



VIDEO

ability
redefined

Engagement
Report 2022



Ability Redefined

Easterseals Crossroads has been redefining ability for over 85 years because our community is at its strongest when all people bring their own strengths to the table. While ability can change throughout the course of a lifetime, Easterseals Crossroads remains a constant for individuals with disabilities so that they can live their best lives.

Our pediatric therapy programs and autism services, as well as our camp and respite programs, ensure that our schools benefit from the full participation of the children and families we serve. Our employment services, our veteran services and our services for Deaf and Hard-of-Hearing people ensure that youth and adults are able to participate as valued members of the workforce.

Our entire community depends on us to serve and advocate for people with disabilities and their families.

To continue to meet the needs of our vast community, we depend upon philanthropy to reach 25% of our operating budget each year. We know that a healthy and vibrant community includes equity, inclusion and access for people with disabilities and their families. We are dedicated to this purpose; join us in making this a reality for central Indiana!



A handwritten signature in black ink, reading "David Dreith".

David Dreith
President/CEO

VIDEO

25% of our
operating budget
depends upon
philanthropy

George and Geofferey are mom Frankie's miracles and little angels. When Frankie was seven weeks pregnant, her husband was diagnosed with a brain aneurysm. He knew Frankie was pregnant, but passed away before he learned that she would have twins.

When the boys were 15 months, Frankie began to see signs that Geofferey's development might be delayed and a few months later saw signs with George. She learned that both boys did have autism.

The boys have been involved in autism and behavior programs at Easterseals Crossroads ever since. They are now 5 years old and just graduated from early childhood classes; they are ready socially and academically for kindergarten and their futures.

"Parents of children with autism don't always know the right thing to do. Having a team has meant all the difference – it has made me realize that I am not alone. I don't have to be afraid of things that are different because they are different for the better," said Frankie.

Having boys with autism didn't bring negativity into my life; it brought light. I have learned that you accept your life and you create your story. And with Easterseals Crossroads as a part of my story, it will have a much better outcome for George and Geofferey, said mom Frankie.



9,678

autism services
provided to 617
children and
young adults



VIDEO

autism
services

children's therapy services

VIDEO
(EI)



“Williams syndrome is rare and we learned to take it all one day at a time because the range of ability with Williams kids is so broad. We realized we couldn't control outcomes, but we could provide Harrison resources to advance, said mom Amy.”

Harrison's family knows him as a kind, loving child who is very social; they never know what he is going to say or do next. Harrison's mom Amy describes her pregnancy with Harrison as typical, but once he arrived, a heart murmur was detected. This led to open heart surgery along with some other medical issues; eventually Harrison was diagnosed with Williams syndrome, a genetic condition that is present at birth and characterized by medical problems, including cardiovascular disease, developmental delays and learning challenges. At around 6 months, the family knew that early intervention services were critical for his development and started with physical therapy and occupational therapy. Speech-language services began later.

When Harrison aged out of early intervention services at 3, his family wanted to continue his therapy appointments at Easterseals Crossroads. Now 8 years old, he is working on occupational therapy skills that include buttoning, zipping, tying and holding a pencil to write. He continues to work on conversation, chewing and swallowing with his speech-language pathologist.

“It was a big game changer for me when I could see that Williams syndrome did not have to define Harrison; he is Harrison first and everything else comes second to that. He can still do what he wants to do; it just may be a little harder. This does not have to define who he is for his life,” said Amy.



5,927

early intervention services
provided to 296 children
from birth through 3
years of age



5,364

therapy services
provided to
254 children

VIDEO
(therapy)

Hika was born in Japan in 1993. He faced several challenges in the beginning when doctors found two small holes in his heart and he immediately underwent surgery. Hika spent several months in intensive care before he was released with a feeding tube. He was also born with Down syndrome. The disorder was something his father Toru was not familiar with in the beginning, and much of Hika's early life was spent on a day-by-day basis as they tried to learn more about the condition and care options.



I think each person with Down syndrome is very different in their own way, Toru said. For example, Hika does not speak at all, but he paints and that's how he expresses himself. And everybody who has come to meet him just loves him, embraces him. So I think that is typical of Down syndrome, but he has his own way. He is very unique.



Although Hika does not communicate verbally, he is a skilled artist. His family discovered this ability by accident. Toru was taking classes with a nearby artist and had brought Hika to class one day, encouraging him to try out the different brushes. What started as a hobby for Toru soon became a passion for Hika, who now produces acrylic paintings, along with other mixed media, that have been shown at local art exhibits.

Easterseals Crossroads has helped Hika with opportunities to develop his independence and confidence, which in turn has benefited his entire family. "He likes being around the community. That is one thing that this place, this city, this state, gave us – a place for Hika to be a part of a community. He likes to be here because he knows that he belongs," said Toru.

Hika's family has lived all over the world, from Japan to Houston to Las Vegas, but it is at Easterseals Crossroads where they found a community perfect for Hika. At Easterseals Crossroads, he has a network of caregivers, friends and a community upon which he can rely with activities and outings designed to encourage independence and socialization.

VIDEO



56,614

hours of adult day
services provided
to 85 adults

**adult day
programs**



VIDEO



72

individuals with disabilities
obtained employment
with 53 businesses



20

interns successfully
completed the
Project SEARCH
program

**Project SEARCH Indiana partners include Community Health Network, Easterseals Crossroads, MSD Lawrence Township, MyIPS and MSD Warren Township.*

employment
programs

“ Programs like this are important to our community because they help provide a solid workforce with increased diversity, which is critical for every organization’s initiative. It gives people the opportunity to appreciate differences, said Keith. ”

Alec is a senior at University of Indianapolis working on both his master's and his bachelor's degrees. According to Alec, being busy means he is never bored.

His quest to stay busy led him to his desire for an internship opportunity arranged through his school and the College InternXperience program at Easterseals Crossroads. In its seventh year, the program partners with eight local colleges to help recruit qualified students who have a diagnosis of autism.

"I have seen less anxiety and increased confidence with students who participate in an internship. The program benefits employers because they learn more about inclusion, which is essential for work environments," said Easterseals Crossroads program specialist Rhonda Wood.

VIDEO

Partnerships with community organizations are very important because no organization can do it all alone; creating a better community depends on different voices working together to make that happen. We want families who visit our museum to see themselves in our workforce and Easterseals Crossroads helps make that happen, said Grant Goshorn, STEM Galleries Interpretation Manager, The Children's Museum of Indianapolis.

Alec's skills and interests made him a terrific candidate for an analyst position in the *Treasures of the Earth* exhibit at The Children's Museum of Indianapolis. Alec researches in the lab and fields questions in the exhibit.

"The internship has given me confidence. I now know that I want a teaching position in my field of study," said Alec. "It feels amazing to know that I'm teaching someone and that they've learned something from me."



8

Indiana colleges partnered
with Easterseals Crossroads
to provide internship
opportunities

employment
programs

Deanna was thriving in her military career until she was involved in a duty-related vehicle accident that resulted in her medical discharge from the Army. A traumatic experience followed and Deanna experienced depression, mental health concerns and ultimately homelessness. After this very rough period, she knew she wanted to get her life back and under her control. It was at the VA Domiciliary where Deanna obtained mental health treatment, as well as assistance with career exploration. She was directed to Easterseals Crossroads as a continuing resource for employment readiness.

Veteran services at Easterseals Crossroads immediately contacted Deanna after the referral. "Deanna and I spent hours talking, going through paperwork and determining needs. Deanna had left North Carolina with no credentials. Since she was born in Germany, we knew getting a copy of her birth certificate would be the stepping stone toward gaining other documents necessary for potential employment," said John Goings, director of services for veterans at Easterseals Crossroads.

"Finding the resources and people who are willing to help veterans really made a big difference in my life. The encouragement and the support that I received from Easterseals Crossroads were amazing. I hadn't really felt that kind of support since leaving home after high school," said Deanna.

Deanna has come full circle in her journey from the military to homelessness to now being in a position to help other veterans. She willingly shares her story as an inspiration to other veterans. "I am finally in a place where I have full time employment as an inventory specialist at the same veteran hospital where I was treated when I first arrived in Indiana. I have transportation and I am about to sign a lease and move into a comfortable place close to work. I just want to continue to do a great job and to see where my career takes me in the next few years," said Deanna.



Veterans need to know that it is okay to ask for help when coming home. I honestly feel that when you're at the door at Easterseals Crossroads, your help is just one step away, said Deanna.



130

**veterans connected
to employment
or other resources**

(served through HVRP grant)

**veteran
services**

VIDEO

Assistive Technology

The Assistive Technology Center provides assistive technology, equipment and services to individuals with disabilities. The INDATA Project serves Hoosiers through information/referral, funding assistance, public awareness, education, device demonstration, device loan, reutilized computers and equipment.

Kia is a speech-language pathologist who works with children in various settings. She found that there was a huge need for her students to have access to tablets with language applications because they struggled to communicate functionally. The lending library available through the INDATA Project has allowed Kia to see what equipment works best for her families.

VIDEO



When families see how an iPad application can be used for communication, it really helps them understand that there are multiple methods to interact and many ways to redefine what ability means, said Kia.



174

computers and assistive technology were provided to Hoosiers free of charge

7,525

hours of assistance provided by 128 volunteers

Volunteerism

Easterseals Crossroads appreciates the work and dedication of its volunteer groups which includes corporations, businesses, individuals and our Crossroads Guild. Volunteer activities include working directly with children and adults in program areas, working with refurbished equipment in our technology center and groundskeeping activities.

Deaf Community Services

Easterseals Crossroads understands the importance of communication and the need to facilitate understanding between hearing individuals and Deaf or Hard-of-Hearing people. To enhance communication in our communities, we offer sign language/spoken English interpreters who are highly-skilled professionals to facilitate communication.

10,500

hours of interpreting services provided for our community

Community Outreach Events

Outreach events during the year have included Military and First Responders Day at the Indiana State Fair, a golf outing, a raffle event and two community day series events — one at CAFE and one at Edna Martin Christian Center. Total community outreach combines for a total of 110,000 individuals from these activities.

community reach

Thank you

to all of our donors who support our services for people with disabilities in central Indiana.

This list represents gifts of \$500 or more made during the fiscal year ending June 30, 2022.

Year-End Matching

Gift of \$50,000

Anonymous

Independence

Gifts of \$25,000 and up

American Health and Wellness
Comcast NBCUniversal
First Steps Recruitment and Retention Fund
InTRAC
Julia Brink Charitable Trust
Lilly Endowment, Inc.
Liz and Eldred MacDonell
OneAmerica Financial Partners, Inc.
United Way of Central Indiana

Empowerment

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

Anthem Blue Cross Blue Shield
Crossroads Guild
Jack Ellett
JPMorgan Chase
Nicholas H. Noyes Jr.
Memorial Foundation Inc.
RHI Foundation

Opportunity

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

Gregory Brickler
Bosma Enterprises

BraunAbility
Children's Bureau, Inc.
CSX Transportation
Frances Strong Jordan Trust
Lynne and Lindsey Hahn
Fred Hash / Multifamily Coalition for Affordable Housing
HSA Home Warranty
The Jennings Endowment and The Jennings Philanthropic Fund
Junior League of Indianapolis, Inc.
Dawn Neal
Sonnentag Foundation LTD
The Summer Youth Program Fund, a fund of the Indianapolis Foundation
Superior Van and Mobility
United Healthcare

Dignity

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

Barb and Jim Austin
John Ayres
Brickyard Healthcare
Centier Bank
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Century 21 Scheetz Foundation
Ronna Taylor-Dye and Douglas Daudelin
Chuck Dietzen
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Sally and Eric Rowland
SafeInHome
Alex Sanchez-Felix
Sertoma Club of North Downtown Indianapolis
Beverly and Kenneth Spolnik
Jennifer and Harold Tenborge

Thomas S. Kemp Foundation Inc.
Andrew Weas
Shandon and Phil Whistler

Ability

Gifts of \$1,000 to \$2,499

Vally Allen
American Healthcare Group
Bedel Financial Consulting
Phil Belt
Benevity Community Impact Fund
Carl E. Brehob Family Fund
Julie Keck and John Champley
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Leslie Hallett
Meredith Harper
Indiana Institute on Disability and Community, IU
Karen and Richard Kohlmann
Jason Krcmery
Kathleen Krueger
KSM Business Services, Inc.
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Wanda and Paul Sandy
Susan and Scott Saunders
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Anne Schuchman
Frances Jane and John Seever
Steve Stevens
The Children's Museum of Indianapolis

Carol and Brian Urbanski
Jenny and Wade Wingler
Donald Woodley

Benefactor

Gifts of \$500 to \$999

Liza Ilag and Alvin Alviar
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Damian Neeld
Lauren Pijanowski
James Pinyerd
Precision Rings Inc.
Ann and Chuck Preston
Gayle and Mike Reindl
Margo Taylor
Kim Thomas
Donald Weberus

Number of People Served

Year ending June 30, 2022

Medical Therapy Services	1,774
Community Day Supports	139
Employment and Veteran Services	843
Technology Services	3,352
Autism Services	639
Deaf Community Services	1,160
Total Individuals Served* (unduplicated)	7,907

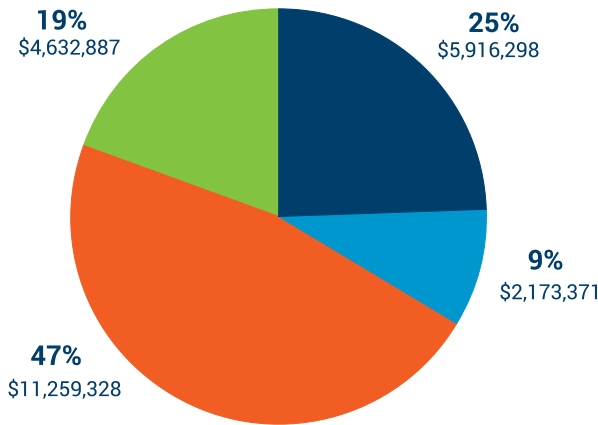
Services by Age

Year ending June 30, 2022

0 - 18	2,696
19 - 65	4,297
66+	914

*Our total reach extends far beyond those directly served when consideration is given to total community impact.

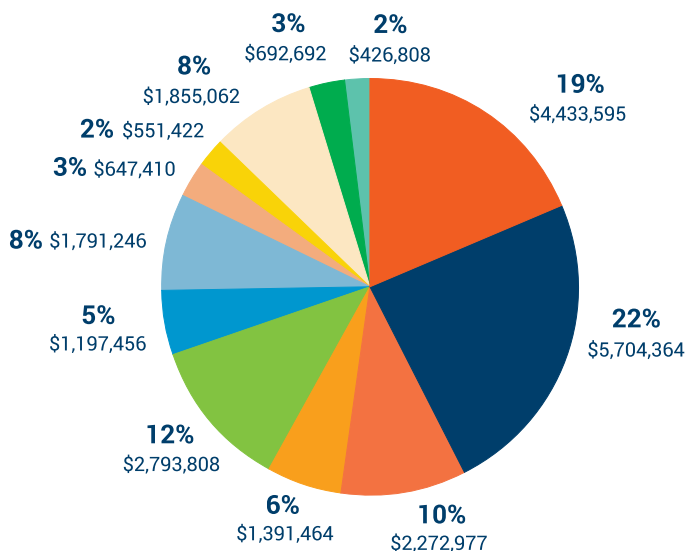
Easterseals Crossroads is an equal opportunity employer and service provider.



Our Income* Year ending June 30, 2022 *Unaudited

- Fees for Service (25%) *
- Federal Grant Revenue (9%)
- Contract Sales (47%)
- Community Support (19%)

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



Our Expenses* Year ending June 30, 2022 *Unaudited

- Crossroads Industrial Services (19%)
- Crossroads Manufacturing Services (22%)
- Medical Therapy Services (10%)
- Community Day Supports (6%)
- Employment & Veteran Services (12%)
- Technology Services (5%)
- Autism Services (8%)
- Deaf Community Services (3%)
- Program Support Services (2%)
- Administration (8%)
- Operations & Maintenance (3%)
- Development & Fundraising (2%)

Investment in employees through wages and benefits across all departments is \$11,303,185.

Easterseals Crossroads is a 501(c)(3) tax-exempt organization.
Ending net assets as of June 30, 2022, were \$42,634,255.



Agency Leadership

David Dreith, *President/CEO*

Chuck Dietzen, MD, *Medical Director*

Board of Directors 2022/2023

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Visit eastersealscrossroads.org to learn more about the people and families we serve at Easterseals Crossroads.

Our community reach extends to families and communities within each person's life.





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Ability Redefined for our Community
Learn more at eastersealscrossroads.org

Locations

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South | 3215 East Thompson Rd., Indianapolis, IN 46227
p/ 317.782.8888

Crossroads Industrial Services

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