

ABILITY and BEYOND





Your support provides **ABILITY and BEYOND**

Through Easterseals Crossroads, you provide the ability to move, to learn, to work, to play, and to grow, but you also provide so much **more**. Easterseals Crossroads goes beyond ability by providing men, women, and children with independence, confidence, dignity, and a brighter future. That goes beyond people with disabilities and extends to their families, caregivers, and community as well.

You don't just give Dominic therapy to work on his communication skills. You give him the confidence to communicate, and you give his mother the peace of mind knowing he is growing each and every day he spends at Easterseals Crossroads in Autism Services.

You give Tammy the ability to be part of a special community in our Adult Day program, but you also provide her with training to become a volunteer at two local organizations.

This is about more than just being "able" to do things. The scope of success at Easterseals Crossroads goes far beyond ability. You are literally changing lives, and we hope you will continue to support Ability and Beyond.

David Dreith
President | CEO



**DONATE
NOW**

We rely on philanthropy for up to 25% of our operating budget in a program year.



Our Mission

We serve and advocate for people with disabilities and their families.

Our Vision

We envision a community with 100% equity, inclusion, and access for people with disabilities.

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eastersealscrossroads.org

EMPLOYMENT SERVICES | Dosia's Story

"I would be stuck, and I'd probably be one grouchy woman," says Dosia, who found fulfilling employment through **Easterseals Crossroads Pathways to Opportunity program**. Everything she tried before just wasn't getting her anywhere, and as someone from the Deaf community, she struggled to find good employment.

"When I met Jessica at Easterseals Crossroads, everything was immediate," she says. "We just kept rolling through, and we didn't waste any time. I really appreciated that."

Jessica Mawby is Dosia's Career Navigator, and the two have formed a close bond throughout the Pathways

process. Dosia says Jessica has been very patient in helping her find employment with Community Health Network in Health Information Management. Dosia handles confidential patient information for many different hospitals around the city.

"I've learned a lot, and I'm still learning," Dosia says. "The patient information is very important, so when they're giving it to me, I have to be very careful and file it properly in the system."

One thing that helped Dosia succeed is Digital Literacy Training. Jessica says she improved a lot of her skills

and is now thriving and happy with her work.

"She's an inspiration to be around, an overall incredible human," Jessica says.

Easterseals Crossroads has also helped Dosia via the Assistive Technology Department. She was provided with a laptop and checked out some helpful devices.

"Easterseals Crossroads has a wonderful program that works and helps people thrive and become fully independent," Jessica says. "**We really do provide ability and beyond.**"



"There are so many of us out here with disabilities who need help. We need that little bit of help, that push, that support."

94 individuals with disabilities obtained employment at an average starting wage of **\$15.83** per hour.



57 individuals with disabilities received comprehensive benefits counseling to assist in understanding how benefits will be affected when they go to work and to enable them to make informed decisions.



115 individuals with significant disabilities were provided with intensive job support to facilitate long-term job retention.





“I believe every child should have the opportunity to make themselves into something. With my son, Dominic, I know he’s going to do great things.”

AUTISM SERVICES | Dominic’s Story

Two years ago, when Janey’s two-year-old son Dominic was diagnosed with autism, she sat in a room at Easterseals Crossroads and cried many, many tears.

“I was so scared, because it was so new to me,” Janey says. “How is the world going to treat him? Is he ever going to talk? It was really hard to accept at first.”

Now, Janey wouldn’t change a thing. **Easterseals Crossroads Applied Behavioral Analysis (ABA) services** have had a profound impact on Dominic’s life. Janey says although she was scared, the staff made her feel comfortable and confident in the program.

Dominic receives ABA, speech and occupational therapy, and has graduated from physical therapy. Whenever they arrive at Easterseals Crossroads, he runs to the elevators, ready for the day.



“He absolutely loves coming here,” Janey says. “I think his favorite thing about coming here is the sensory room. He loves the bubble tubes in there.”

Jen Ward, ABA Coordinator, says when Dominic started the program, he had very few skills, and one of his greatest challenges was communication. Staff worked with Dominic using pictures to communicate.

“Having so few skills, we didn’t know how quickly he would pick it up, but

he did,” Jen says, “It’s been amazing to see how quickly he could learn a skill and communicate his needs. He had never been able to do that.”

Now, Dominic communicates using an AAC device, a communication device that allows him to point at different pictures to show what he wants or needs.

“I feel really great about his progress,” Janey says. “He is doing so much better with communicating and interacting with other children.”

Dominic’s success has required commitment beyond the Easterseals Crossroads staff.

“(Janey) was really motivated because she saw the progress,” Jen says. “She started working with him at home from what she had learned here.”

Parents are required to attend training sessions to learn the basic skills of ABA, and Ward says Janey has always

been eager to learn. That, along with the entire family being onboard, has been imperative to Dominic's success.

"It's not just the person with a disability that we're serving," Jen says. "The entire family is impacted."

When Jen looks back at where Dominic was two years ago, she's amazed at his progress.

"He went from not communicating at all and not having any independence, to now being able to have back and forth conversations with someone through the use of an AAC device," Jen says. **"It's just great to see how quickly a child can grow."**

And there's more growth to come. Janey can't wait to see what's in store for Dominic's future.

"I hope he achieves every goal he ever has," she says. "I know that he's had a lot of obstacles in his way, but I hope if he wants to be an artist, or a nurse, or a doctor, or police officer, that he can do that and follow his dreams."

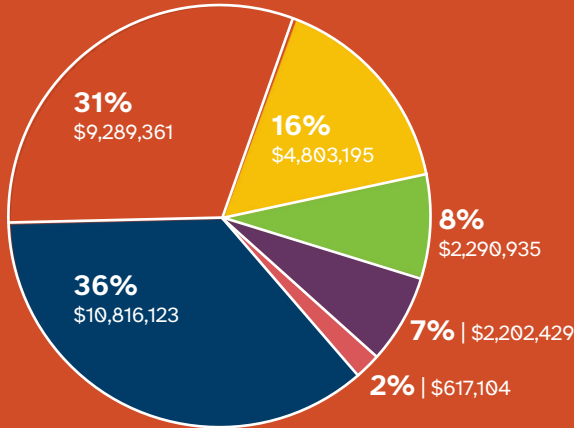
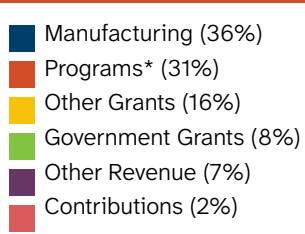


1 in 31

Children affected by autism according to the National Autism Association.

OUR REVENUE

unaudited | Year ending June 30, 2025



Easterseals Crossroads is a 501(c)(3) tax-exempt organization.

Ending assets as of June 30, 2025, were \$30,019,147.

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

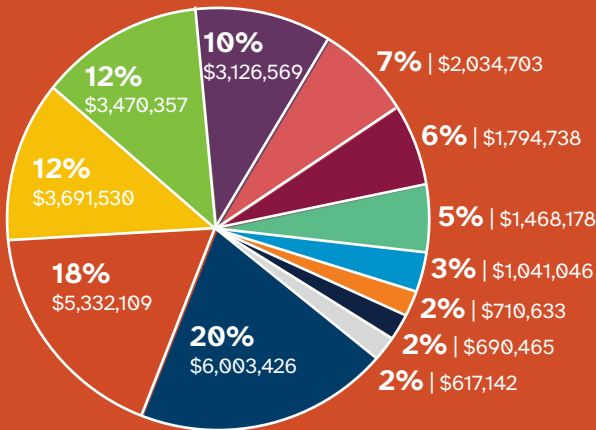
OUR EXPENSES

unaudited | Year ending June 30, 2025



Investment in employees through wages and benefits across all departments is \$29,980,895.

Easterseals Crossroads is an equal opportunity employer and service provider.



OVERALL REACH

Year ending June 30, 2025



9,500+

Men, women, and children impacted by the work of Easterseals Crossroads

"It's not just the person with a disability that we're serving, the entire family is impacted."
Jen Ward, Autism Services

ADULT DAY | Tammy's Story

Tammy unpacked her lunch bag and put her ravioli in the microwave. She set the timer, and while she waited, she put in a load of laundry. These are just a few of the ways Tammy has become more independent thanks to the **Easterseals Crossroads Adult Day** program.

"I have seen her confidence skyrocket," says Breann Riley, Activity Lead and DSP.

For more than two decades, Tammy has been attending Easterseals Crossroads Adult Day program at the south location. The program is for adults with disabilities, and it also gives family members and caregivers some respite. However, the program is not an adult daycare service.

"A lot of people have that misconception, that it's daycare for

adults," Breann says. "That's far from the truth. We do so many things to make their lives meaningful. They volunteer in the community, they go places, they learn new skills, improve social skills, and we even have clubs for things like photography, cooking, and reading."

Tammy has taken full advantage of her time in the program, especially when it comes to serving in the community. For two years she's been volunteering at Calvary Lutheran working with Kindergartners, helping with learning activities and play time. Tammy also took an online training course to become a certified volunteer at Nine Lives Cat Cafe.

The Adult Day program is more than just a place to be. It's helping people, like Tammy, find true independence.



"It's really amazing to see her gain confidence and be more independent."

ADULT DAY



64,982

Hours of Adult Day and Recreation Therapy



147

Volunteer hours completed by participants



323

Trips with opportunities to become active members of their community

Tammy's Favorites

Being at Easterseals Crossroads with her friends and doing diamond dots and coloring pictures.

Feeding the kittens at Nine Lives Cat Cafe.

Doing activity books with the students at Calvary Lutheran.

Going to Dave & Busters to play games and win prizes.



2.5M

Americans sustain a traumatic brain injury each year according to the Brain Trauma Foundation.

80K

suffer permanent disability.

BRAIN INJURY SERVICES | Gary's Story

"I'm sure that guy's dead," a man told the operator when he called in Gary's accident. It was 8.8.88, a date Gary will never forget. The accident left him with a diffused axonal injury. His brain was twisted inside of his skull.

After a long stay in the critical care unit, including some time in a coma, Gary was released and ready to get back to work as an occupational therapist. He knew something wasn't right, but he faked being fine for as long as he could.

"I was not going to admit I was wrong, or that I needed help," Gary says. "I ended up getting fired three different times."

Family talked Gary into applying for disability, which he was on until he was 66 and a half years old. Then, he could get a job, something he was very excited about doing. To help



with the process, he connected with **Easterseals Crossroads Brain Injury Services** and began working with Jade Cooper, a Resource Facilitator.

Jade assisted Gary in putting his resume together and finding a job he

would enjoy. He really wanted to do work at one of the state parks.

"I thought, well, I can't pick up trash, because I can't walk that far without help," he says. "I thought, well, I could sit in one of those little wooden boxes at the front of the park."

Sure enough, that's exactly the job Gary applied for, and after a trial period, he was hired at Mississinewa Lake.

"I noticed the biggest change after he started this job," Jade says. "His confidence really grew. In a lot of ways, I think he finally realized how capable he really was."

Without Easterseals Crossroads, Gary says his life would be depressing. "I owe them a lot. I think they believed in me, and that means a lot."

SUMMER CAMPS | An experience for everyone

Every summer, children across America experience the joys of summer camp, but for some, the traditional camp experience just isn't possible. Beginning each summer in June, **Easterseals Crossroads has six weeks of summer camps** for individuals with disabilities, giving them unforgettable experiences.

"We've had several families that have said they've tried other camps," says Joe Mattingly, Camps and Respite Manager. "Those other camps cannot meet the needs of their children with disabilities. What we're doing here is making sure we meet their needs and that they get the same great summer camp experience as other children."

While other camps might not have the staff support, Easterseals Crossroads has specialized and trained staff to meet the needs of the campers, whatever his or her disability might be.

Camp ROCKS takes place at Bradford Woods in Martinsville, Indiana and is for young people with autism who are 10-18 years old. It is an overnight camp for five nights and six days and includes science exploration, swimming, nature hikes, art classes, and more.

Autism Resource Specialist Jaylen Weir says campers are often shy at the start of camp week, but as the week goes on, they are more confident in their abilities and social skills.

"Camp ROCKS is important because it helps kids with social skills, and it also gives them the opportunity to be independent from their parents," Jaylen says. "A lot of them haven't ever been away from their parents, so this is a huge opportunity to be able to experience that, and then the parents get a little bit of respite as well."

John Kelly, Director of iCan Bike, leads a team of volunteers in teaching individuals with disabilities to ride bicycles. The one-week intensive camp has

an 80% success rate of campers who can ride on a standard two-wheel bike on their own by the end of the week. Not only is it a celebratory moment for the person on the bike, but their family members as well, as many come out to watch their loved one ride a bike on their own the Friday of camp week.

"Mom is usually in tears, and parents are high-fiving volunteers," John says. "It's a pretty special experience to see that."

CampABILITY, Camp FUEL, Camp MODE, and Camp QUEST are Easterseals Crossroads' other traditional day camps, filled with on-site experiences as well as field trips. Campers can experience things like dancing, therapeutic horseback riding, going to the swimming pool, and more. Joe says every kid loves to have fun during the summer, and these camps provide that experience, giving each one memories to treasure.

"Parents know that their child is doing something fun and unique," Joe says. "They are very appreciative, just smiles and thank you's all the time, and families who say they're ready to sign up again for next summer."



"Parents know that their child is doing something fun and unique."



EASTERSEALS CROSSROADS DONORS, PARTNERS, AND SPONSORS

Independence | Gifts of \$25,000 and up

Anonymous
Anonymous
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JPMorgan Chase
OneAmerica Foundation
Ortho Indy Foundation
Christopher and Dana Reeve Foundation

Empowerment | Gifts of \$10,000 to \$24,999

Ayres Foundation
Boren Foundation

Dignity | Gifts of \$2,500 to \$4,999

IndyGo Foundation
Jr. League Indianapolis
Sonnentag Foundation

SUMMER CAMPS

Number of participants in 2025

53 CampAbility
Day camp for ages 4-10

28 Camp FUEL
Day camp for ages 11-17 with field trips

15 Camp MODE
Single-location day camp for ages 11-17

38 Camp ROCKS
Five-night, six-day camp for youth with autism ages 10-18

32 iCan Bike
Individuals with disabilities learn to ride a bike



**Your support
creates Ability
and Beyond!**

1 in 4 people has a disability. Donations increase our ability to meet the needs of people with disabilities in central Indiana.

GIVE NOW



eastersealscrossroads.org



“Easterseals Crossroads has given me a solid foundation to where I can be not only employed but self-employed as well.”



VETERAN SERVICES | Rodney's Story

As a teenager, Rodney wasn't excited at the idea of joining the United States Army, but he did it anyway.

Now, many years later, he looks back and sees that the discipline and consistency it brought to his life were truly a blessing. After serving in the military, Rodney moved to Arizona. However, Indianapolis was his home, and he recently came back after decades across the country. He had the drive to find a career and housing, but needed a little extra help.

“I had heard of Easterseals, but I thought it mainly pertained to youth,” Rodney says. “I never knew they had a veterans department.”

Easterseals Crossroads Veteran Services had a huge impact on Rodney's transition back to his home state. He's been working with Troy Drake, Lead Career Coach, to get his feet on the ground. Troy helped Rodney secure a full-time job as a security guard.

“It was really his drive,” Troy says. “His work ethic, his eagerness to get settled in a new city. He came ready to go, focused, and we made a plan.”

Rodney's aspirations go far beyond working a full-time job as a security guard. He is working on opening his own barber shop, and even more important, Rodney wants to make a difference in his community.

“Hopefully, I can continue to work with Easterseals Crossroads and use the resources they provide to position myself where we all can come together as a community and make Indianapolis a lot better,” Rodney says.

Troy says Rodney is a true success story for Veteran Services.

“Rodney is one of the many blessings to come through the program,” Troy says. “Some people stress out when they move to a new city and don't know how to access resources for veterans. Working with Rodney has been very fulfilling. He's definitely a success story.”



Of the 100 veterans enrolled in the Homeless Reintegration Program

72% obtained employment.

ES GAMING | Building Connections

The lights are low, and the computer and television screens are glowing. A group is playing Mario Kart, while others cheer them on. Across the room, people are playing a board game, and yet others are taking a break from gaming to have a snack. It's the second Wednesday of the month, and the gaming studio at Easterseals Crossroads is full of activity.

"ES Gaming Indy is an initiative that brings together gamers of all abilities, with and without disabilities," says Brandon Scott, head of ES Gaming Indy. "Everybody comes in and enjoys themselves."

ES Gaming Indy gives individuals living with disabilities the opportunity to connect with others to enhance a sense of belonging and provide a range of emotional and mental benefits.

"Through gaming, I was able to find community," says Abby, who has attended some gaming nights at Easterseals Crossroads. Due to her disability, she struggled to feel like she fit in when she was younger. Gaming was an avenue to build her confidence.

The current space for ES Gaming Indy has PC games, console games, a retro arcade area, as well as a designated space for tabletop games. **Easterseals Crossroads is currently fundraising for a permanent gaming studio.**

The Easterseals Crossroads Assistive Technology department has a loan library with a plethora of devices to make gaming more accessible for those who need it. Josh Anderson, Director of Assistive Technology, says the controllers are impressive, and many can be modified to assist with

several disabilities to make gaming more accessible.

"People can borrow them from our library, try them out at home to see if they work to help them game just like anyone else would," Josh says.

Brandon calls gaming the "great equalizer," saying that all that matters is a love for gaming. Through gaming, Easterseals Crossroads is seeing the many benefits it brings to those who participate.

"We have seen massive growth from individuals," Brandon says. "They come in and are conversing with friends and showing new people around the studio. We have seen some extreme growth from people who were coming in and just sitting in the corner who are now saying hello to everyone and making friends. **That is the community that gaming builds.**"



GAMING BENEFITS



Improved Learning & Cognitive Skills



Improved Fine Motor Skills



Reduced Social Isolation



Improved Mental Well-Being



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