

2025 Annual Report

A MESSAGE FROM THE CEO AND BOARD CHAIR

This last fiscal year marked a period of both challenge and renewal for INvets. Being newly appointed as the CEO in October 2024, I had to respond to significant funding reductions at the start of 2025. We carefully managed essential changes, streamlining operations, realigning staff roles, and prioritizing resources to protect the quality of services provided to veterans and their families.

At the same time, we launched a comprehensive recovery strategy centered on diversifying funding, deepening employer and community partnerships, and adapting our outreach to service members preparing to transition. These efforts will strengthen INvets' long-term sustainability as the placement of veterans in career positions with Indiana employers will continue to positively affect Indiana's economy, maintaining focus on our mission: ensuring that those who have served our nation can find rewarding careers, supportive communities, and a lasting place to call home here in Indiana.

Veterans are the most resilient individuals I know. INvets has shown courage and tenacity, while staying focused on our mission during turbulent times over this past year. As an organization funded primarily by the State of Indiana, our landscape has drastically changed this year, creating the need for agility and rightsizing that we've never experienced.

Upon learning our budget appropriation was reduced by half, the organization took immediate action to strategize, restructure, and ultimately raise more funds this year from the private sector than we have in the organization's history. While growing private investment has been an ongoing goal, the organization's leadership has transitioned into our new normal with zeal and determination to continue helping veterans and their families transition to civilian life through finding the right job placement and the right community.

We are grateful to the existing staff, and those who have recently left, as we remain committed to advancing our mission. We approach the new year with passion and determination as we continue helping Veterans and their families move to Indiana, which is still full of opportunities.



Sarah Harrison
President & CEO, INvets



Marvin Blade

Marvin Blade

Duke Energy

Board Chair, INvets

INVETS WAS FOUNDED IN 2020 BY VETERANS, FOR VETERANS, TO HELP SERVICE MEMBERS AND THEIR FAMILIES SUCCESSFULLY TRANSITION INTO CIVILIAN LIFE IN INDIANA.

WE CONNECT VETERANS WITH EMPLOYERS, COMMUNITIES, AND RESOURCES THAT MATCH THEIR CAREER GOALS AND DESIRED LIFESTYLE.

A Cause You Can Be Proud Of

Leaving the military can be challenging—especially for those stationed at remote bases. INvets helps ease this transition by offering guidance, opportunities, and connections that set veterans and their families up for success. As Indiana's leading veteran recruitment and transition partner, we work to ensure veterans feel supported as they take the next step in their lives.

A Critical Need in Indiana's Workforce

Indiana's economy urgently needs workforce growth, and attracting out-ofstate veterans is key. Their military-honed skills align with the state's leading industries, making them an essential part of strengthening Indiana's future.

VISION

Veterans and their families are choosing Indiana and thriving in their civilian lives.

MISSION

Partnering with veterans, their families, and Indiana communities to facilitate a meaningful transition to civilian life while strengthening Indiana's economy.

CORE VALUES

Transformational Impact
Driven by Integrity
Meeting People Where They Are
Veteran & Family Driven

INVETS IMPACT

OVER THE PAST FIVE YEARS, THROUGH ITS MISSION, PARTNERSHIPS, AND OUTREACH, INVETS HAS HELPED VETERANS AND THEIR FAMILIES TRANSITION TO MEANINGFUL CIVILIAN CAREERS—HONORING THEIR SERVICE, STRENGTHENING INDIANA'S WORKFORCE AND MAKING THE STATE THE BEST PLACE TO LIVE AND WORK.

2020-2025: Building A Lasting Economic Engine

Total Hires: 839 veterans placed
State Investment: \$7,000,000
ROI: \$6.91 for every \$1 invested

■ Total Economic Output: \$48,380,760

In just five years, INvets has generated more than \$48 million in economic impact— a 6.9 times return on the state's investment.

Immediate Impact: Connecting Veterans to Indiana in 2025

- 437 base visits at 70 military installations from California to Virginia, bringing 652 new residents home to Indiana
- 1,702 new potential residents on INvets job board

FINANCIAL UPDATE

Sustaining Our Mission

Government Funding + \$2,106,204.41

Corporate & Foundation Giving + \$174,900.00

Other

+\$46,160.51

Total Revenue

= \$2,327,264.92

Total Expenses - \$2,201,748.57

Net Operating Revenue \$125,516.35

Expense <u>Breakd</u>own

> Veteran Engagement Program 86%

Fundraising 2%

Management 12%

INVETS GROWTH

Year-on-Year Growth

Since 2020, the number of new residents has continued to rise, showing steady momentum with standout gains in 2021 and again this past year. After a period of modest growth in 2022 and 2023, the trend accelerated in 2024 and reached a new high in 2025, with a remarkable **33% increase** over the prior year.

2025 Breakdown

In 2025, we welcomed **652 new residents**, the highest total to date. This included 249 veterans and 403 family members, with families comprising the majority, while veterans remained a vital part of our community.





Supporting Veterans' Mental Wellness

INvets partners with Happy: Frictionless Mental Health™ to provide Indiana veterans and their families with career opportunities, community connections, and non-clinical mental health support. Transitioning military families often face stress from relocation, job changes, and health challenges, and INvets ensures no veteran navigates this journey alone.

Happy's trained Support Givers offer proactive, peer-based conversations that reduce isolation and address anxiety or depression before they escalate, helping veterans thrive in civilian life and careers.

Impact

- 634 average monthly calls
- 64% of INvets clients engaged
- 232 veterans used Happy services regularly

Outcomes

- Depression reduced in 50% of engagements
- Anxiety reduced in 43%
- Loneliness reduced in 42%

VETERANS ARE FEELING LESS ANXIOUS, LESS DEPRESSED, AND LESS ISOLATED AFTER CONNECTING WITH HAPPY.



INVETS' VETERAN GARY'S STORY

AFTER 23 YEARS IN THE U.S. ARMY, GARY FACED AN UNEXPECTED MEDICAL DISCHARGE WITH ONLY 30 DAYS TO TRANSITION HIS FAMILY FROM ALASKA TO CIVILIAN LIFE.

WITH INVETS' SUPPORT, GARY QUICKLY SECURED A JOB, HOUSING, AND A SCHOOL FOR HIS SON IN INDIANA—ALL WITHIN FIVE WEEKS. JUST IN TIME FOR CHRISTMAS, HIS FAMILY HAD STABILITY, COMMUNITY, AND A NEW PATH FORWARD.



I JOINED THE ARMY AT 18—THIS
LIFE IS ALL I'VE EVER KNOWN.
WHEN IT ENDED, WE WERE LOST.
INVETS ISN'T JUST ABOUT FINDING
A JOB—THEY'RE YOUR FOREVER
FAMILY AFTER THE MILITARY.

GARY BURDINE

U.S. ARMY VETERAN

LOOKING

INVETS WAS RECENTLY HONORED AS A RECIPIENT OF THE 2025 HIRE VETS MEDALLION AWARD FOR EXEMPLARY EFFORTS IN RECRUITING, EMPLOYING, AND RETAINING OUR NATION'S VETERANS.





The Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets) Medallion Program, established by the HIRE Vets Act of 2017 (Public Law 115-31), is the only federal award that recognizes outstanding achievement in veteran employment. By earning the Platinum Medallion, INvets demonstrated both patriotism and a deep understanding of the value veterans bring to the workplace.

Receiving this award is a significant milestone for INvets and a reminder of the responsibility we carry. It reflects our continued commitment to helping veterans build fulfilling civilian careers while contributing to Indiana's growing workforce. As we look ahead, INvets will continue to expand opportunities, strengthen partnerships, and ensure that veterans and their families can thrive in communities across the state.

Our vision remains clear: to build on this momentum and set a higher standard for veteran employment and support, creating lasting impact for veterans, families, and Indiana's economy.



Marvin Blade, Chair Duke Energy

Lee Lewellen, Secretary Lewellen Progress Strategies, LLC

Luis Aju, Treasurer Fifth Third Bank

Kristal Painter
Radius Indiana

Dave DouglassIndiana Department of
Workforce Development

Dennis Wimer Indiana Department of Veteran Affairs

Fiorella Gambetta-Gibson
Allison Transmission

Amy Howell Indiana Destination Development Corporation

Nick Darrah NEIRP

Heather EnnisNorthwest Indiana Forum

Kelly FriendTPMA



If you would like to learn more about INvets, or would like to donate and/or volunteer with the organization, please contact us at:

777 N. Meridian Street, Suite 125
Indianapolis, IN 46204
317-559-4011 | support@invets.org

INVETS.ORG

f facebook.com/invetsindiana

in linkedin.com/company/invets