



Designing the Future



your way of living

2007-2008 Annual Report

Designing the Future

June 30, 2008 concluded a dynamic year of change and innovation. We continue to drive our mission of enhancing the quality of life and independence of people of all ages with disabilities.

In July, 2007, the revised United Disabilities Services Corporate structure was officially incorporated. This structure created the United Disabilities Services Foundation, a 501(c)3 corporation that is the "Sole Member" which exercises certain reserve powers over other United Disabilities Services corporate entities. Based on this structure, the Net Assets of each entity include UDS Foundation and UDS Direct Services. In addition, UDS purchased Independent Living Services, a for-profit personal care agency serving Schuylkill, Luzerne and Carbon counties.

*United Disabilities Services continues to distinguish itself as one of the leading Human Services organizations in Pennsylvania. As a certified **Pennsylvania Medical Assistance Provider**, UDS has earned the highest possible financial rating from **Dunn & Bradstreet** and has been recognized by the **Central Penn Business Journal** for its program innovation. Our people make this success possible. A hard working dedicated group of UDS staff and consumer employees each make a difference every day, one person at a time. The vision and fiduciary oversight of the Board of Directors provides the leadership needed to accomplish the organization's strategic objectives. And our generous contributors and funding partners provide the financial resources needed to meet the annual operating budget.*

**To each of you who participated in making our year so successful,
*Thank You!***

Jill Carson, Board Chair

Gerald Meck, President/CEO

2007-2008 Highlights

- UDS recorded revenues over \$18,000,000 and provided services to 2,300 consumers in 30 counties.
- In February 2008, acquired Independent Living Services, a for-profit non-medical home care service provider for individuals over 60 serving Carbon, Luzerne and Schuylkill counties.
- The Endowment Fund reaches \$2.0 million.
- The organization became a regular contributor to employees 401k plans with matching contributions of 3%.
- A new corporate structure was implemented to create four separate entities: a) UDS Foundation, (b) UDS Direct Services, c) Accessing Independence d) UDS Independent Living Services, LLC.
- A Management Company team was created to include Gerald Meck, CEO, Bill Kepner, Senior VP/COO, Marybeth Tearpock, VP/CFO, and Andy Raybuck, VP Human Resources. A phase in succession plan was implemented.

United Disabilities Services encourages you to be confident in your charitable giving. A copy of the UDS official registration and financial information may be obtained from the Pennsylvania Department of State by calling toll free 1-800-732-0999.

On the cover: *Derek Raudabaugh, Choices Program Participant*

2007-2008 Audited Financial Statement

Program Revenue	\$18,578,674	96.06%	Program Services	\$16,494,673	95.10%
Public Support	502,388	2.60%	Administrative	593,458	3.4 %
Management Fees	284,785	1.47%	Fundraising	252,540	1.50%
*Other	-24,224	-0.13%			
Total	\$18,605,432	100.00%	Total	\$17,340,671	100.00%

The year end June 30, 2008 Financial Summary reported that consolidated excess of revenue over expenses amounted to \$1,255,434. This is a 24% increase over last year's net income. UDS grew revenues 12.5% from the previous year in the amount of \$2,065,985. Direct Services Program revenue provides 91% of the organizations revenue. A total of \$426,817 of contributions was raised during the fiscal year. General and Administrative expenses re 3.4% of operating costs. UDS has a 1.82 liquidity ratio. During the five month period, UDS Independent Living Services, LLC, generated \$809,685 of revenue.

UDS has grown significantly over the last ten years as evidenced by increase of revenue from \$4.9 million to \$18.6 million for the fiscal year ended June 30, 2008. It operates over 20 services with approximately 300 employees and had developed an impressive five year strategic growth plan.

UDS operates very efficiently with a substantial portion of its revenue expended for program expenses. Its expense ratio stands out among not-for-profit organizations. While program expenditures comprise less than 75% of the total expenses for most not-for-profit organizations, UDS's conservative fiscal policy and operating efficiency results in 95% of expenditures benefiting programs.

UDS has a very capable director and staff, and its accounting department has developed a rather detailed and sophisticated cost allocation program. As a result of the above, it is in very good financial position.

Jack Hess
Hess and Hess Public Accountants

Programs Serving our Community Needs

UDS Accessible Home Modifications

A program that makes homes accessible for people with disabilities.

UDS Custom Wheelchair Seating

Fabricates custom wheelchair seating systems so that people can perform daily activities.

UDS Youth Sports, Recreation and Arts.

Provides social opportunities for young people.

UDS Adult Day Program

A day program for adults that stresses personal development and education.

UDS In-Home Personal Care

In home personal care and support services that enable people with disabilities to stay in their own homes.

Transition School

Provides students with the tools necessary to make a successful transition to adult life.

Employment Services

Helps those with disabilities find jobs and employers find qualified employees.

Independent Living Services, LLC

A personal care agency serving Carbon, Luzerne and Schuylkill counties.

United Disabilities Services Core Values

Dedication - Performs at a level that meets agency expectations, accepts accountability for actions towards consumers and co-workers. **Compassion**- Shows concern for others in words and actions, is sensitive and empathetic to the needs of others, displays kindness and caring.

Teamwork - Demonstrates a respect for others, values differences, does things for the greater good of the team and organization and displays team spirit. **Integrity** - Is trustworthy, honest, ethical and dependable. Follows through on promises and commitments. Respects confidentiality.

Vision - Attempts to use imagination, creativity and innovation to solve problems. Is flexible, open-minded to new ideas and supports change. **Enthusiasm** - Projects a positive attitude, is willing to fulfill responsibilities. Encourages and supports others. **Excellence** - Sets high standards for quality and performance, seeks to do their best and strives to exceed the expectations of consumers and co-workers.

The United Disabilities Services Senior Leadership Team

Gerald Meck, President/ CEO
Marybeth Tearpock, Vice President/ CFO
William Kepner, Vice President/COO
Dot Robison, Vice President of Operations
Lisa Jovich, Vice President of Development
Cindy Davidson, Vice President, Sales and Marketing
Lois Newswanger, Director of Vocational Services
Andy Raybuck, Vice President of Human Resources
Carmen Clemente, Executive Director, Independent Living Services

These experienced professionals bring years of expertise and dedication to our mission. This expertise provides the organization with the type of leadership that will position UDS to continue its legacy of quality service and to remain a competitive leader of services to Individuals with disabilities well into the future.

Foundation Board of Directors

Jill Carson, Chairman, *Fulton Bank*
Shawn Long, Esquire, VP, *Barley, Snyder*
Andrea Hostetter, VP, *Lancaster General Hospital*
Gary Graziano, Secretary, *High Concrete Group*
Dwight Kreiser, Treasurer, *Lancaster Bible Church*

Board Members

David Berndt, *The Horst Group*
Charles Bozym, *Consultant*
Mark Evans, Esquire, *Barley, Snyder*
Shari Franey, *The Performance Group*
Dennis Ginder, *PNC Bank*
Thomas Hinkle, *Retired, The Hinkle Agency*
Judy Naylor, *D & E Communications*
Craig Hartranft, *Caldwell, Banker Real Estate*

Direct Services Board of Directors

Thomas Seiger, President, *Province Bank*
Philip Rutt, Treasurer, *RE/MAX Associates*

Board Members

Clifford Fromm, *Expressive Ink*
Jane Hartin, *Ephrata Community Hospital*
Al Leo, *Consultant*
Gerald Meck, *United Disabilities Services*
Melinda Nowak, *Pa State Insurance Commission*
Colin Sellard, *United Disabilities Services*
Robert Weaver, *Keystone Custom Homes*
Jerry Wright, *Disability Empowerment Center*



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