



Making connections. Promoting abilities. Enriching lives.

# Annual Report 2025

Perry County Board of Developmental Disabilities

601 Senior Drive  
New Lexington, OH 43764

[PerryDD.org](http://PerryDD.org)

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# Executive Summary

Dear Stakeholders,

In 2025, the Perry County Board of Developmental Disabilities wrapped up the final year of its three-year strategic plan and advanced its mission through steady progress in financial stewardship, customer support, and organizational development. The PCBDD remained fiscally responsible throughout the year, operating under budget by 10%. Resources were directed toward meeting immediate needs, expanding assistive technologies, and continuing key community partnerships and grant funded initiatives that resulted in over \$30,000 in grant funding.



Caley Boyden, Superintendent

Across services, the PCBDD saw growth in several core areas including provider support services, Early Intervention, Respite, Summer Camp, and community employment. Self-advocacy programs, including Pioneering Possibilities and Academy for Leadership Abilities, reached more participants than ever, with average monthly attendance increasing by 187% in Pioneering Possibilities. Additionally, families and individuals continued to report positive experiences with PCBDD.

Internally, the organization strengthened its operational foundation by developing and refining numerous processes across all departments, improving data management practices to support fact-based, data driven decision making, and investing in workforce development through its Emerging Leaders program and other culture building efforts.

The achievements seen throughout 2025 demonstrate our continued momentum toward a more efficient, connected organization. They also help position the PCBDD for a successful 2026 and beyond as we implement a new strategic plan and focus on sustainability and maximizing resources. Thank you for your continued support and partnership in helping people live meaningful lives in Perry County.

Respectfully,

Caley Boyden

Superintendent

A handwritten signature in cursive script that reads "Caley Boyden".

## Our Mission

Making connections to promote abilities and enrich lives



## Our Vision

Community Without Barriers

## Our Values

Listening

Working Together

Promoting Creativity

Putting People First

Making Things Easier

Growing and Learning

### Social Media



Facebook



Website



YouTube



Constant  
Contact

# Financial Results

A major focus for 2025 was to maintain fiscal responsibility by ensuring financial sustainability. To accomplish this work, the Perry County Board of Developmental Disabilities (PCBDD) focused on managing allocations of new waivers, educating the community about the board’s services, and managing emergency funding. Below are some key action steps that were accomplished.

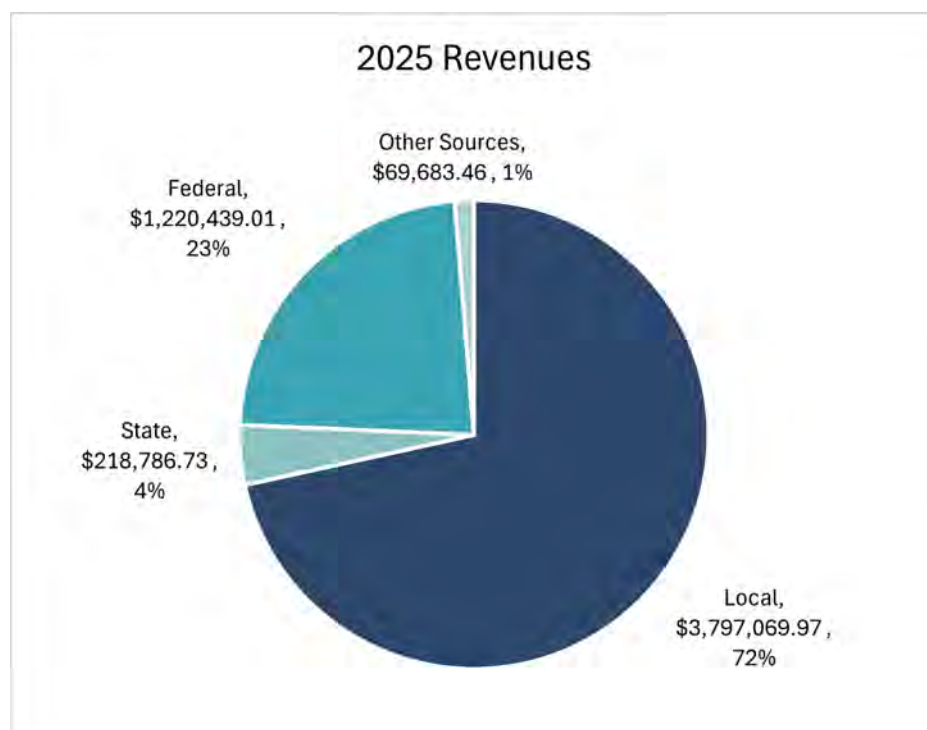
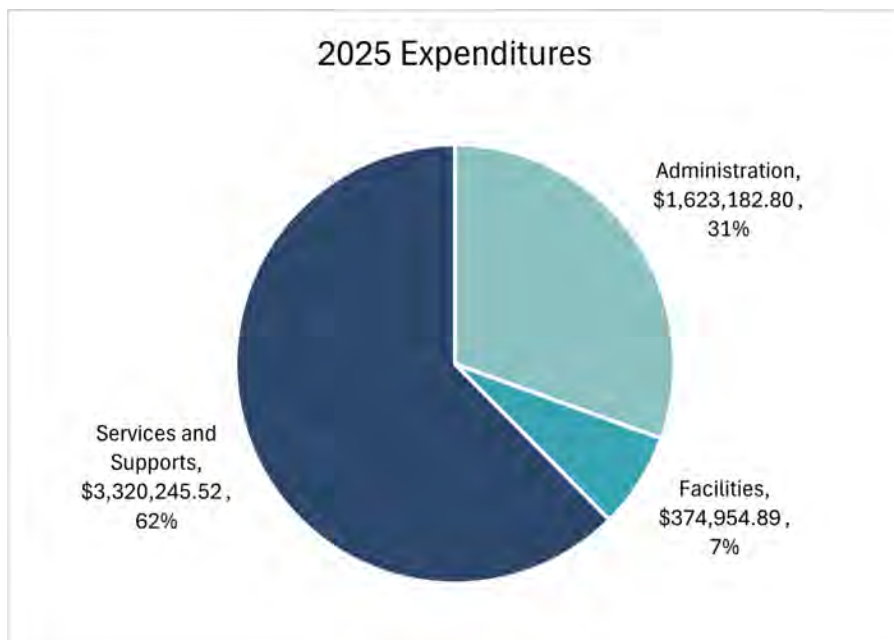
## Financial Sustainability

### 2025 Year-End Expense Summary

CY25 expenses were at 90% of the original projections. Largest budget categories (salaries, community services, contracts) were all under budget.

### 2025 Year-End Revenue Summary

CY25 revenue came in 2% above projections. Levies, PC Wellness, and Part C Early Intervention came in above projections.





Community Services Transportation cost totaled \$13,587.72. Title XX transportation revenue totaled \$13,145.12. PCBDD creatively used a non-traditional funding source to be reimbursed for a service with no other funding source. The reimbursement covered 97% of the total cost of the service.

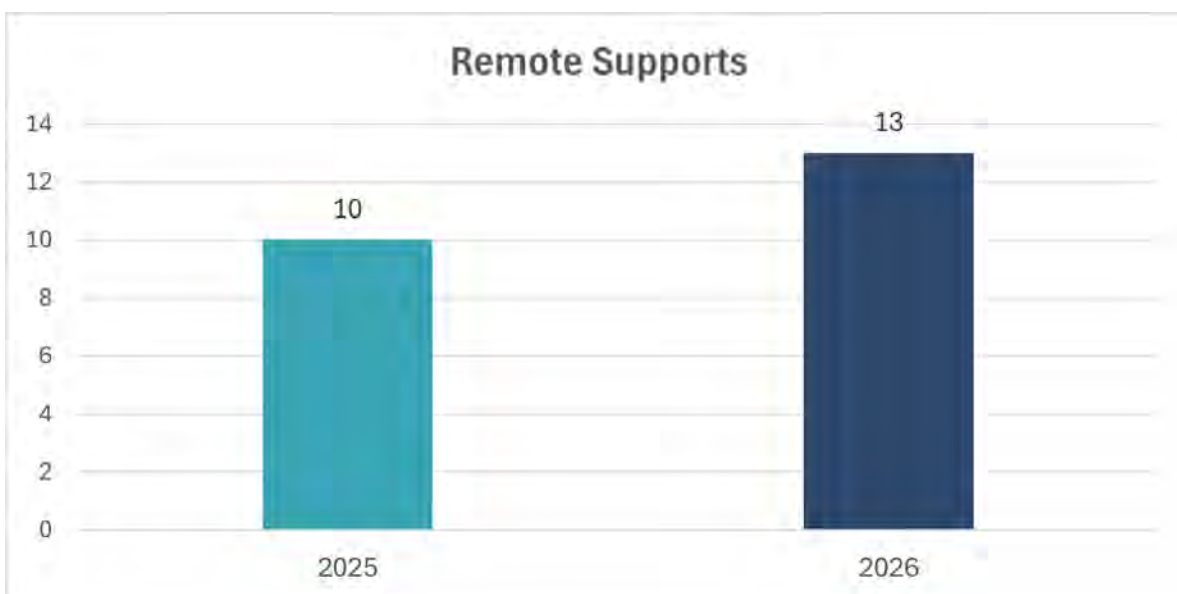
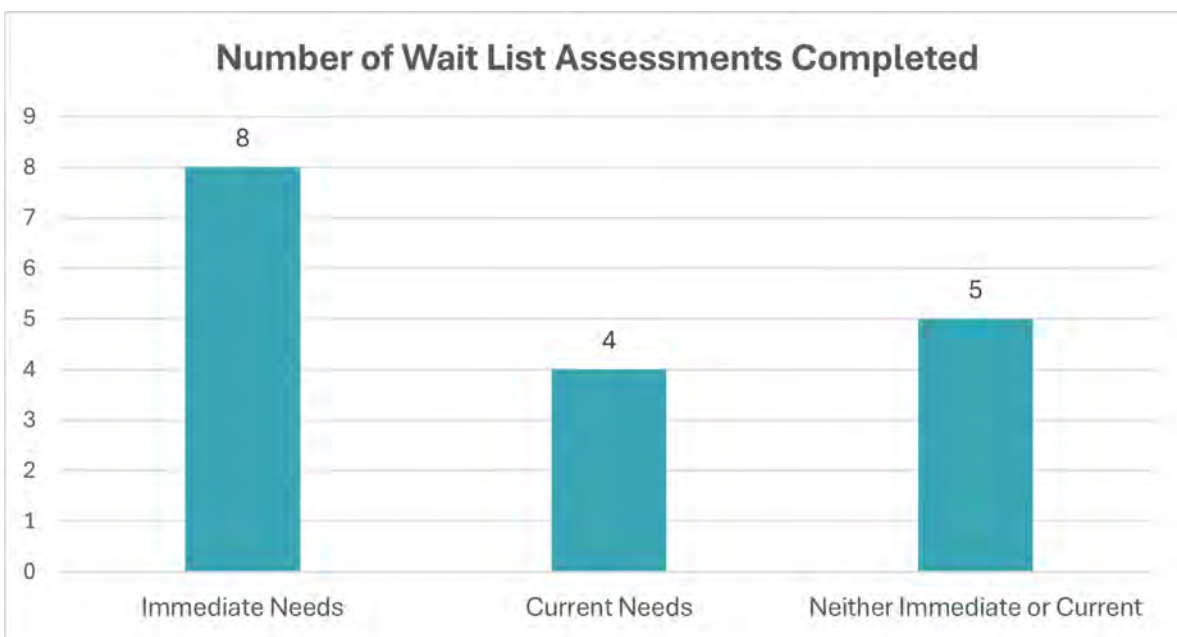


### Managing Emergency Funds

Total expenses were maintained under budget by 10%. PCBDD contributed \$200,000 to their emergency fund account with MEORC and an additional \$200,000 to the PCBDD capital fund, while also maintaining the balance of the Reserve Fund.

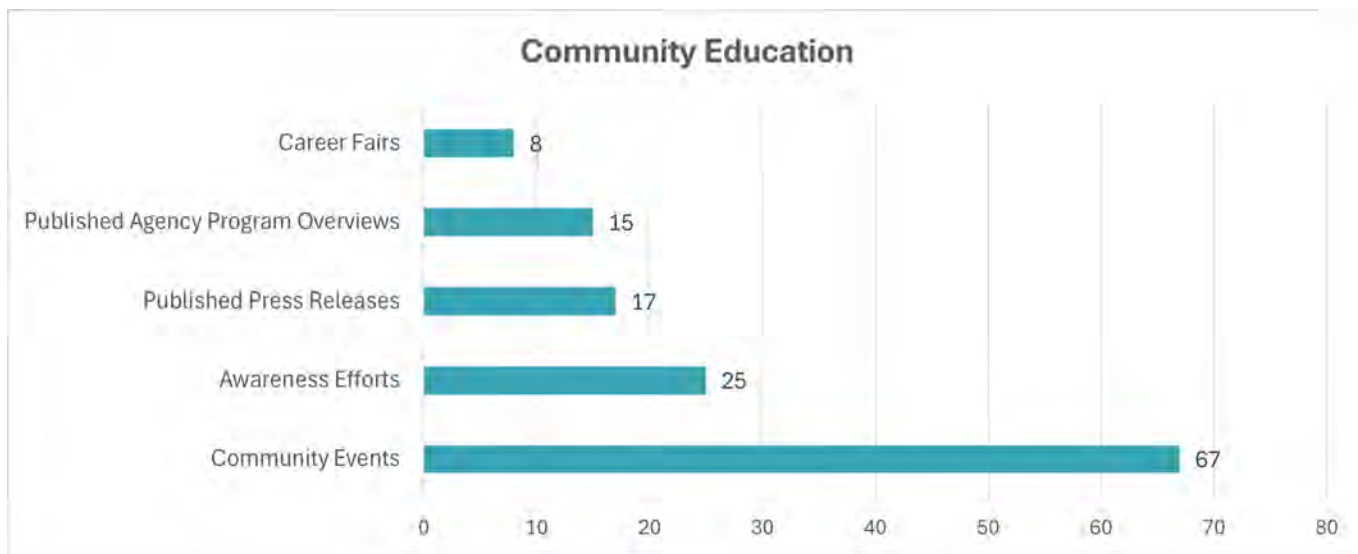
## Managing Allocation of New Waivers

PCBDD met all Immediate Needs identified through Waiting List Assessments during the year. Three Individual Options (IO) Waivers were requested and filled for individuals with Immediate Needs. Three Level One Waivers were also requested; two were filled for individuals with Immediate Needs, and the third has been assigned but is not yet active due to more intensive out-of-county supports being needed for the time being. Use of Assistive Technology Equipment as a waiver service remained steady from 2025 to 2026, while Remote Supports increased 30% from 10 to 13 individuals. **Additionally, 100% of children receiving Respite services were able to remain in their homes, meeting the program’s primary goal.**



## Community Education

In 2025, PCBDD significantly expanded its community education and outreach efforts, strengthening public awareness and engagement across multiple communication channels. In addition to the community education below, PCBDD ensured consistent delivery of timely and informative marketing content. On social media, PCBDD maintained an active and growing presence. Staff achievements and milestones were highlighted through 42 Staff Spotlights, promoting internal recognition and enhancing community connection with the organization's workforce. Collectively, these efforts demonstrate a strong and consistent commitment to community education, staff recognition, and public engagement.



# Customer Results

A major focus for 2025 was exceeding customer expectations by improving the customer experience. To accomplish these objectives, the PCBDD focused on supporting providers and partners, growing self-advocacy, expanding the number of people employed in the community, assessing service needs, and building connections. Below are some key action steps that were accomplished.

## Provider Supports

**12%** PCBDD had a 12% increase in the number of providers supported.

**12%** PCBDD had a 12% increase in the number of support services utilized by providers.

**\$** The total cost of supporting providers in 2025 was \$32,085.47.

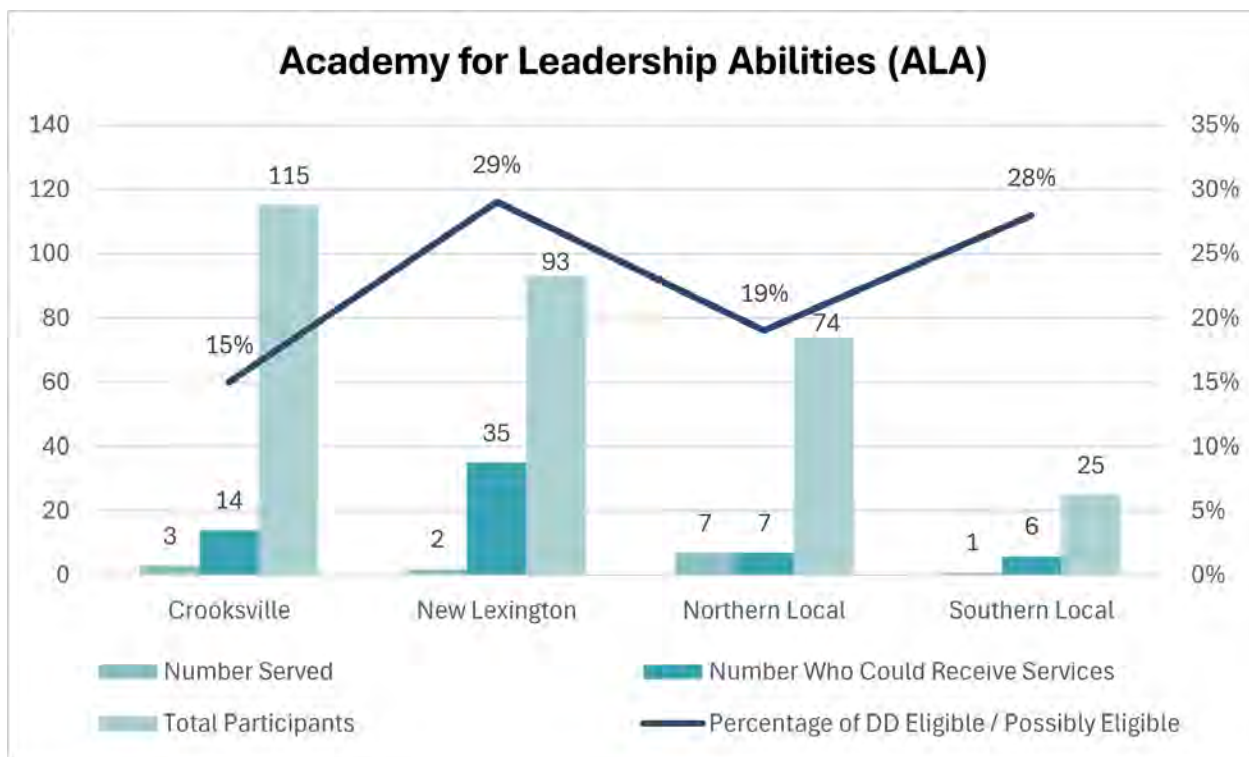
## Individuals Served



100% of the children served in the Respite program were able to stay in their home, which is a goal of the Respite program. Overall, we had 13 Respite referrals, provided 496 Respite hours, and 157 Respite visits. For the 23 people served in the Supported Decision Making program, we facilitated 16 Guardianship/SDM consultations, provided 3 trainings, and held 4 guardianship discussions with PCBDD staff.

## Growing Self-Advocacy and Building Connections

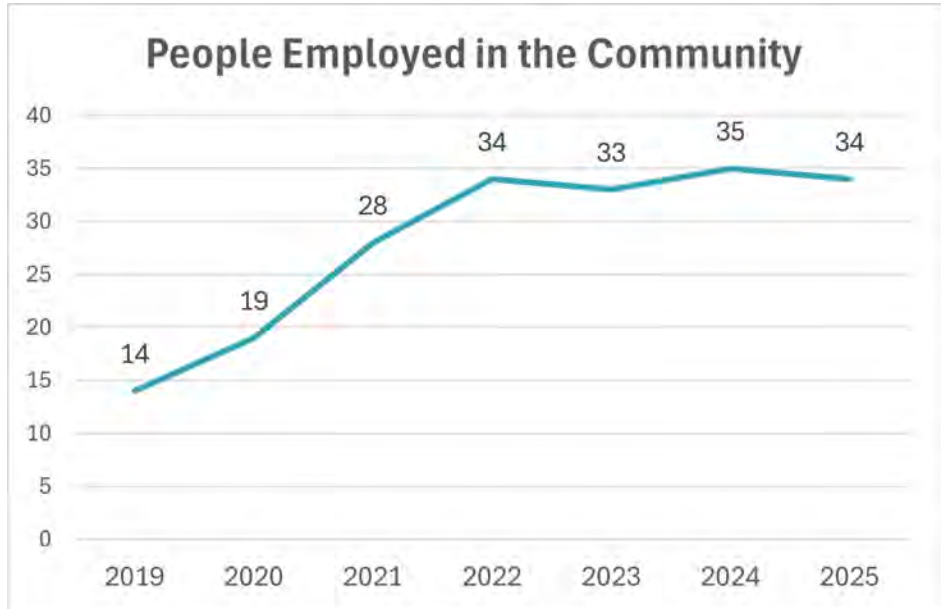
PCBDD works to promote abilities by growing self-advocacy. PCBDD facilitates ALA in all four Perry County school districts and classes consist of students with and without disabilities with the goal being for the students to learn leadership skills alongside each other. Below is the ALA data for each school district. In addition, one person completed the Academy for Leadership Abilities Volunteer program. We recorded over 800 volunteer engagements across 46 projects from ALA students, school athletes, and PCBDD staff, with some volunteers contributing to multiple projects.



PCBDD also facilitates Pioneering Possibilities®, which is an adult community leadership group where participants learn the importance of responsibility, accountability, independence, leadership, and self-sufficiency. Pioneering Possibilities® had a 189% increase in the average number of monthly attendees. Pioneering Possibilities® is proud of our 20 service projects which were supported by 332 volunteer engagements from the PCBDD and Pioneering Possibilities® group. Because many volunteers helped with multiple projects, this figure represents total instances of volunteer participation, rather than the number of unique individual volunteers.

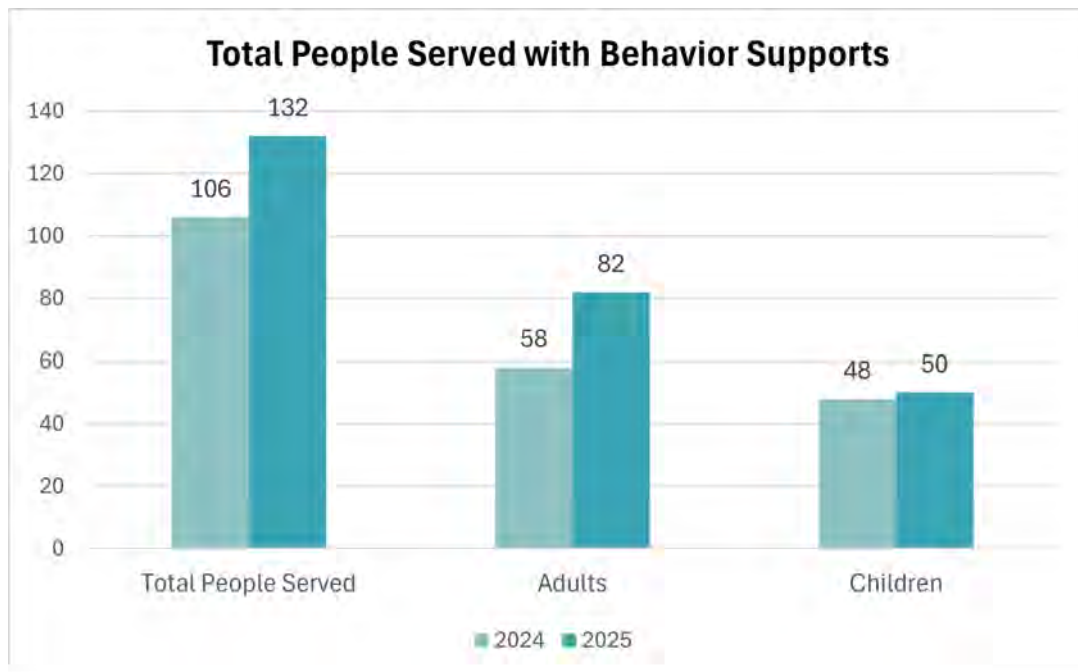


## Community Employment



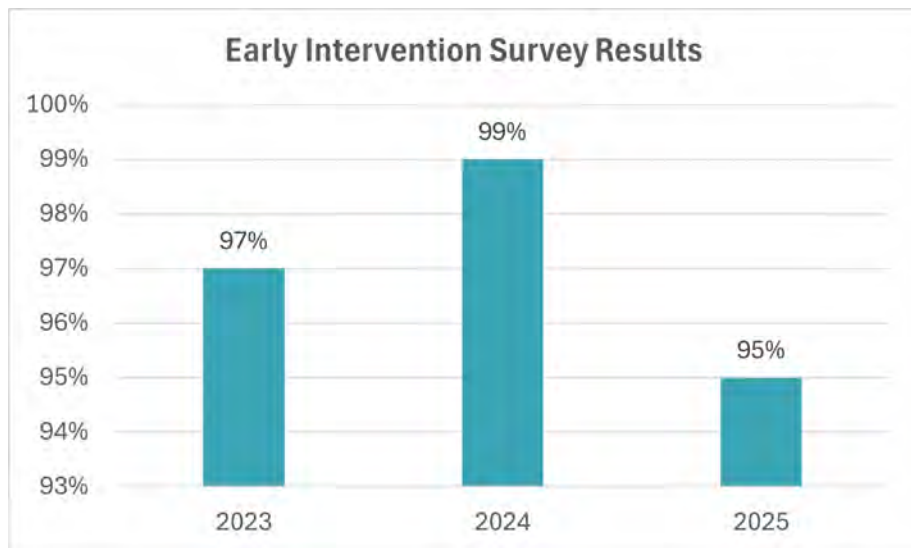
## Assessing Needs

PCBDD served 25% more people with Behavior Supports while streamlining referrals and maintaining robust team engagement.

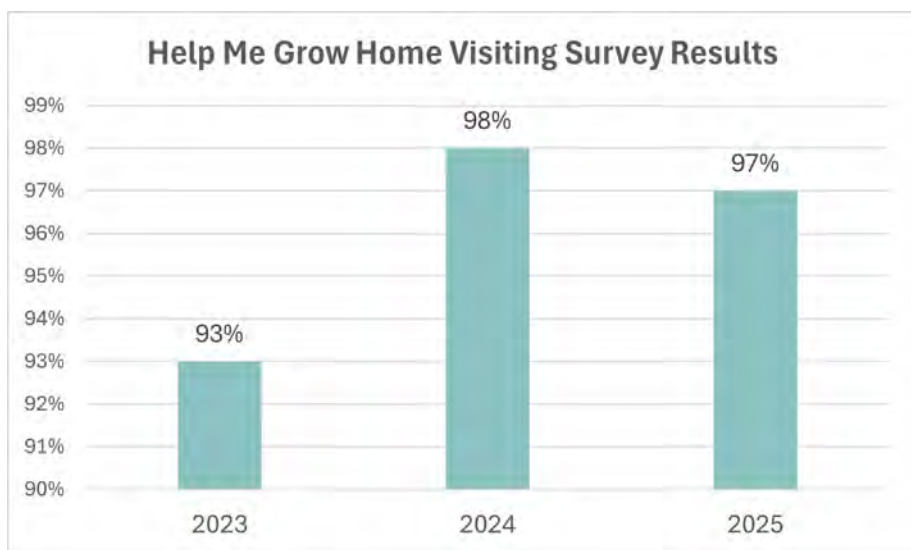


## Customer Satisfaction

In 2025, PCBDD continued to focus on exceeding customer expectations by improving the customer experience.



Early Intervention annual satisfaction results show PCBDD has maintained an average satisfaction rate of 97% for the past three years.

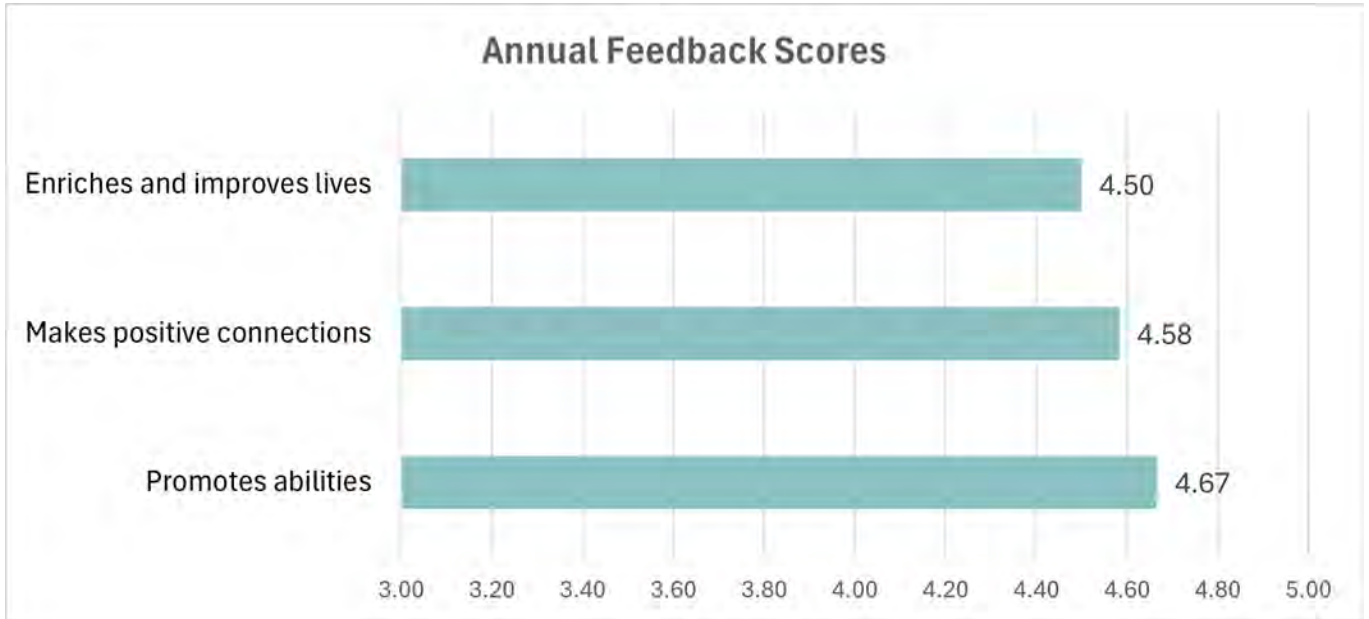


Help Me Grow Home Visiting annual satisfaction results show PCBDD has maintained an average satisfaction rate of 96% over the past three years.

PCBDD's new customer satisfaction survey implemented in June 2025 showed an overall customer satisfaction rating of 5 out of 5.



PCBDD's annual public survey results show PCBDD has a favorable perception in the community with all questions being scored over 4 out of 5.



"PCBDD services are a wise investment of local tax dollars" scored 4.78.



"PCBDD services make a difference in the lives of people with disabilities" scored 4.67.

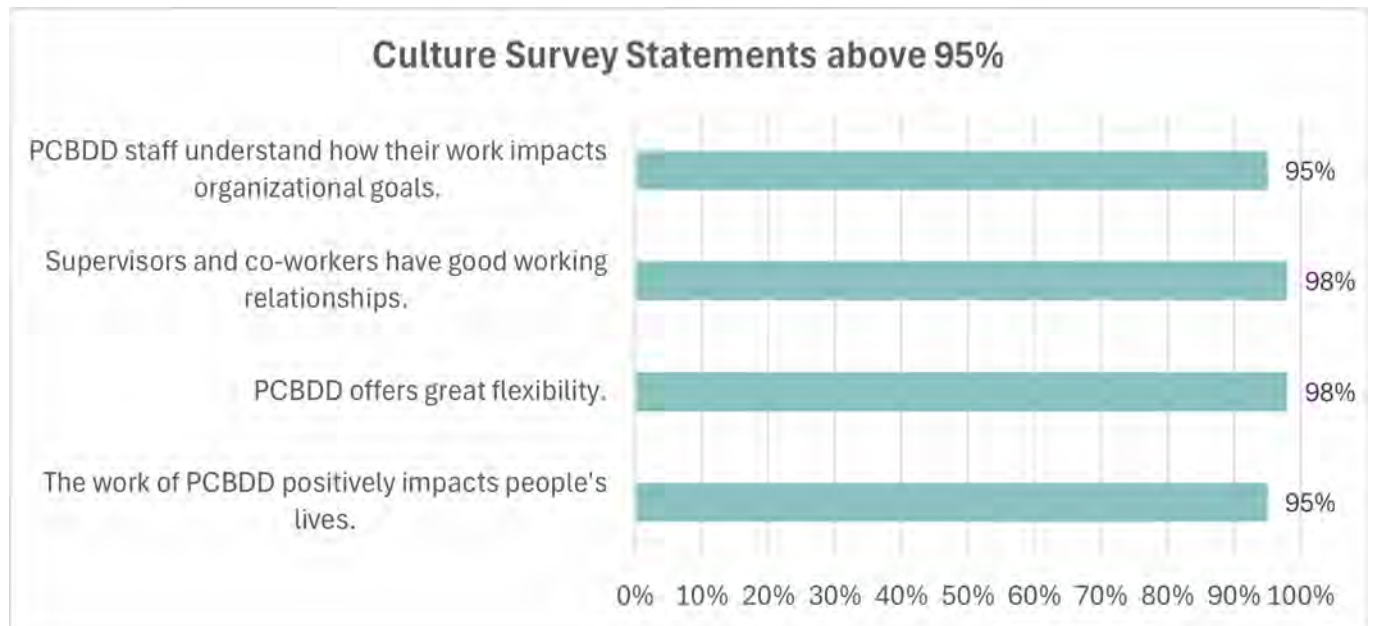
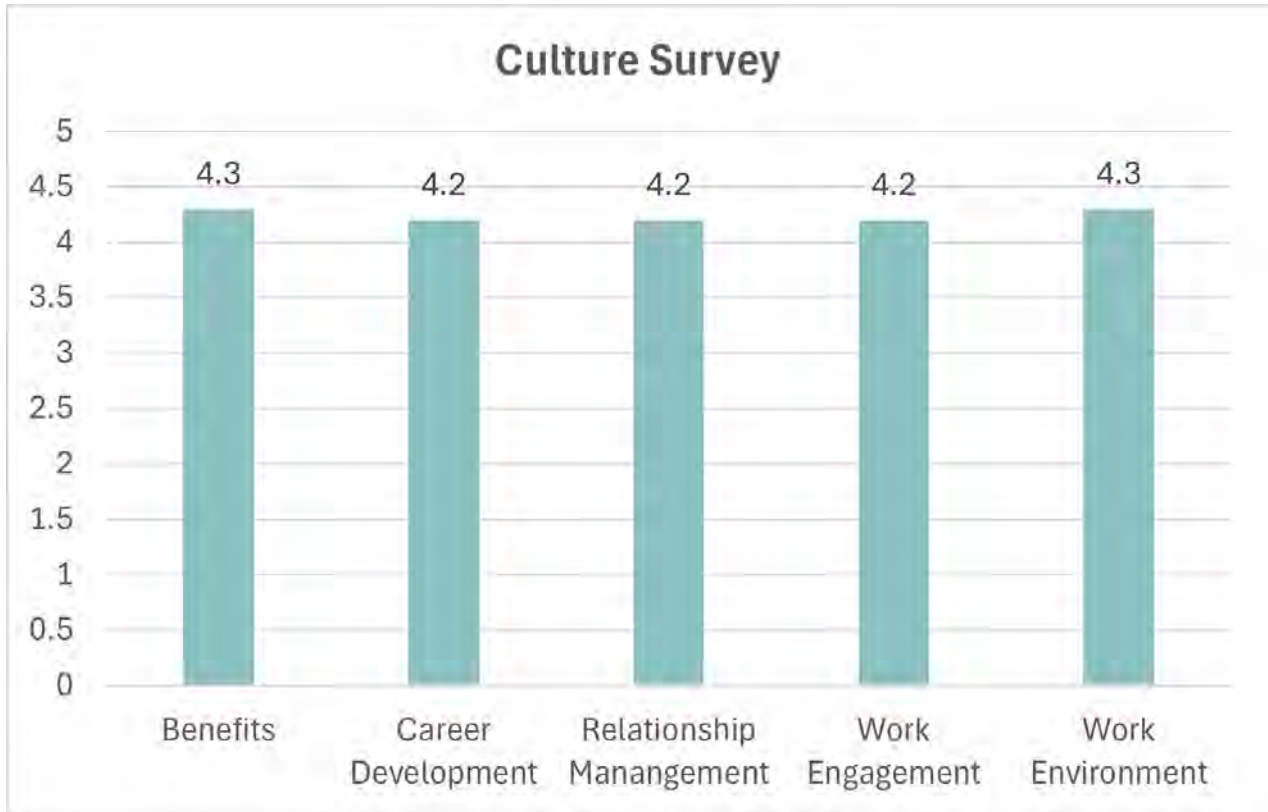


"PCBDD helps people fully participate in the community" scored 4.46.



## Culture Survey

PCBDD achieved their goal of scoring at least a 4 out of 5 in five culture categories.

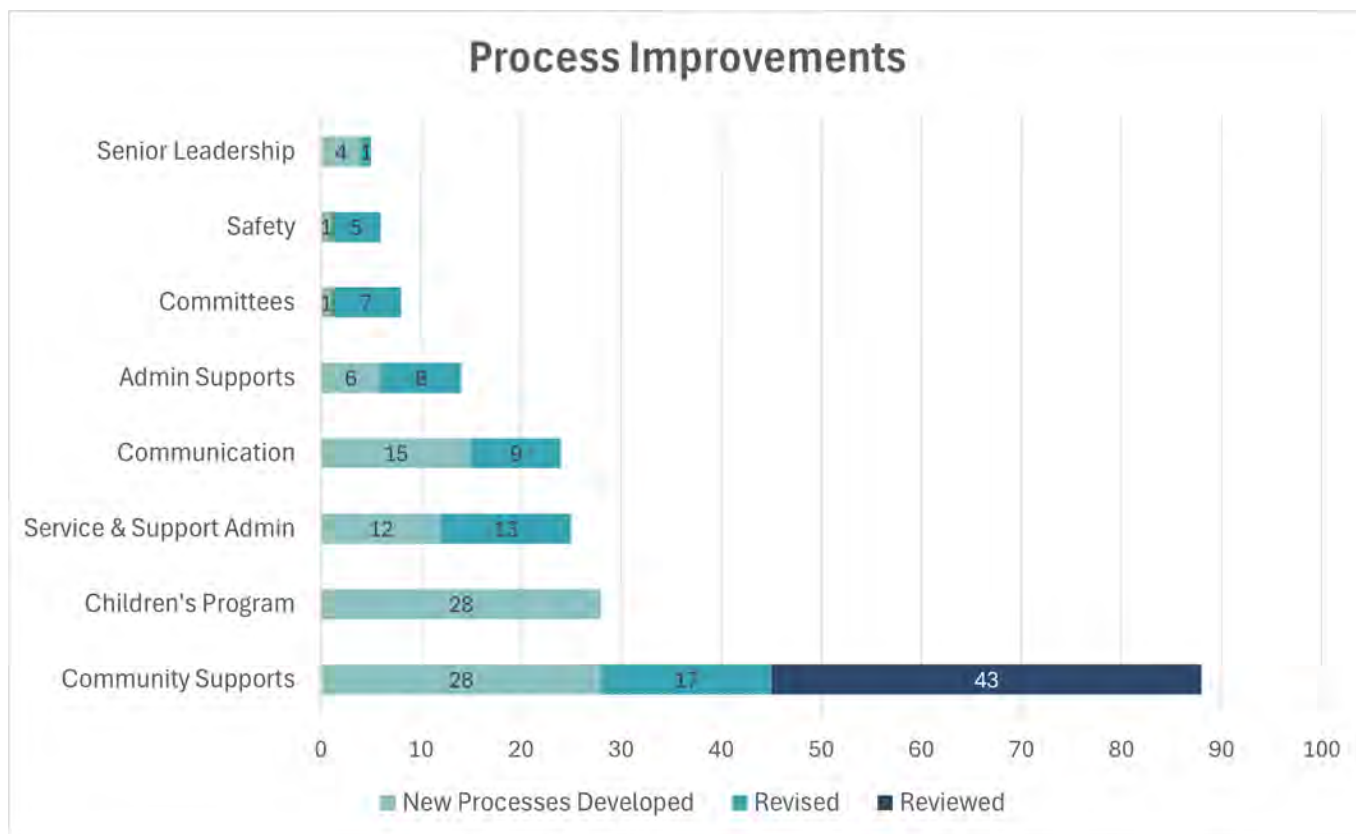


# Internal Process Results

A major focus for 2025 was to align processes by improving the organizational performance of the board. To accomplish these objectives, the PCBDD focused on developing a process improvement system and developing a data management process. Below are the key results.

## Process Improvement

PCBDD has been on a continuous improvement journey for over a decade. As we continue our work to accomplish the strategic goals of aligning processes and improving organizational performance, PCBDD is proud to showcase their dedication and commitment to process improvements.



# Learning and Growth Results

A major focus for 2025 was to sustain the organizational culture by improving operational efficiencies and strengthening the workforce. To accomplish these objectives the PCBDD focused on maximizing existing technology, exploring new technologies, improving recruitment and retention, promoting the organization culture and evaluating the organization for growth. Below are some key action steps that were accomplished.

## Maximizing Existing Technologies and Exploring New Technologies

PCBDD maximized existing technology by supporting Pioneering Possibilities Executive group with a Microsoft Office 365 (MO365) training account and laptop. PCBDD also increased staff knowledge of MO365 with over 23% participating in additional training.



98% of staff participated in Artificial Intelligence training.



PCBDD replaced 10 laptops.

PCBDD explored and implemented the following new technologies:

- Microsoft List to improve workflows
- Microsoft Sway to improve communication
- Push to Talk cell phone app to improve communication
- New software options to maximize internal processes for time and leave tracking, cost reporting, and Human Resources



## Organizational Culture

Leadership is a core competency at PCBDD. The personal and professional rewards are priceless, and it results in immeasurable change. PCBDD is on a journey of leadership excellence and the positive results below prove the emphasis and importance of this philosophy. Currently, more than 50% of the PCBDD workforce participates in the Emerging Leaders program at some level.



PERRY COUNTY BOARD OF  
**DEVELOPMENTAL  
DISABILITIES**



**Department of  
Children & Youth**

Help Me Grow Home Visiting



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