiences during the pandemic, and looking at our opportunities in fiscal year 2022 and beyond: "The ability to become strong, healthy, or successful again after something bad happens." I admit, I like the first definition for "resilience" better than the second, but I recognize the second definition fits also: "The ability of something to return to its original shape after it has been pulled, stretched, pressed, bent, etc."

No doubt our team, and the world, has been "...pulled, stretched, pressed" and even "bent" during these unprecedented times. However, our strategy and desire at Carey Services for the people we serve and our employees is to not simply "return to [our] original shape." We have learned so many things during the pandemic, and we can never forget our ability to be resilient. Our team of employees works tirelessly to carry out our vision to create, "A world where all people are empowered and equally valued in the community." Our team did not stop focusing on that during the pandemic. I imagine the urge is even stronger now with the lessons we have learned. You can see in this report the successes we have achieved, even during a pandemic. Imagine what we will achieve to positively impact the people we serve into the future! I am excited for that, for sure!

I am hopeful that your experience during the past year, in the "heart of the pandemic," has brought some positive lessons learned in resilience to you in such a way that you will not turn back. I would love to learn from you about your experience during the last year, and I would love to know whether you have a passion for our mission of turning abilities into opportunities. If so, please contact me. Let's connect to share stories of resilience, and to look forward to becoming "...strong, healthy, and successful" in the coming years.

Jim Allbaugh
Carey Services President/CEO

Life Success Coach Program

In 2020, thanks to a grant award from AWS Foundation, Carey Services introduced a Life Success Coach Program.

Taking care of others by taking care of you.

The Life Success Coach Program uses a trauma-informed care model built on the 5 core principles of creating trust, offering choice, fostering collaboration, promoting safety, and empowering others. Carey Services uses this model to strengthen staff and provide better care to individuals-served.

The Life Success Coach Program recognizes that all people face life challenges. Learning and practicing healthy ways to deal with challenges creates direct personal impact and will lead to improved interactions with others.

This program uses an evidence-based model to help people overcome trauma and

facilitate individual growth. It empowers people to use their strengths to turn abilities into opportunities.

The Life Success Coach Program is a core component of Carey Services' vision of seeing a world where all people are empowered and equally valued community members.



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2724 S. Carey St., Marion, IN 46953

Letter from the Board Chairperson



As a board member I could not be prouder of the forward focused vision that Carey Services has at this time.

Looking back at the challenges that came our way over the last year I am amazed at how we have overcome so many obstacles, yet still stand strong as an agency. No, as a community. Carey Services has always been a community and I know this by the strong relationships that I see between employees and those that they support.

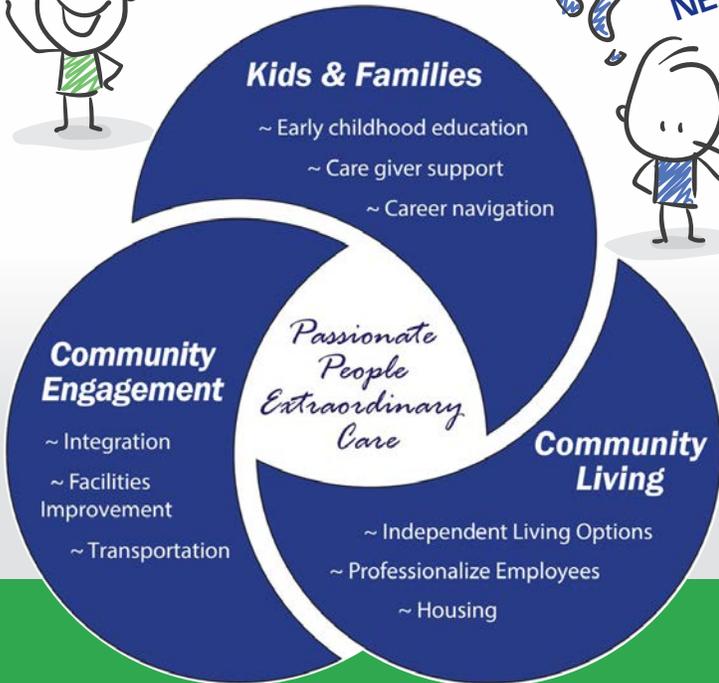
We continue to have big picture and forward-thinking leadership that boldly chooses to continue growing and improving, even amid uncertainty. For example, the backside of our main building had seen its better days. The leadership team recognized the opportunity to improve Carey Services image by finding the funding and making the new façade become a reality. This facelift has not only improved Carey's streetside image, but it has also improved the neighborhood for all to benefit from. I am now excited to see what becomes of the inside space. New and exciting things are in the works.

I can attest that our bold vision and ongoing transformation is making a difference in the lives of many. At each meeting we review our strategic, programming and health and safety goals. We are doing great!

On behalf of the board of directors I want to acknowledge and thank our committed employees. Without them none of this year's successes could have happened. Be encouraged and continue to do great and bold things. We are Carey Services!

Kevin Planck

Carey Services Board Chairperson



Carey Services 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

Our Values

- Self-determination/self direction empowers people
- Transparency, fiscal responsibility, outstanding governance
- The health and safety of people with intellectual and developmental disabilities and children and their families is a critical aspect of the decision-making process
- Provision of services to promote inclusive opportunities
- Fulfilling donor intent
- Dignity, compassion, teamwork
- Striving for awesomeness in every effort and interaction
- Integrity, professionalism, service, respect

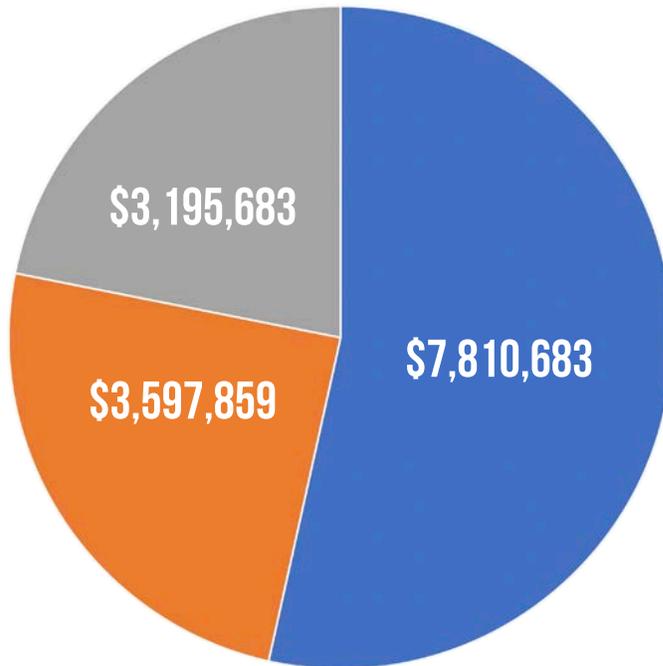
Passionate People...Extraordinary Care



careyservices.com

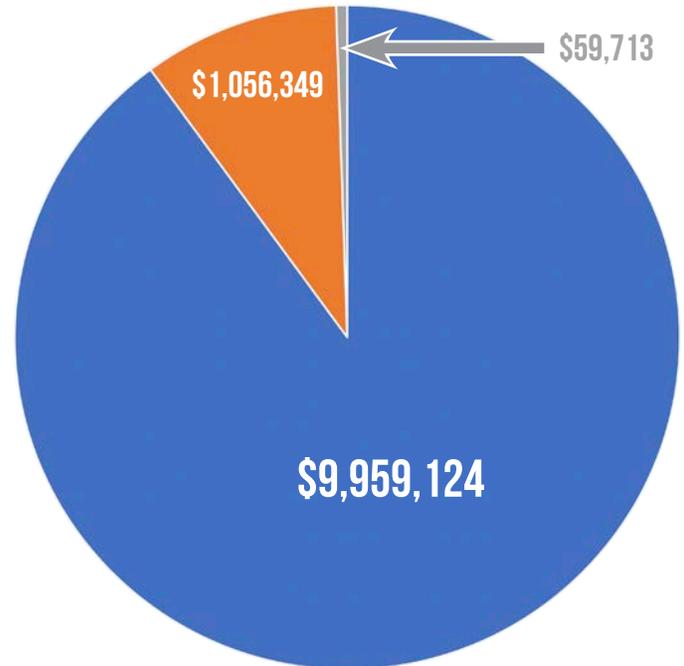
Financial Report

FISCAL YEAR 2021 REVENUE



Service Revenue Public Support Other

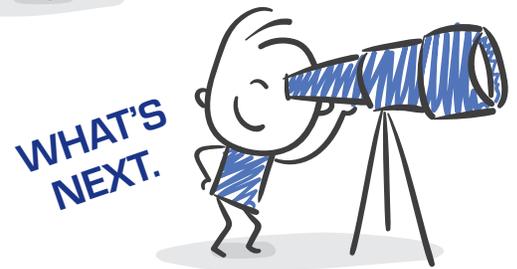
FISCAL YEAR 2021 EXPENSES



Programming Administrative Fundraising

BOARD OF DIRECTORS FY2021

- Kevin Planck..... Chairperson
 - John Jones..... Vice Chairperson
 - Doug Bryant..... Treasurer
 - Cathy Weatherspoon..... Secretary
 - Steve Smithley..... Immediate Past Chairperson
- James Wallace • Rodney Faulk • Richard Orrell
 Cindy Kohlmorgen • Phil Bowers • Sarah Summerset
 Josh Schenck • Dana Gault • Cassie Austin



SENIOR MANAGEMENT TEAM FY2021

- Jim Allbaugh..... President / CEO
- David Smith..... Vice President of Finance
- Brandi Foreman..... Vice President of Disability Services
- Bonnie Smith..... Vice President of Human Resources
- Beth Wickham..... Vice President of Early Childhood Education

