

# 2016 Annual Report



Toward  
Independence

*enriching the lives of people with developmental disabilities*

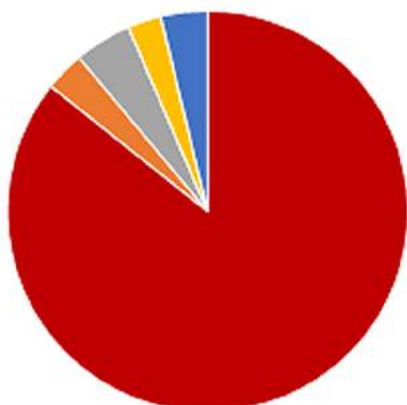


## ***Our Mission***

***The mission of Toward Independence is to empower people with developmental disabilities to experience the fullest life possible by providing person-centered supports which enable them to integrate into a variety of settings within their community***

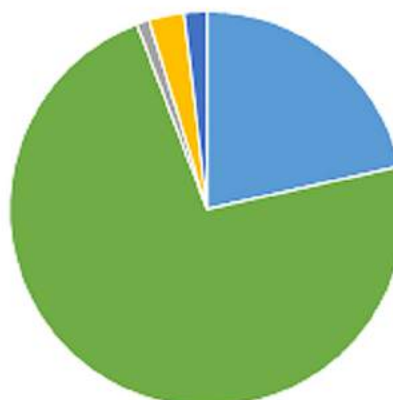
# 2016 Financial Snapshot

## EXPENSES



- Wages, Taxes, Benefits  
\$11,195,562
- Contract Labor/Consulting  
\$416,126
- Capital Costs  
\$604,444
- Consumer Expenses  
\$354,092
- Travel, Insurance, Dues, Other  
\$489,748

## REVENUE



- ICF  
\$2,881,786
- IO Waiver  
\$9,727,696
- SL/Private  
\$138,606
- CCC  
\$385,205
- NMT  
\$249,585





## Letter from the CEO



2016 was a transformable year for Toward Independence; we replaced key long-term staff who retired or left with new employees who brought new ideas, enthusiasm and fresh new talent to our agency. We saw new growth with our expansion into Darke County and with new service locations added in Greene County, but at the same time and in the best interest of the agency and the clients we serve, we made a purposeful decision to let go of some long-term service locations.

With the support of our board and to strengthen our organization, we strategically developed new specialized positions during the reorganization of our Table of Organization. These positions include a Quality Assurance Specialist, a second Hiring and Retention specialist, a new Program Director for Day Hab /NMT and a Program Director Assistant for Greene County.

With the cooperation of staff working in our home office, a major overhaul of the third-floor offices was completed. This renovation included a state-of-the art professional development training room and a board room that now provide more efficient and productive work/meeting spaces.

Our partnership with One Bistro became a reality with the restaurant offering many new and exciting opportunities for community integration for the clients we serve.

And lastly, we welcomed and were excited to add new talent and leadership to our Board of Directors with the addition of Jan Young and Rakesh Gupta.