



Live | Learn | Work | Play | Act

Annual Report 2016



taking on disability together

# LIVE

Vital programs that help  
people LIVE independent lives

“Tiki is one of the happiest people I know,” said mom Sarilla. Staff in our adult day program agree; Tiki has been part of our Easterseals Crossroads family for 12 years. “When we began searching for day programs for Tiki, we asked opinions from many people; Easterseals Crossroads kept coming up as the place to go,” said dad Tony.

Tiki works on improving and maintaining life skills with household chores, handwriting and socialization. “Tiki must use her skills or she loses them. Things like handwriting — if she doesn’t practice, she loses the ability to do this,” said Sarilla.

She has fun with friends and staff members at community outings, as well as when they participate in activities such as gardening and cooking; every day provides opportunities for learning and fun.



“The staff at Crossroads are just like cheerleaders for Tiki; they give her the encouragement she needs and that is so important to us,” said Tony. “Tiki has grown so much socially here and she has gained confidence. Safety is a huge concern for us with Tiki because she is very trusting, which could easily place her in a vulnerable situation. We know that she is safe at Easterseals Crossroads,” said Tony and Sarilla.

*From traditional day services with meaningful activities to community services with opportunities to develop and improve life skills, we offered safe, caring and creative options for 178 individuals during the year.*

Terry first used services at Easterseals Crossroads in 1988; he participated in a computer programming course at a time when technology for individuals with disabilities was not widely available. Terry is visually impaired and uses assistive technology to access a computer.

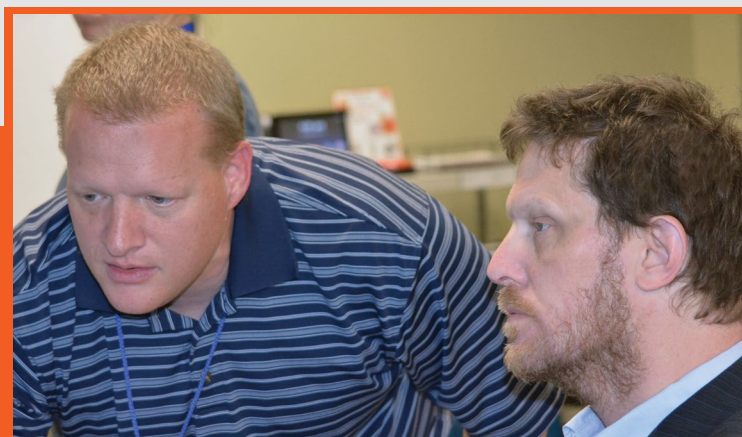
Terry knew he needed to be prepared to maintain a competitive edge in the ever-evolving technology industry. He completed college and is currently employed doing what he loves as a computer accessibility consultant at IUPUI. “When I was diagnosed with my eye disorder, my doctor told me that I would eventually be blind. He said what I did until then was up to me. I chose to move ahead and not look back,” said Terry. Terry knows his vision will continue to change and he knows that Easterseals Crossroads will continue to provide employment and technology solutions to keep him as independent as possible at work.

“My inspiration comes from people with disabilities. Easterseals Crossroads and I began our relationship with the same thought that having a disability does not make a person disabled,” said Terry.

*We provided employment options for 128 adults with disabilities and arranged 43 internships. | We made 1,266 assistive technology equipment loans; offered 4 full-day technology trainings; and taught at 8 universities. | Our veteran program helped over 108 veterans find work and 2,300 veterans connect with services through Rally Point Resource Fairs. | Industrial Services provided customer assembly, packaging and supply chain solutions with more than 80% of its workforce consisting of employees with disabilities.*

Employment options to prepare people  
to WORK to improve quality of their lives

# WORK



# LEARN

Resources and training that help people LEARN in order to grow, develop and thrive



Nine-year-old Tionne is not a fan of sitting still according to mom Shondalyn. She wants to be an Indiana Pacers cheerleader someday and she is working hard on her goal.

Tionne was born prematurely and had a stroke that resulted in developmental delays and right side weakness. After eight years of therapy starting with early intervention services at nine months, Tionne is developmentally on track, yet she continues to benefit from physical and occupational therapy services at Easterseals Crossroads. “She struggles with her right hand, but she is learning to tie her shoes and put her hair into a cheer ponytail. I didn’t even know what a cheer ponytail was, but Tionne does! You don’t think about how important something is until you can’t do it and you want to,” said Shondalyn.

Therapists at Easterseals Crossroads work with Tionne every week and she is making great progress.

“Tionne calls one of her therapists her therapy mom and the other her therapy aunt. They are like family to us. When I tell people about our experiences, I tell them that they have not seen therapy until they have seen therapy at Easterseals Crossroads,” said Shondalyn.

*Easterseals Crossroads served 507 children with outpatient therapy needs and we provided contract therapy to 669 students in charter and private schools. Additionally, we provided services to 390 individuals in our autism and behavior services area.*

Ford was born four weeks early after a pregnancy that posed no complications for his mom. Breathing on his own was an initial primary concern; when Ford was released from intensive care, he went home with oxygen and feeding tubes. His medical condition was uncertain; an MRI showed a brain injury and he had metabolic issues as well.

“Our world changed from that point. We connected with early intervention services through Easterseals Crossroads, and they continue to be a great support team for us. Ford’s doctors are amazed at all that he is doing; things he wouldn’t be doing without Easterseals Crossroads,” said mom Whitney.

Ford and his family enjoy recreational time at Parents’ Night Out — a respite event for all family members. Ford and his sisters have fun playing while their parents can enjoy some time to themselves. Ford also attends CampAbility — a summer program that he loves.

“Independence in play is hard for Ford, but CampAbility allows him to focus on that since he is surrounded by people who really know what they are doing,” said dad Alex.

“We don’t take things for granted and we celebrate small victories with Ford,” said Alex. Small victories like playing with a new friend — something Ford has learned to do at CampAbility. Small victories like blowing out a birthday candle — something Ford did for the first time on his 6<sup>th</sup> birthday. “We have really grown to appreciate the milestones,” said Alex.

*Easterseals Crossroads offered camp programs for over 235 children and adolescents and we provided respite options for over 570 children and young adults.*



Activities that help families and children PLAY, relax and engage

# PLAY



**DONATE.**  
**VOLUNTEER.**  
**ATTEND AN EVENT.**



"Anyone and everyone can act on behalf of Easterseals Crossroads; the organization is welcoming and the possibilities are endless," said Board Chair **Steve Orander** who has been involved with the organization for over eight years.

A community leader and technology business executive, Steve first became involved as an Advisory Board member to learn about the agency, its results and outcomes. After learning about the measurable impact the agency makes, he is now driven to help grow funding sources so that the organization can continue to be an independent, effective resource in our community. "Easterseals Crossroads provides opportunities for people to reach their full potential in life," said Steve.



**Michael Ferron Singleton** wanted to get involved in a meaningful way with an organization that was making a difference in his community. He learned about Easterseals Crossroads and was eager to join the Advisory Board because of the profound work the agency takes on.

"There is a great sense of community and responsibility at the agency; the employees are passionate about their work. Easterseals Crossroads is changing the perception of what it means to be a person with a disability and I am proud to be part of that movement," said Michael.

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### Our Purpose

To change the way the world defines and views disability by making profound, positive differences in people's lives every day

### Our Values

Quality — excellence in work  
Respect — high regard for each person  
Integrity — honesty and accountability  
Service — consumer and family focus

### Locations

#### Main

4740 Kingsway Drive  
Indianapolis, IN 46205  
p/ 317.466.1000

#### South

3215 East Thompson Road  
Indianapolis, IN 46227  
p/ 317.782.8888

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

### Crossroads Industrial Services

8302 East 33<sup>rd</sup> Street  
Indianapolis, IN 46226  
p/ 317.897.7320

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

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View our video to see how we are taking on disability together

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

# ACT for Easterseals Crossroads | Donate. Volunteer. Attend an Event.

## View our video report at [eastersealscrossroads.org](http://eastersealscrossroads.org) to see how you can make a difference

The following list represents gifts of \$100 or more made during the fiscal year ending June 30, 2016. All gifts play a vital role in helping children and adults with disabilities live, learn, work and play. We thank our donors who have acted for us with their generosity. We have reviewed the listings; however, if we made errors, please accept our apologies. Contact us at 317.479.3249 or at [info@eastersealscrossroads.org](mailto:info@eastersealscrossroads.org) with corrections.

## Independence

### *Gifts of \$25,000 and up*

Anonymous Foundation  
Community Health Network  
Estate of Barbara Babcock  
Estate of Elizabeth Jennings  
Julia Brink Charitable Trust  
Lilly Endowment, Inc.  
Marion Fishback Intermill  
Fenstermaker Fund  
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United Way of Central Indiana  
Capital Projects Fund

## Empowerment

### *Gifts of \$10,000 to \$24,999*

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Crossroads Guild  
CVS Foundation  
Indiana University School  
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Nicholas H. Noyes Jr. Memorial  
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## Opportunity

### *Gifts of \$5,000 to \$9,999*

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## Dignity

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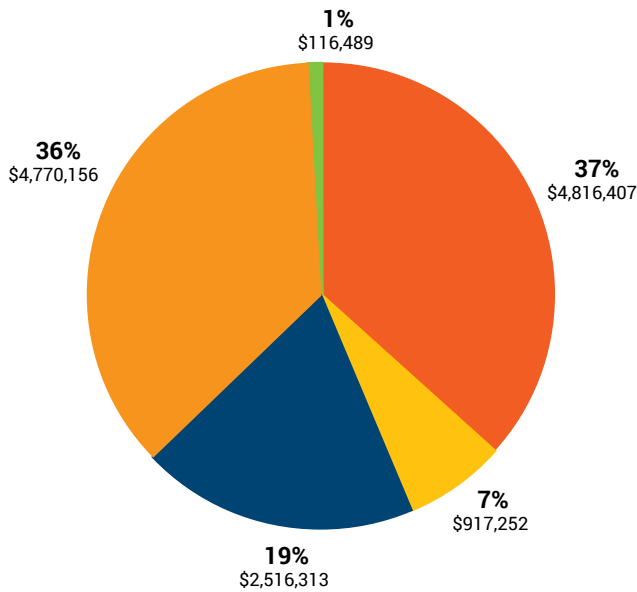
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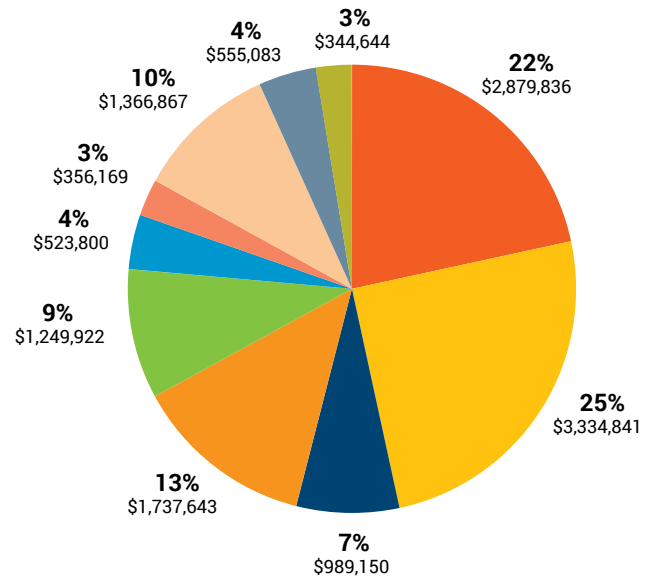


## Income

Year ending June 30, 2016

- Fees for Service \*
- Federal Grant Revenue
- Contract Sales
- Community Support
- Other

\* First Steps  
Indiana's Division of Disability  
& Rehabilitative Services  
Insurance  
School Contracts  
Medicaid

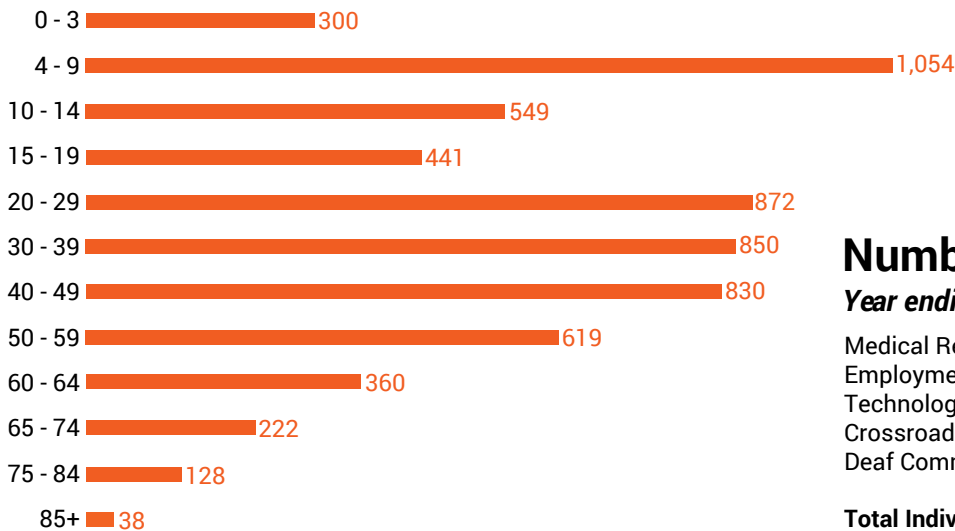


## Expenses

Year ending June 30, 2016

- Crossroads Industrial Services
- Medical Rehabilitation Division
- Community Day Supports
- Employment & Veteran Services
- Technology Services Division
- Deaf Community Services
- Program Support Services
- Administration
- Operations & Maintenance
- Development & Fundraising

## Services by Age Year ending June 30, 2016



## Number of People Served

Year ending June 30, 2016

Medical Rehabilitation Division	2	,454
Employment & Veteran Services		719
Technology Services Division	2	,103
Crossroads Industrial Services		58
Deaf Community Services		929

**Total Individuals Served (unduplicated) 6,263**

Easterseals Crossroads is a 501 (c) (3) tax-exempt organization. Ending net assets as of June 30, 2016, were \$31,617,032.

Easterseals Crossroads is an equal opportunity employer and service provider.



**Easterseals Crossroads**  
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