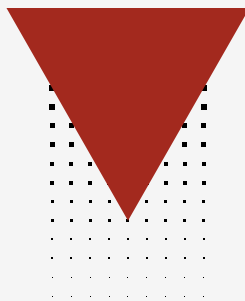


ANNUAL REPORT

**Flat Rock Homes
Flat Rock Care Center
Flat Rock Community Services**



2025





CEO's Reflections and Vision

Karen L. Kilgo, President and Chief Executive Officer

Reflecting on 2025, I am grateful for the ways your support helped advance Flat Rock's mission of compassionate, innovative care for people with intellectual and developmental disabilities. Because of our donors, partners, families, staff, and friends, we strengthened the spaces where care happens, expanded services that promote dignity and belonging, invested in the people who provide daily support, and built a stronger foundation for the future.

Facilities and Infrastructure: Building and Restoring Spaces for the Future

In 2024, we received the former Seybert Memorial United Methodist Church property, donated to become the future home of Journeys Adult Day Support Program. In 2025, donor support moved this vision forward through funded, scheduled renovations that will create a safe, welcoming space for meaningful days, skill-building, and community connection. To date, we have raised \$1,640,240—82 % of the nearly \$2 million needed to renovate the facility and serve individuals throughout the four-county Bellevue area. In 2025, we advanced accessibility work and key preparations, including restroom renovations, painting/cleaning, landscaping clean-up, and removal of unsafe playground equipment. On main campus, we continued safety and technology improvements and expanded assistive technology by adding communication boards (tablets configured as speech devices) to help people be heard and more independent. We also strengthened transportation by placing several Ohio Department of Transportation-donated vehicles into service.

Sustainability: Advocacy, Fundraising, and Community Engagement

In 2025, our community showed up in extraordinary ways. We received \$1,172,395.69 in donations from 644 donors in 886 gifts, a record-breaking year that helps close the gap between the cost of care and what public funding covers. Your generosity has strengthened day-to-day services and helped us plan responsibly for what's next. We increased community engagement through stronger social media results and continued progress toward a refreshed website so more people can learn about Flat Rock's impact and join the mission. At the same time, advocacy milestones were completed for Ohio's biennium budget cycle for Medicaid funding, supporting stability for the people we serve. Volunteers continued to multiply the impact of every donated dollar.

Services: Strengthening Programs and Right-Sizing for Sustainability

In 2025, we strengthened participation and programming across our community programs so more individuals could experience purposeful days, supportive relationships, and deeper community connection. Enrollment increased in Non-Medical Transportation, drop-in Homemaker and Personal Care Services, and Frontiers and Origins Adult Day Support programs, expanding access to care, activities, and reliable support for individuals and families.

Workforce Development: Investing in People and Culture

In 2025, we continued investing in the people who make our mission possible—the staff who provide daily support, care, and encouragement. Through culture-shaping leadership coaching, training, and team building, we strengthened communication, accountability, and a person-centered approach across teams. Following our annual employee engagement survey, we held discovery and focus groups to listen well, learn, and improve, because a supported workforce helps ensure consistent, excellent support for the people we serve.

Envisioning the Future: Strategic Planning Ahead

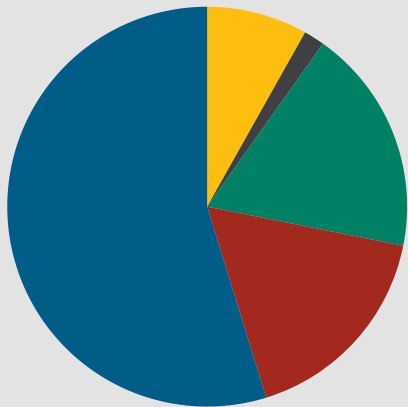
In October 2025, our Board met to chart strategic direction for 2026 - 2028, which will allow us to thoughtfully pursue growth and improvement, keeping our mission and purpose at the forefront.

I want to extend my deepest gratitude to all of you. Your encouragement throughout 2025 made it possible for us to foster environments where individuals feel empowered, supported, and cared for. Together, we are strengthening Flat Rock, honoring our heritage, and embracing new possibilities for the future.

KEY FINANCIAL DATA

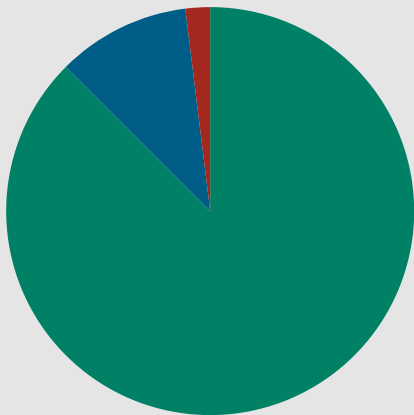


DONATIONS \$1,172,396



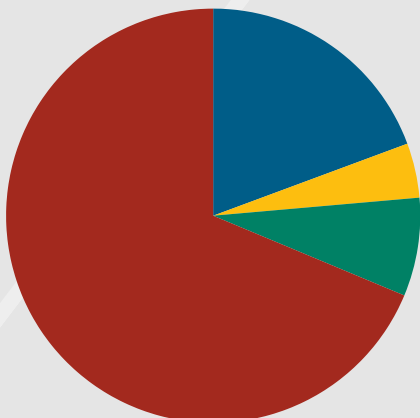
- Church/Church Groups: \$95,569
- Corporations/Organizations: \$19,739
- Foundations/DAF's: \$214,583
- Individuals: \$200,356
- Estate/Trusts: \$642,149

REVENUE \$11,144,948

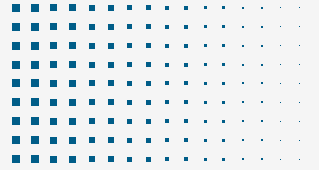


- Service: \$9,750,419
- Contributions: \$1,177,800
- Other: \$216,729

EXPENSES \$10,386,842



- Administration: \$2,009,551
- Fundraising: \$442,726
- Day Program: \$798,019
- Programs: \$7,136,546



Mission Statement

The mission of Flat Rock Homes is to provide outstanding services which transform lives of persons with intellectual and developmental disabilities, their families and persons with critical needs through a dedication to caring and excellence that demonstrates Christian values.



Flat Rock

Restoring Hope • Transforming Lives • Living Faith

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Methodist Ministries
NETWORK