



Creating the Tools to Succeed
Noble FY'21 Annual Report

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*Together, we are helping
each person we serve to
“Dream it. Live it.”*



Achieving Success Amid Obstacles

As we look back on FY 2021, we have so many reasons to be thankful despite the obstacles erected by COVID. Because of the commitment of families, donors, staff and other stakeholders, we found new ways to meet the needs of the thousands who rely on us. While we had all hoped that the pandemic would be a memory by now, we continued to draw on a wellspring of dedication and effort to keep everyone safe and retain some degree of normalcy.

In spite of the many challenges we faced—and continue to face—we achieved some pretty notable accomplishments in FY '21 including:

- Keeping site- and community-based services available for the people who rely on us.
- Pivoting our service model to embrace new ways to keep individuals engaged and prevent social isolation.
- Expanding our use of technology, thanks in part to COVID-related grant funding.
- Securing a Paycheck Protection Program Loan/Grant to provide retention pay to staff who experienced a decrease in available work.
- Supporting many essential workers through our Community Employment Service.
- Fulfilling contract work at Tibbs and in our N.E.W.S. Crews, which ensured paychecks for many individuals and staff.
- Securing a 14% Medicaid rate increase, which boosted DSP starting wages to \$14.50 per hour.
- Increasing online training through Open Futures Learning and E-Front.
- Enhancing teamwork and collaboration between departments to meet staffing needs.
- Upgrading our locations to help ensure the health and safety of staff and individuals served.
- Scoring high customer and family satisfaction ratings.

It takes all of us moving forward together to get through this as we have seen over and over again. Looking back on how far we've come, I'm sure we will come through this stronger and more prepared to turn the challenges of today into opportunities to strengthen our community.



Julia Huffman
President and CEO



William Wales
Chairman of the Board



From the home Tahja shares with his grandmother, he takes IndyGo to his job at Eli Lilly and Company each morning. Once there, he doesn't spend much time on small talk—there's work to be done.

Each day, he and several colleagues through Noble Employment and Workforce Services (N.E.W.S.) maneuver large plastic roller bins through the many hallways and buildings on the Lilly campus. After they've gathered and torn down boxes and other paper products no longer needed, they transport them to a central location to compress and bundle them for recycling. Each year, they recycle thousands of boxes, diverting literally tons of paper from landfills to be recycled into more Earth-friendly products.

Tahja also helps ensure that each lab is equipped with extra lab coats, safety goggles and other equipment that the scientists there use each day. Once he's gathered the items that need to be sterilized, he replenishes each lab with fresh supplies. Supervisor Larry Mitchell notes, "Tahja is a hardworking young man. He has a great work ethic." That work ethic was developed at home and came in handy as he earned his diploma from Warren Central.

When Tahja is not at work or helping his grandmother around the house, he enjoys sketching. He is a gifted artist, particularly in portraiture. During his lunch break, he will often sketch the people he sees. Once his Lilly co-workers noticed his work, he's had an unending list of requests for his sketches—for which they eagerly pay him. Combined with his paycheck, Tahja is proud to be able to help support his family.

Tahja



Reina

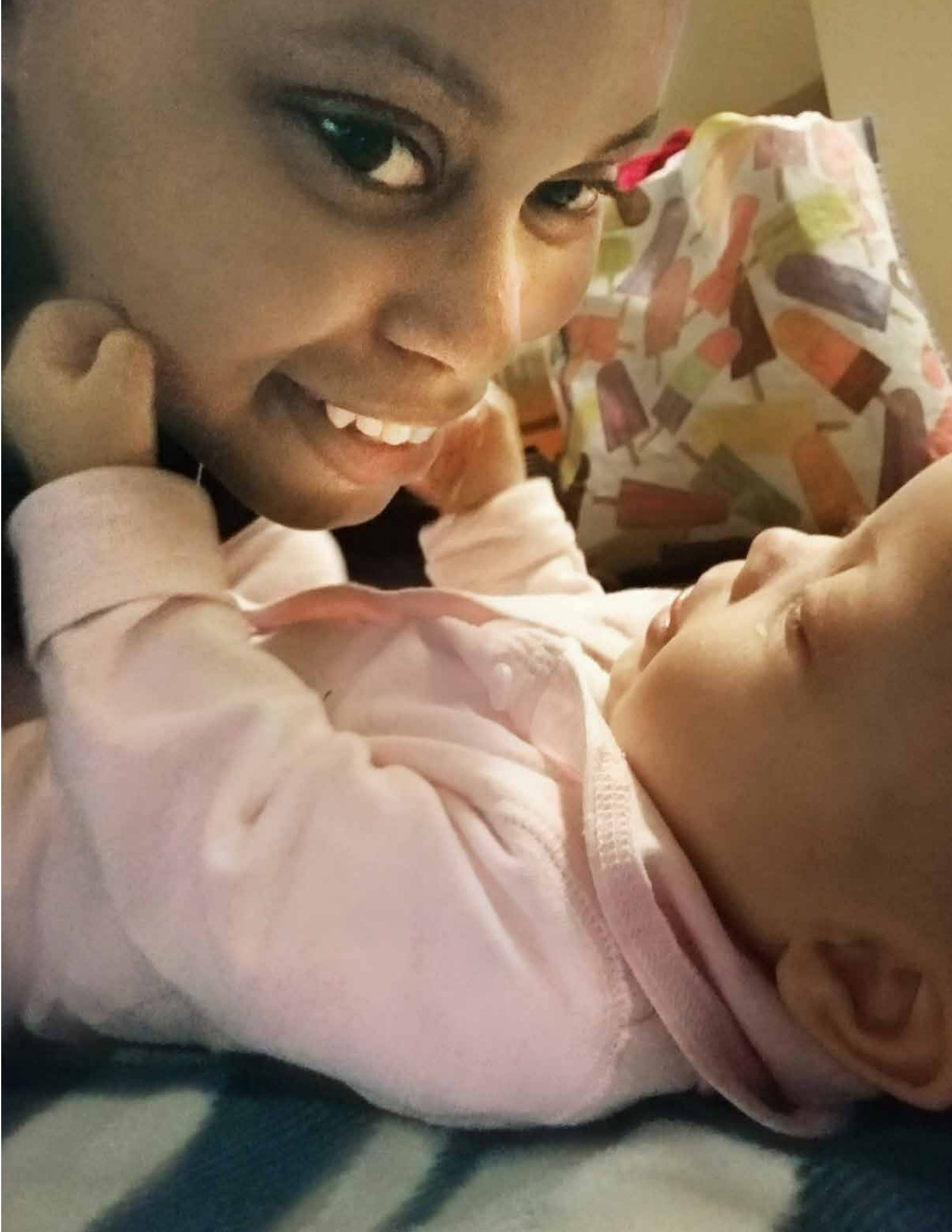


When Reina was born with Down syndrome, her mother Janae admits that she was not prepared. Prenatal tests had not suggested that diagnosis. However, Janae quickly learned how to care for her newborn daughter, drawing on her on-the-job experience in working with preschoolers in a daycare center.

Most importantly, she knew that the first years of life are the most critical for a child's development, so she contacted First Steps, and three-month-old Reina began receiving early intervention therapies through Noble. The next several years were filled with weekly therapy sessions, and soon Occupational Therapist Laura-Jean Page and Physical Therapist Kristen Quigley became like members of the family. Together, they worked through the transition to virtual therapies when COVID hit so Reina could continue reaching developmental milestones.

Because Janae asked that the therapies be provided simultaneously, Laura-Jean and Kristin could "see" each other via Zoom and share information in real time. While it was more efficient for a busy mom, it also fostered a deeper level of teamwork as each therapist worked toward the overall goals of both therapies. Today, Reina is in preschool and is happy to be learning from her classmates.



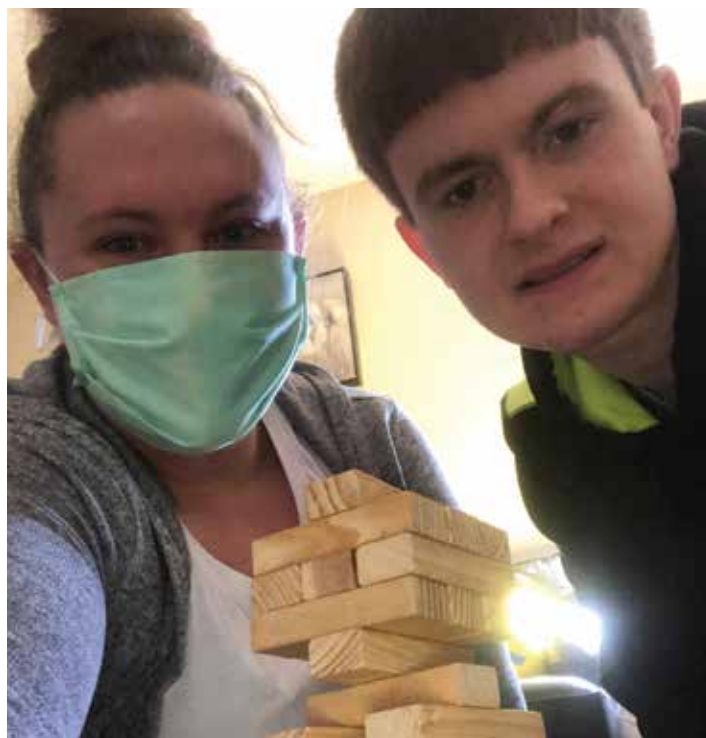


As a preschooler, James struggled to focus on anything for more than a couple minutes. Autism and anxiety made his world feel like a very overwhelming place. With his family and Noble by his side, however, he has become a young man focused on the future.

After finishing high school, he launched a dog treat business with his mother Yvonne, drawing on the life skills that he and Recreational Therapist Lauren White have been working on for nearly eight years. His passion for baking healthy treats for his dog Oreo has become JB Treats, a business that has expanded to include celebration dog cakes, over-the-collar pet bandanas and handmade treat jars.

During his Rec Therapy sessions with Lauren and in his Personal Assistance and Care services with Roman Leal, they work on skills like maintaining focus, increasing verbal communication and following directions. Lauren notes, “He has a lot of fun in his sessions and has progressively become more independent.” These skills have paid off as James has learned to process online orders, bake the treats, and package them for shipment to his furry customers around the state. “We started small by sharing his treats with family and friends. Now we are ready to share them with you,” says Yvonne. It’s been an incredible journey, and Noble is proud to walk alongside and support James as his dreams for JB Treats.com come true.

James





JB

THEATS

1953

**The year
Noble
was founded**

Noble Dream Society

Noble Dream Society proudly recognizes donors who generously supported Noble in Fiscal Year 2021 (July 1, 2020 to June 30, 2021) by making an annual gift of at least \$1,000. Because of you, the people we serve can "Dream It. Live It."

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2757

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with disabilities
like Down syndrome
& autism received
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services.**

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1319

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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.

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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 Lloyd Baldwin

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Honoring a special person through a gift to Noble offers a unique way to support our mission. The following made a gift to Noble in honor of a loved one, friend or colleague:

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Julia Huffman

In Honor of Steve Brown

Robert and Ellen Brown

In Honor of Molly Cleek

Julia Huffman

In Honor of Rita Davis

Julia Huffman

In Honor of Diane Gann

Julia Huffman

In Honor of Erin Hardwick

Julia Huffman

In Honor of Tandy Jones

Julia Huffman

In Honor of Chad Linn

Julia Huffman

In Honor of Rachel Miller

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In Honor of Rebecca Shepler

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In Honor of St. Anthony

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Julia Huffman

In Honor of Angie Tyler

Julia Huffman

In Honor of Tami Wanninger

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In Honor of Colleen Whitaker

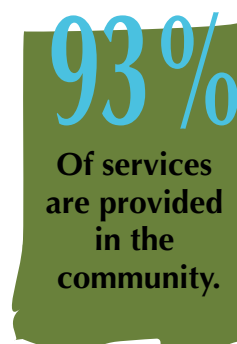
Julia Huffman

In Honor of Fred and Jacquie Winters

Lawrence and Rev. Spaccarelli

In Honor of Zachary Woodward

Julia Huffman



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

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 Indianapolis Monthly
 Methodist Hospital
 Cardiovascular Critical Care
 David and Melissa Morris
 Old Oakland Golf Club
 Jim Powell
 Purgatory Golf Club

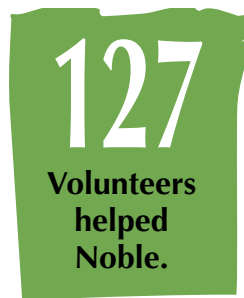
Sagamore Club
Nancy Schuetz
The Arc of Indiana
The Hawthorns Golf &
Country Club
The Melting Pot
The Trophy Club
Tito's Vodka
E. Scott Treadway
Robin Trittipio
Angie Tyler
White Claw
Zink Distributing Company
Heather Ziomek

Volunteers

Supporting our community does not always mean making a donation. Also critical is the time invested by our volunteers. For the safety of those we serve, we had to limit our volunteer program this year, but we look forward to resuming this key part of the Noble team soon. We thank the following for their time and talent in FY '21:

Arvie J. Anderson
Bryce Anderson
Andrew Appel
Angela Autry
Lucas Autry
Ellen Bardwell
Jenna Barnett
Kris Barringer
Steffany Bearden
Jennifer Bechinski
Amrata Bhonsce
Brynna Barnhart Blodgett
Megan Boardman
Jerry Bradford
Jen Bradley
Tori Bratcher
Jeff and Emily Brown
Mark Bruin
Karen Byrd
Alex Cameron
William Carmichael
Wilma Carrier
Elle Casolaro
Angie Cathcart
Matthew Charles
Justin Clapp
Jonathan Clark
Sarah Clark
Patricia Cleveland
E. Brant Coburn
Katie Cortelyou
Lou Daugherty
Aubrey Davis
Garrett Davis
Don Davis
Christie Dee
Tori Dowell

Steve and Ginger Edwards
Lacey Emery
Jennifer Ferrell
Sarah Fisher
Andrea Flannery
Brian and Dana Foreman
Darlene Fox
Susan Ham
Melissa Hasten
Rob Held
Jeff Holley
Kevin Hudson
Sarah Huffman
Alli Isaacs
Terri L. Jackson
Joyce Jacobs
Angie Jarrett
Gene Jarrett
Jennifer Johnson
Raven-Seymone Johnson
Jim Jones
Kate Jones
Daland and Lisa Juberg
Lindsay Keith
Kyle Kindig
Karen King



Melissa King
Tracy Knepp
Steve Kratzer
Meredith Kroger
Mike and Jen Leary
Jeremy and Laura Long
Marissa Manlove
Jill McCoy
Sarah McClain
Jim McWilliams
Rachel Miller
Rebecca Miller
Terri Miller
W. Scott Montross
Keri Mohrbach
Dave Morris
Paige Morris
Mary Lynn Newcomb
Michael O'Neill
Allison Osler
Jeff Peirce
Sam Pfeffer
Mark Plassman
Katie Quillen
Jenny Ransberger
Bob and Tricia Ray
Kelsey Rayburn

Tara Reimschisel
Nicole Roberts
Rachel Rollison
Jill Schafer
Matthew Schelle
Nancy Schuetz
Sarah Seipel
Rebecca Shepler
Jennifer Sommers
Liz Subrin
Courtney Summers
Abi Sweet
Allison Tatham
Tom and Karen Tatham
Neil and Sarah Thatcher
Jenny Thomas
Jason Thompson
E. Scott Treadway
Robin Trittipio
Mark Urbanowski
Julie Vanderford
Kory Vanderford
Ray Wagner
William Wales
Jackie Weir
Joan Wilberg
Deb Wilcox
Fred Winters
Hon. Gerald Zore

2020 Noble Golf Classic

Although postponed by COVID, our 15th annual Noble Golf Classic held Sept. 21st at Broadmoor Country Club offered a relatively safe way to gather and support Noble. Everything from lunch to the post-event reception was held outside. Hospitality tees, a putting contest and prizes added to the fun, raising over \$105,000 for Noble. We thank the following for their support:

Event Committee

Chairman Mark Plassman
Lucas Autry
Brian Foreman
Rob Held
Kyle Kindig
Dave Morris

St. Andrews Title Sponsor

Mark and Kristin Plassman

Presenting Sponsors

American Surety Co.
Corteva Agriscience

Pebble Beach Sponsors

IU Health
OneAmerica
World Wide Technology

Reception Sponsor

Sertoma Club of Broad Ripple

Bar Sponsor

Plat Collective: Nottingham & Foreman

Beverage Cart Sponsor

ICC Business Products

Putting Contest Sponsor

PVA Wealth Advisors

Lunch Sponsor

The National Bank of Indianapolis

Tee and Hole Sponsors

Birge & Held
Asset Management, LLC
BKD
Chiro One
Crawford & Associates
CREA
Dauby O'Connor & Zaleski
Greg & Traci Dolan
Fiduciary Advisory Services
Flaherty & Collins Construction
Gaylor Electric
Indianapolis Colts
Promethius Consulting
Riverview Health
Stifel: The Knall/Cohen/Pence Group

Hospitality Tees

B Happy Peanut Butter
Clif Bar
Dot's Pretzels
Hotel Tango Artisan Distillery
Sun King Brewery
Tito's Handmade Vodka
Zink Distributing

Event Partners

Jeff Abrams
Arni's Restaurant
B Happy Peanut Butter
Broadmoor Country Club
California Closets
Chick-fil-A
Clif Bar
Coca-Cola
Rita and Don Davis
Diamonds Direct
Dot's Pretzels
Dynamark Printing
Hotel Tango Artisan Distillery
Dave Morris
Old Oakland Golf Club
Pepper Construction
Purgatory Golf Club
Riverview Health
Sagamore Golf Club
Sullivan's Steakhouse
Sun King Brewery
The Hawthorns Golf & Country Club
The Melting Pot
The Trophy Club
Tito's Handmade Vodka
Zink Distributing

2020 Annual Awards

Each fall, we recognize the individuals, organizations and businesses that help us expand opportunities for people with disabilities by announcing our Annual Award recipients through a full-page ad in the Indianapolis Business Journal. We thank the following for their support:

Presenting Sponsors

Citizen's Energy Group
Corteva Agriscience

Award Sponsors

Gregory & Appel Insurance
Sertoma Club of Broad Ripple

Corporate Sponsors

Barnes & Thornburg LLP
Greg and Traci Dolan Family Foundation, a fund of CICF
Indiana Compensation Rating Bureau
Jim and Michelle Jones
Jubilee Giving Fund
Maco Press
OneAmerica
Sponsel CPA Group
Stifel: The Knall/Cohen/Pence Group
The National Bank of Indianapolis

Our 2020 Award Winners

President's Award

William B. Carmichael

Champion Award

Kim Dodson

Partnership Award

IndyGo

Development Award

Ray Skillman Westside Auto Mall

Employment Award

Corteva Agriscience

Volunteer Excellence Award

Alli Isaacs

Citizenship Award

David Orton

Harriet P. Irsay

Distinguished Parent Award

Mary Anne and David Noble

Marissa Manlove

Distinguished Service Award

Donita Murphy-Sims

Noble Auxiliary

Member of the Year

Rebecca Shepler

2021

Noble

Evening in the Garden

Our milestone 25th anniversary of Noble Evening in the Garden was celebrated in unique fashion. Because of COVID, we transformed our preview gala to the Indiana Flower and Patio Show into a lovely at-home experience. This virtual event featured a gourmet dinner, drinks and auction with a program broadcast live. We thank the following for helping us raise over \$118,000:

Title Sponsor

Big Red Liquors

Presenting Sponsor

The National Bank of Indianapolis

Entertainment Sponsor

OneAmerica

Garden Sponsors

American Surety Company
Barnes & Thornburg LLP
Corteva
Gregory & Appel Insurance
Penrod Society

Bar Sponsors

Craftmark Bakery
Lilly Endowment Inc.
Sertoma Club of Broad Ripple
Stifel: The Knall/Cohen/Pence Group

Fund-A-Need Sponsors

4:59 Barber Lounge
Alerding & Company
Blue & Co.
Dunham Rubber & Belting Corp.
Fiduciary Advisory Services
INARF
Indy Facets
Parr Richey Frandsen
Patterson Kruse
ProCourse Fiduciary Advisors
Promethius Consulting
Ryan Fire Protection

In-Kind Supporters

Bright Ideas in Broad Ripple

Cooper's Hawk

Winery & Restaurants
Casolaro Creative
Dynamark Printing
Emily's Backyard Blooms
HardingPoorman Group
Indianapolis Monthly
Mike's Hard Lemonade
Chad Mills
Peterson's Restaurant
Savage Media
Larra Overton Tucker
Yelp

Noble Auxiliary Members

President Karen King
Past President Rebecca Shepler
Treasurer Lisa Valentine
Secretary Brynna Barnhart
Blodgett

Bethany Ashby
Elle Casolaro
Katie Cortelyou
Tori Ehlerding
Lacey Emery
Jennifer Ferrell
Susan Ham
Melissa Hasten
Joyce Jacobs
Lisa Juberg
Tracy Knepp
Sara McClain
Rebecca Miller
Nicole Roberts
Jill Schafer
Sarah Seipel
Jennifer Sommers
Karen Tatham
Jenny Thomas

Silent Auction Donors

4:59 Barber Lounge
Adventure Park
A.H. Collection
Albanese Candy Company
Arni's Pizza
Bethany Ashby
AuggieLou Candles
Erin Barrett
Basket Pizzaz
Bath Junkie
BeYOUtiful
Bier Brewery North
Birdie's Miniature Golf
Black Rose LLC
Brynna Blodgett
Blush and Bobby Pins
Blush Salon
Brewery Running Series
Brick and Mortar
Build and Brag
Burgerhaus
Calluna
Charbonos

153

**Teens received
school-to-work
transition help.**

Cohoat & O'Neal

Golf Management
Color Street Nails
Conner Prairie
Costco
Crew Car Wash
District Tap
Dream Dinners
Edible Arrangements
Eiteljorg Museum
Kim Emery
Emily's Backyard Blooms
Endeavor Boutique
Everything Home
Exercise Inc.
Mandi Fagan
Fall Creek Dentistry
Fatima Photography
Fort Financial
Four Day Ray
Foxgarden
GoApe!
Goldfish Swim School
Greek's Pizzeria
Half Price Books
HIT317
Holder Mattress
HopeAnchor & Crew
Indianapolis Salt Cave & Halotherapy Center
Indy Fuel
Iozzo's Garden of Italy
Jane's Jewels
Jockamo Upper Crust Pizza
John's Crazy Socks
Chef Kathy Jones
Keller Williams
Kendra Scott LLC
Kits & Kaboodle Toys
Lacquer
Laser Flash
Late Harvest
Little Nail Shop
Liz Donovan Photography
Magnolia Boutique
Mallow Run Winery
Massage Luxe
Sarah Megel
Cindi Merrill
Mike's Hard Lemonade
Chad Mills
Nameless Catering
NCAA

112

**Families received
a needed break
with Respite &
PAC services.**

366

**Working in
the community
through our
employment
services.**

Newfangled Confections
Newfields
Noah Grant's Grill House &
Oyster Bar
Nothing Bundt Cakes
Pacers Sports and Entertainment
Pearl Street
Tatum Perez
Perfect North Slopes
Property Pros Land Management
Pure Barre Noblesville
Pure Eatery
Pyramid of Enlightenment
RE/MAX Ability Plus
Rooster's Kitchen
Sagamore Golf Club
Salty Cowboy
Salty Umbrella
Sangiovese Ristorante
Savage Media
Seasons Hospice and
Palliative Care
Rebecca Shepler
Silver in the City
Skin Phix
Skydive Indianapolis
Skyline Club
Jennifer Sommers
Spenga
Sue Stetson
Sullivan's Steakhouse
Texas Roadhouse
The Brow Boutique
The HandleBar
The Hawthorns Golf and
Country Club
The Hot Room Fishers
The Laser and Skin
Surgery Center of Indiana
The Melting Pot
The National Bank of Indianapolis
The Shop Indy
The W Nail Bar
Jenny Thomas
Tinker Coffee Co.
Tito's Handmade Vodka
Total Wine
Urban Air Trampoline
Vida
Warm Glow Candle Co.
Whispy Pine

Wick's Pies, Inc.
Wild Birds Unlimited
Brett Wiscons
Woodhouse Day Spa
Woodland Terrace of Carmel
Yoga for Athletic Performance
YogaSix
Zink Distributing

2021 Noble Golf Classic

Although COVID continued to disrupt life, we were able to come back together for our 16th annual Noble Golf Classic on June 8th at Sagamore Golf Club. We thank the following for helping us raise over \$100,000:

Event Committee

Chairman Mark Plassman
Lucas Autry
Brian Foreman
Rob Held
Kevin Hudson
Kyle Kindig
Dave Morris

St. Andrews Title Sponsor

Mark and Kristin Plassman

Presenting Sponsors

Corteva Agriscience
World Wide Technology

Pebble Beach Sponsors

American Surety Co.
IU Health
OneAmerica

Reception Sponsor

Sertoma Club of Broad Ripple

Bar Sponsor

Plat Collective: Nottingham &
Foreman

Putting Sponsor

PVA Wealth

Lunch Sponsor

The National Bank of
Indianapolis

Tee and Hole Sponsors

Birge & Held
Asset Management, LLC
Crawford & Associates
Everlong Captive
Dauby O'Connor & Zaleski
Greg & Traci Dolan
Fiduciary Advisory Services
Flaherty & Collins Construction
For the Love of Homes/Keller
Williams
Gaylor Electric
ProCourse Financial Advisors
Promethius Consulting
Riverview Health
Specialties Company

Stifel: The Knall/Cohen/Pence
Group
United Health Care

Hospitality Tees

B Happy Peanut Butter
Bailey & Wood Financial Group
Budweiser
CraftMark Bakery
Dot's Pretzels
Hotel Tango
Rooster's Kitchen
Rosie's Place
Tito's Vodka
West Fork Whiskey

Event Partners

Jeff Abrams
Arni's Restaurant
B Happy Peanut Butter
Chick-fil-A at the Crossing
Coca-Cola
CraftMark Bakery
Dot's Pretzels
Dynamark Printing
Highland Golf & Country Club
Holderness & Bourne
Hotel Tango
Dave Morris
Noah Grant's
Old Oakland Golf Club
Pepper Construction
Prairie View Golf Club
Purgatory Golf Club
Rooster's Kitchen
Rosie's Place
Ruth's Chris Steakhouse
Sagamore Golf Club
Salty Cowboy
Sullivan's Steakhouse
Sun King Brewery
The Fort Golf Resort
The Hawthorns
Golf & Country Club
The Melting Pot
Tito's Handmade Vodka
West Fork Whiskey
Zink Distributing



Noble
Dream it. Live it.™

Our History

In February 1953, Noble's founders gathered together, united behind a common goal.

Their children had been born with disabilities. At that time, parents of children with disabilities were expected to institutionalize their sons and daughters or keep them hidden at home. They chose to ignore the advice of doctors and societal pressures to blaze an innovative path that we're still pursuing today.

Our founding parents knew that their children could learn and were eager to do so. They could achieve their goals, realize their dreams and contribute significantly to the world around them. Noble School was born that September, and the rest, as they say, is history.

Today, Noble helps nearly 3,000 children and adults with disabilities develop their skills, achieve their career goals and earn a paycheck through our Employment Services. We provide Day Services that include Therapeutic Art, gardening and Community Exploration. Other services include Music Therapy, Recreational Therapy and opportunities to give back through volunteer work. Noble provides a variety of exciting Summer Day Camps to young people of all abilities. And we give families a break by providing Respite Services.

The best part? This is only some of what you'll discover on your own journey with Noble.

Tripp is writing the pages of his own history, thanks to Noble.



***Noble
is proud to partner***
with hundreds of businesses
and organizations across the state and
indeed, throughout our country. Below you will see
the logos from a number of these entities, some of which
demonstrate our commitment to diversity, equity and
inclusion as well as meeting the quality standards and business
practices that warrant these notable commendations.
We take pride in our association with each of them.



An affiliated
chapter of



Financials

Noble and Kids Only, Inc. Consolidated

REVENUE	FISCAL '21	FISCAL '20
Public Support		
Contributions	\$ 731,541	\$ 593,838
United Way	409,481	458,980
Service Revenue from Government Agencies	7,488,187	7,865,132
Grants from Local Government Agencies	1,566,339	1,397,586
Gain on Extinguishment of PPP Loan	278,820	—
Other Revenue		
Program Fees	100,087	96,789
Group Home Income	9,012	177,474
Contract & Sales	737,487	843,610
Interest & Dividends	428,961	574,663
Miscellaneous	49,892	43,742
Total Revenue	\$ 11,799,807	\$ 12,051,814
 EXPENSES		
Children's Services	3,211,217	2,945,308
Adult Developmental Services	1,934,183	2,778,616
Noble Industries	1,371,713	1,739,202
Supported Employment	672,976	942,176
Community Living	2,083,190	2,130,871
Total Program Expenses	9,273,279	10,536,173
 Management & General	1,198,365	1,275,567
Fundraising	392,644	416,920
Total Expenses	10,864,288	12,228,660
 Change in Net Assets from Operations	935,519	(176,846)
 Other Changes		
Gain on Sale of Assets	38,581	—
Net Gains/Loss on Investments	3,159,609	296,900
Change in Net Assets	4,133,709	120,054
 Net Assets, Beginning of Year	19,889,261	19,769,207
 Net Assets, End of Year	\$ 24,022,970	\$ 19,889,261



7701 E. 21st Street, Indianapolis, IN 46219
317.375.2700
www.mynoblelife.org



Become a Noble Fan