Taking Steps to a Bright Future

Noble’s FY 2020 Annual Report
Looking ahead to a bright future will help each person we serve “Dream It. Live It.”
To say it has been a year unlike any other would be the proverbial understatement. Yet, like the rest of the world, we have adapted. Drawing on the fortitude that characterized Noble’s founders, we are turning challenges into opportunities for the people we serve.

As the pandemic hit, we quickly pivoted to meet needs that had not resided within our purview before. We kept in contact with those we serve, worked with food banks to ensure families had food on the table, and tapped into technology to alleviate social isolation. We adopted virtual services to continue working with the children and adults in our therapies, preventing regression in development. We provided coping techniques to stressed parents working remotely while helping their kids learn in virtual classes. We made a commitment to staff to find opportunities to keep working so they could earn a paycheck, retain benefits and sharpen their skills through competency-based online training.

Through it all, we found success, serving 3,367 individuals this fiscal year. We grew our First Steps early intervention therapies to serve 1,315 babies and toddlers. We helped 153 teens make the transition from the classroom to the workforce. And despite rising unemployment, we supported 392 adults in the workforce, many of whom were deemed essential workers throughout the pandemic.

These and other accomplishments were possible because our community banded together and staff remained committed to those we serve. Grants from federal, state and local levels of government as well as United Way and its many partners allowed us to continue pursuing our mission.

With the fortitude of our founders and gratitude to our many funders and community partners, we offer a deep, heartfelt thanks. Together, we are emerging stronger than ever with a renewed determination to fulfill our role as a safety net for our community. On behalf of everyone at Noble, thank you for your part in ensuring that those who rely on us continue to “Dream It. Live It.” every day.

Neil Thatcher, Board Chair
Julia Huffman, Noble CEO
A very social person, Andre loves making friends and trying out new activities. He wasn’t always so open to new experiences, however. His family wanted him to become more independent and move out of his comfort zone, so he began participating in our Personal Assistance and Care (PAC) service. With gentle encouragement from Direct Support Professional Melissa Faber, the two spend three days a week doing everything from visiting local parks to shopping for bargains. While Missi might make suggestions, the decision on what’s next is always Andre’s. That is, until COVID hit. Devastated by the pandemic-imposed social isolation, he and Missi quickly adopted other ways to build on his progress. Walking around the neighborhood helped them get some exercise and fresh air while meeting people from a social distance. Having mastered the accessibility features on his new smart phone, the two take virtual museum tours, check the latest sports scores—he’s an avid Colts and Pacers fan—and download apps. With her help, he has set up a Facebook page and is connecting with former classmates. Through Noble’s PAC service and Missi’s guidance, Andre keeps finding new ways to expand his world.
After getting off work at 11 a.m. from the early shift at Finish Line Distribution Center, Kim admits that she’s a bit tired. As a packer for Finish Line, she is on her feet for most of the time, boxing up footwear and apparel to be shipped to stores across the country. However, she loves her job and colleagues. “From the day I walked in five years ago, it was a different kind of atmosphere. Good people all around,” she says. Noble helped her land the position through our Community Employment service, and our Employment staff stays in touch to make sure she continues to do ok. The jobsite did not close due to COVID, so she has been working throughout the pandemic as an essential employee. When she’s not at work, Kim enjoys following the Indy Fuel hockey team. After she attended her first hockey game at age eight, she was hooked. Now, she is such a familiar fixture at home games that the Indy Fuel team and staff know her well. Since she was six, she has lived with her aunt Kay, who is “the closest thing to a mother I ever had,” says Kim. She added that in their extended family, they all abide by the two “golden rules:” Know right from wrong—and respect Neil Diamond.
Ask two-year-old Tauren a question, and he is as likely to answer in sign language as words. Be prepared for that to be followed up with a life-squeezing hug that only a toddler can give. Today, Tauren barrels through life with boundless energy. It’s a striking difference from where he was even a year ago. The youngest of seven, it was evident to his mother Melissa early on that he was not developing as he should. He would snuggle limply in her arms, a sign of low muscle tone. He couldn’t form those first words every parent waits to hear so she used her background in sign language to help him communicate, while she and her husband contacted First Steps early intervention. At nine months old, he began Physical, Speech, Occupational and Developmental Therapies through Noble. “It was like a community to help Tauren through all the challenges,” says Melissa. When COVID hit, therapy continued virtually so he wouldn’t lose developmental ground. While he still has a way to go, Melissa is optimistic about his future because of the bond they’ve formed with their therapy team. “They make you feel like Tauren is the only child they’re working with.”
Noble Dream Society
Noble Dream Society proudly recognizes donors who generously supported Noble in Fiscal Year 2020 (July 1, 2019 to June 30, 2020) by making an annual gift of at least $1,000. Because of you, the people we serve can “Dream It. Live It.”

$50,000 and Above Visionaries
United Way of Central Indiana

$25,000-$49,999 Leaders
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United Way of Midland County

3367 Children and adults with disabilities served.

93% Of services provided in the community.
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John Fitt
Kathy Flake

200+
Corporate partners support our mission.

153
Teens received school-to-work transition help.

Stu and Andrea Flannery
John and Shari Frank
Jeff and Katie Franssen
Edward and Elizabeth Ann Frazier
Romulo and Claudia Fuentes
Genna Gaines
John and Sally Gardner
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Hollie and Brett Hoy
Sarah Huck
Mark and Linda Hudson
Lisa M. Hughes
Michael and Renee Hunt
Chris Hutchinson
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Mike and Judy Ireland
Joyce Jacobs
Dave Jefferson
Kathleen Johnson
1315 Babies and toddlers receiving First Steps therapies.

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Mary Nedderman
Robert Neff
Mary and Stephen Nicewanger
Anita Nix
Dave and Mary Anne Noble
Leif Nilsen
Diana and Kevin O’Brien
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David and Nancy Schuetz
Jerry and Rosie Semler
Christine Shepler
Seth Shields
Stephen Short
Michelle Sievers
Christi Simmons
Julie Singer
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Chad and Carly Smith
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Jamie Snyder
Scott Adam Sorrells
Spalding Jewelry Co.
Melissa Spangler
Jennifer Speake
Speedway Lions Club
Sreekala Chellamma
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Corey Stark
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State Employees Community Campaign
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Timothy Stepp
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Megan Taylor
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Natalie Fiorini
Melissa Truong
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United Way of Greater Cincinnati
Linda Waddick
Egin Walker
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Christopher Whicker
Patricia Whitaker
Amee Wildey
Andy Wilkinson
C. William and Cherry Willen
Marcus and Kat Wilson
Kristen A. Wilson
Lee Wilson
Alan and Susie Wiseman
Patricia Wisler
Jill Wohlford
The Woman’s Club of Oxford
Clean and Glenna Womock
David and Ann Wong
Ronald and Karen Wood
Trudi Wood

Kristie and Kevin Wright
Heidi Wurster
Ye Olde Head Shoppe Salon & Spa
Jason Young
George Zack

Swisher Society
In 1993, the Swisher Society was formed to recognize those who name Noble in their estate plans, making a long-term commitment to the future of our community. Swisher Society members make their contribution through bequests, gifts in trust, annuities, or life insurance.

Daniel and Kate Appel
John C. Appel
Thomas and Margaret Barr
Lola A. Beeler
Eileen Brenton
Georgia Gianakos Buchanan
Ned and Melissa Campbell
Joseph and Judith Cook, Jr.
Louis E. Daugherty
Robert G. and Gerry Decraene
Edward H. Dewes
James A. Dewes
Barbara Doss
Roger S. Eiteljorg, Esq.
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Jack Graham
Dr. Steven and Lana Green
Larry J. and Pam Hannah
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Mike and Stacey Ice
James S. Irsay
Jack D. Jarboe
Norma M. Johnston
Kurt and Beckie Kahl
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Clifford Robinson
Phil and Betsy Roby
Patty Roesch
John J. and Julia Royer
Priscilla S. Savage
Jerry and Rosie Semler

Indiana counties being served.
Memorials
Many friends of Noble designate memorials as a special tribute at the passing of a loved one. The following made a gift to Noble to recognize a loved one, friend or co-worker.

In Memory of Eric Hawkins
Mary and Stephen Nicewanger

In Memory of Nellie Hofmockel
Carole Beck
Carolyn Bogue
Robert D. Cline
Vincent Delaney
Edward H. Dewes
Amie Emerson
Thomas Ewbank
Edward and
Elizabeth Ann Frazier
Barbara Hittle
Gerald Hofmockel
Jane Hofmockel
Shelly and Claudia Lash
Todd and Florence Lohman
Frances Lyday
Cindy and Jim Nedderman
Mary Nedderman
Seth Shields
Betty Sisco

In Memory of Susan Lynn Jones
Chris Hutchinson

In Memory of Scott McCreary
Chad Buckles
Nancy Buckles
Betty Defur

In Memory of Karen Modesitt
Vince Meador

In Memory of Norma O’Gara
Diane Anderson
Lou Ann Baker
Michael and Peggy Beltrame
John and Mary Boarman
Marlene, Michael and
Paul Cleary
Francis and Sharon Cunningham
John Duell
Michael and Theresa Duell
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John McNeil
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Patrick and Josephine Miles
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Michael Reckley
Mark and Laura Riley
Ann Ruhmkorff
Clemencia Sare
Stephen Short
Elizabeth Smith
Patricia Wisler
The Woman’s Club of Oxford
Kristie and Kevin Wright

In Memory of Robert Peary
Trudi Wood
Alan and Susie Wiseman

In Memory of Judy Schaefer
Patricia Keene

In Memory of Missi Snyder
Benny and Jaime Snyder

Honors
Honoring a special occasion with a gift to Noble offers a unique opportunity to support our mission. The following made a gift to Noble in honor of a loved one, friend or co-worker.

In Honor of Rita Davis
Diane Richards

In Honor of Mark Marubashi
Thomas and Lynn Marubashi

In Honor of Cliff Robinson
Virginia Paulus

In Honor of Cliff and Jon Robinson
Virginia Paulus

In Honor of St. Anthony
Don and Rita Davis

In-Kind Donors
Many individuals, businesses and organizations generously support our mission by making an in-kind donation. For doing so, we would like to thank the following:

Arni’s Restaurant
Conner Prairie
Cunningham Group
Dance Kaleidoscope
Daniel’s Vineyard
Don and Rita Davis
DCG Digital Color Graphics
Delta Faucet
Diamonds Direct
Downtown Optimist Foundation
Drake’s
David Fairman
Flix Brewhouse
Goldfish Swim School
Hoosier Lottery
Indiana Repertory Theatre
Indianapolis Symphony Orchestra
Indianapolis Zoo
Indy Facets
Indy Photo Booth
Alex and Alli Isaacs
Raymond James
Jim and Michelle Jones
Susan Lecher
Live Nation
Newfields
No Label at the Table
Nothing Bundt Cakes
Pacers Sports & Entertainment
Mark and Kristin Plassman
Renaissance Hotel
Republic National Distributing Co.
Rock Bottom Brewery
Sagamore Golf Club
Nancy Schuetz
Kendra Scott
Ryan Siebert
Solid Core
Sun King Brewery
The Beauty Lounge
The Yoga Studio
Tito’s Handmade Vodka
Titus Bakery
Top Golf
Jim Turnpaugh
Westin Indianapolis
Caleb Wiles
Ernest Winkel
Fred and Jacqueline Winters
Ye Olde Head Shoppe Salon & Spa

2019 Annual Awards
Each fall, we recognize the individuals, organizations and employers that help us expand opportunities and enhance the quality of life for people with disabilities and their families by announcing our award recipients through a full-page ad in the Indianapolis Business Journal. We thank the following for sponsoring our 2019 Annual Awards:

Presenting Sponsor
Citizens Energy Group
Corteva Agriscience

Award Sponsors
Gregory & Appel Insurance
LOR Corporation
Sertoma Club of Broad Ripple

Corporate Sponsors
Barnes & Thornburg LLP
Commercial Food Systems, Inc.
Greg and Traci Dolan Family Foundation, a fund of CICF
Jim and Michelle Jones
Maco Press
OneAmerica
Stifel: The Knall/Cohen/Pence Group
The National Bank of Indianapolis

Our 2019 Award Winners

President’s Award
The Honorable Gerald Zindler

Champion Award
Big Red Liquors

Lifeline of Giving Award
Christ Church Cathedral

Employment Award
Gregory & Appel Insurance

Volunteer Excellence Award
Tom and Karen Tatham

Citizenship Award
Alicia Dumas

Harriet P. Irby
Distinguished Parent Award
Patricia Cleveland

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Don and Rita Davis
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Delta Faucet
Diamonds Direct
Downtown Optimist Foundation
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Indianapolis Symphony Orchestra
Indianapolis Zoo
Indy Facets
Indy Photo Booth
Alex and Alli Isaacs
Raymond James
Jim and Michelle Jones
Susan Lecher
Live Nation
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No Label at the Table
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Pacers Sports & Entertainment
Mark and Kristin Plassman
Renaissance Hotel
Republic National Distributing Co.
Rock Bottom Brewery
Sagamore Golf Club
Nancy Schuetz
Kendra Scott
Ryan Siebert
Solid Core
Sun King Brewery
The Beauty Lounge
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Champion Award
Big Red Liquors

Lifeline of Giving Award
Christ Church Cathedral

Employment Award
Gregory & Appel Insurance

Volunteer Excellence Award
Tom and Karen Tatham

Citizenship Award
Alicia Dumas

Harriet P. Irby
Distinguished Parent Award
Patricia Cleveland
2019 Raising the Stakes for Noble
Each November, we partner with the Sertoma Club of Broad Ripple to Raise the Stakes for Noble. A mission-filled dinner followed by casino games and live entertainment, our 9th annual event raised over $91,000 for Noble. We thank the following for their support:

Event Committee
Chairperson  Alli Isaacs
David Fairman
Courtney Summers
Jane Schnedl
Kory Vanderford
Fred Winters

Title Sponsor
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Sertoma Club of Broad Ripple

Casino Sponsor
Mattingly Burke Cohen & Biederman

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Daubey O’Connor & Zaleski
First Person Advisors
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ICC Business Products
Newmark Knight Frank
Prometheus
Stifel: The Knall/Cohen/Pence Group
Two Men & A Truck

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Fiduciary Advisory Services
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Daniel’s Vineyard
DCG Digital Color Graphics
Indy Facets
Indy Photo Booth

Auction Donors
Arní’s Restaurant
Conner Prairie
Cunningham Group
Diamonds Direct
Drake’s
David Fairman
Flix Brewhouse
Goldfish Swim School
Hoosier Lottery
Indianapolis Repertory Theatre
Indianapolis Symphony Orchestra
Indianapolis Zoo
Alex and Alli Isaacs
Raymond James
Jim and Michelle Jones
Live Nation
Newfields
Pacers Sports & Entertainment
Renaissance Hotel
Rock Bottom Brewery
Sagamore Golf Club
Kendra Scott
Solid Core
Sun King Brewery
The Beauty Lounge
The Yoga Studio
Top Golf
Westin Indianapolis
Fred and Jacquie Winters
Ye Olde Head Shoppe Salon & Spa

2020 Noble Evening in the Garden
This year would have marked the 24th anniversary of Noble Evening in the Garden, a preview gala to the Indiana Flower and Patio Show hosted annually by the Noble Auxiliary. While we had an incredibly special night planned for our 1,200+ guests, we had to make the difficult but necessary decision to cancel it three days before the big night due to COVID. Despite this, we were still able to raise over $110,000 because of the sponsors who stood by us, those who participated in our online auction, and supporters who converted their ticket purchases into donations. We would also like to recognize the restaurants and entertainers who had committed to participating in this premiere event:

Title Sponsor
Big Red Liquors

Presenting Sponsor
The National Bank of Indianapolis

Event Jewelers
Indy Facets

Entertainment Sponsor
Craftmark Bakery
OneAmerica

Garden Sponsors
American Surety Company
Barnes & Thornburg
Corteva Agriscience
Gregory & Appel
Penrod Society

Bar Sponsors
Huntington National Bank
The Lilly Endowment
Sertoma Club of Broad Ripple
Stifel: The Knall/Cohen/Pence Group

Fund-A-Need Sponsors
Alerding & Co.
Blue & Co.
Cross Communications
Dunham Rubber & Belting Corp.
Fiduciary Advisory Services
INARF
Prometheus Consulting
Ryan Fire Protection

Event Partners
Basia Loptka Photography
Bright Ideas in Broad Ripple
DCG Digital Color Graphics
FedEx
Emily’s Backyard Blooms
HardingPoorman Group
Indiana State Fair Commission
Indianapolis Monthly
Indy Facets
Indy Photo Booth
Mandi Fagan Photography
Marketplace Events
Matt Casolaro, Graphic Designer
Neal Thompson,
Graphic Designer
Qtego Auction Technology
Superior Ice
Todd Morin
Yelp

300 Receiving Behavioral, Music and Recreational Therapies.

Noble Auxiliary Members
President  Rebecca Shepler
Vice President  Karen King
Past President  Brynna Barnhart Blodgett
Treasurer  Lisa Schneider
Secretary  Tracy Knep
Bethany Ashby
Misty Boyd
Elle Casolaro
Katie Cortelyou
Tori Dowell
Lacey Emery
Jennifer Ferrell
Dana Foreman
Beth Geryak
Susan Ham
Melissa Hanten
Joyce Jacobs
Katie Lory
Sara McClain
Rebecca Miller
Keri Mohrbach
Lisa Juberg
Nicole Roberts
Jill Schafer
Sarah Seipel
Jennifer Sommers
Karen Tatham
Jenny Thomas

Emcee
Bernie Eagan, B105.7

Live Entertainment
Josh Cecil, Magician
Henle and the Loops
Nicki May
Tara McNamara
Chad Mills
Nick Nix, Caricaturist
Pyramid of Enlightenment
Eric Richards
Ryan Siebert, Magician
Jim Turnpaugh, Magician

Turned Up Audio Entertainment
John West, Magician
Caleb Wiles, Magician

Restaurants and Beverages
Amore Pizzeria
Arní’s Restaurant
Ash & Elm Cider Company
Volunteers
Investing in our community does not always mean making a financial contribution. Also critical to Noble is the time invested by our volunteers. The few hours you spend can make an incredible difference to the people we serve. Multiply that by the hundreds of volunteers who take on a few tasks for us over the year, and you can imagine the impact. We proudly recognize the following for contributing their time and talent to Noble:

Yazaret Acuna
Jennifer Adamany
Garrett Adams
Amanda Adkins
Manan Agarwal
Lade Akande
Cory Alban
Jada Amis
Arvie Anderson
Andrew Appel
Caine Ardayfio
Isabelle Arive
Jason Arnold
Jeff Arnold
Bethany Ashby
Ashley Austin and Ben Gilvin
Clayton Atkinson
Lucas Autry
Kimberly Barker
Lukas Barnes
Jenna Barnett
Elizabeth Bearby
Jenny Beebe
McKenna Beemiller
Adam Behringer
Janet Bengero
Janaule Bennett
Christina Bennet-McNew
Joe Berkemeier
Erick Bernal Martinez
Jeffrey Beumel
429

Volunteers donated their time and talent to Noble.

Julie Billings
Saundra Black
Justin Blanding
Sarah Blatt
Misty Boyd
Ashley Boylan
Andrew Bozinovski
Gabe Brown
Mark Bruin
Crystal Buckner
Lily Buergard
Sam Burchett
Elizabeth Burnell
Denise Burnett
Russell Burns
Karen Byrd
Nathan Cain
Dan and Janet Calandro
Anita Callaway
Gina Camp
Frankie Cardenas
Quinn Carlson
William Carmichael
Stacy Carrigan
Patience Carter
Elle Casolaro
Matt Casolaro
Anthony Castel
Zach Castleman
Matthew Charles
Steven G. Chen
Xue Gin Chen
Matthew Chesterfield
Marc Christie
Cheena Chukwuemeka
Eric Cifuentes
Ellen Clark
Jonathan Clark
Tomi Clark
Patricia Cleveland
Morgan Cohen
Kyle Colbert
Joshua Cole
Katie Cortelyou
Susan Cotter
Alex Cotton

Yvelina Cox
David Crim
Mitchell Cunningham
Rod and Linda Cushingham
Jon Dahlstrom
Dan Dangcil
Jay Dangcil
Carolyn Darke
Louis Daugherty
Audrey Davenport
Don and Rita Davis
Hon. Kathy Davis
Melissa Davis
Pattie Davis
Theresa Davis
Miranda DeHaai
Andrew DeMinico
Anne DeMore
Clo Dias
Tyler Dollahan
Dimitar Donavski
Nancy Dorsa
Tony and Barbara Doster
Samuel Dowd
Tori Dowell
William Dunleavy
Wendy Riley Dych
Thomas Dzwilirk
Martha Edgar
Rebecca Eikenbary
Lacey Emery
Amy Essig
Selina Estwick
Mandi Fagan
Donna Fahey
David Fairman
Kelsea Faulkner
Angela Favia
Margaret Feldman
Jennifer Ferrell
Chris Ficklin
Giselle Flores
Sam Fogelson
Dana Foreman
Brian Foreman
Robert Foreman
Jana Forster
Stuart Fort
Shawn Fossler
Lauren Frank
John Frantz
Madeline Freeman
Gavin Gagnier
Tyler Gargas

Ashleigh Garrison
Andrew Gebben
Haley Germain
Ilya Gershkovich
Shannon Gibbons
Symphony Gillard
Shanique Gilliam
David Ginsberg
Konstantin Gladkov
Conor Goldspiel
Karen Grant
Mary Grant
Patrick Grap
Larry Grider
Laura Gulden
Namrata Gupta
Tammy Haag
Jessica Hadler
Tom and Della Hall
Susan Ham
Evonne Hammel
Lisa Hammond
Jennifer Hampton
Clint Hangebrauch
James Hantzis
Amy Hargis Peltz
Anne Harrington
Niki Hasse
Melissa Hasted
Celeste Hastings
Mary Hazelton
Rob Held
Antonio and
Jomayra Hernandez
Olivia Herrmann
Sarah Hess
Andrew Hickman
Adam Hill
Erin Hillier
Debra Hire and Scott Jargo
Kayla Hoezee
Lucas Hofer
Jason Hogan
Jeff Holley
Shaun Holloway
Matthew Holm
Julia Huffman
Christine Hukill
Kurt Humphrey
Charles Hunter
Kristi Huntington
Kendall Hyams
Ann Hynds
Megan Hyslop
Alli Isaacs
Joyce Jacobs
Angie Jarrett
Brian Jenkins
Tonya Jester
Jason Johnson
Kayla Johnson
Elly Johnston
Jim Jones
Kate Jones
Cathy Josenhans
Lisa Juberg
Apo Karaca
Sandra Keller
Courtney Kelley
Zara Khan
Christina Kim
Kyle Kindig
Karen King
Blaire Kinslow
Julie Kirschling
Colin Kline
Matthew Kluemper
Trace Knapp
Kinley Koontz
Lien Koztecki
Oliver Kron
Faoulou Kujawa
Chris Kunz
Celine Kwan
Julie Lacey
Francine LaMorticella
Sherry LaMorticella
Kendra Langhans
Tyler Lata
Diane Law
Angelica Letcher
Destiny Lewis
Nathan Lewis
Olivia Lighty
Kathy Lindsey
Katie Lory
Ali Lotfalian
Jeanine Louw
Erin Ludwig
Bev Magness
Gina Maifeld
Nicholas Maksim
Dave Malhar
Jacob Malinzak
Judy Manges
Mike Manlick
Marissa Manlove
Meredith Marcincilli
## Financials

Noble and Kids Only, Inc. Consolidated

<table>
<thead>
<tr>
<th>Category</th>
<th>FISCAL '20</th>
<th>FISCAL '19</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>$ 593,838</td>
<td>$ 555,803</td>
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<tr>
<td>United Way</td>
<td>458,980</td>
<td>362,221</td>
</tr>
<tr>
<td>Service Revenue from Government Agencies</td>
<td>7,865,132</td>
<td>8,427,382</td>
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<tr>
<td>Grants from Local Government Agencies</td>
<td>1,397,586</td>
<td>1,216,893</td>
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<tr>
<td>Other Revenue</td>
<td></td>
<td></td>
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<tr>
<td>Program Fees</td>
<td>96,789</td>
<td>100,349</td>
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<tr>
<td>Group Home Income</td>
<td>177,474</td>
<td>302,952</td>
</tr>
<tr>
<td>Contract &amp; Sales</td>
<td>843,610</td>
<td>959,768</td>
</tr>
<tr>
<td>Interest &amp; Dividends</td>
<td>574,663</td>
<td>250,858</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>43,742</td>
<td>39,459</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$ 12,051,814</td>
<td>$ 12,215,685</td>
</tr>
</tbody>
</table>

| **EXPENSES**                                  |                  |                  |
| Children's Services                           | 2,945,308        | 2,761,766        |
| Adult Developmental Services                  | 2,778,616        | 2,984,476        |
| Noble Industries                              | 1,739,202        | 1,969,739        |
| Supported Employment                          | 942,176          | 954,975          |
| Community Living                              | 2,130,871        | 1,852,999        |
| **Total Program Expenses**                    | 10,536,173       | 10,523,955       |

| Management & General                          | 1,275,567        | 1,153,278        |
| Fundraising                                   | 416,920          | 434,327          |
| **Total Expenses**                            | 12,228,660       | 12,111,560       |

| Change in Net Assets from Operations          |                  |                  |
| Other Changes                                 | (176,846)        | 104,125          |
| Net Gains/Loss on Investments                 | 296,900          | 858,134          |
| **Change in Net Assets**                      | 120,054          | 962,259          |

| Net Assets, Beginning of Year                 | 19,769,207       | 18,806,948       |
| **Net Assets, End of Year**                   | $ 19,889,261     | $ 19,769,207     |