

# all in for ability

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Engagement  
Report **2023**



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# all in for ability

Easterseals Crossroads has long been the go-to organization for people with disabilities and their families. Our services span a lifetime from birth through older age with programs that are unique, timely, accessible and inclusive. We have been *all in for ability* for more than 85 years serving our community.

Central Indiana is stronger and more diverse when we work together to provide resources, training, solutions and options in our workplaces, schools, businesses and neighborhoods.

Being *all in for ability* involves looking ahead and reimagining our presence as more inclusive and fully accessible for future generations. To do this, we need community support to invest in our future as the resource that any one of us could need at any point in a lifetime.

Join our team as we place ourselves on the cutting edge of what can be done for people with disabilities in our community – *go all in for ability* with us!

David Dreith  
President/CEO



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

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In 2016 Andrew suffered a traumatic brain injury after a fall from a chair. His life instantly changed from that point forward and he struggled to adapt to this change in ability.

Andrew credits his mother for giving him some tough love in telling him to move on with his life. After some thought, Andrew returned to a job in technical support and began to concentrate on other ways to move ahead with his life.

“A person with a brain injury doesn’t need to realize what they can’t do – they see that every day of their life. What they need to know is what they can do,” said Andrew.

Andrew connected with Easterseals Crossroads for resources and worked with a resource facilitator specializing in brain injuries to learn more about coping mechanisms. He gained advice from our assistive technology specialists and found that simple changes like a standing desk made a huge difference in managing his chronic fatigue, another effect of brain injury. Andrew has learned to embrace adaptations to help him succeed and move forward.

Looking ahead, Andrew has 20 hours completed toward his private pilot’s license and he is working with the FAA to continue. He has come to realize that even if he cannot continue independently, he will still keep flying with a certified flight instructor.

“Sometimes with a brain injury you ask yourself, ‘Can I really do this?’ I reasoned in my head that I cannot be the first pilot to ever be afraid. I flew for a good week – almost every single day – and I got over the fear,” said Andrew.

“I realized that by trusting myself, I could end up being me, which is what I was always trying to achieve in the first place,” said Andrew. “But this time, I didn’t fight myself for it; I worked with myself.”

**Watch  
Video**

**brain injury services**



# employment services

The Project SEARCH program with Community Health Network has served 378 interns to date at Community Hospital North and Community Hospital East.

Since 2011, Easterseals Crossroads has partnered with Community Health Network, Lawrence Township Schools and Indiana Vocational Rehabilitation to offer Project SEARCH at Community Hospital North. The program is a work immersion program that provides employment and educational opportunities for final year high school students with developmental disabilities.

Stacy, Boubacar and Sarah are all Community Hospital North employees who started as Project SEARCH interns over ten years ago. During the nine-month program, they learned through classroom instruction and rotations within specific areas of the hospital. They also learned the softer skills that often account for longevity within a career. Each of the three deeply wanted employment right where they started.

Stacy was so excited when he found out that he had been hired after completing his internship. He felt his position would bring new opportunities and new friendships. He likes the independence that working gives him. "I knew my work and my life were going to change forever," said Stacy.

"When I completed Project SEARCH, I knew that there were many things I could do with my life," said Boubacar. "My goal is for my mom to come to the US; I save my PTO each year to visit her in Niger."

According to Sarah, living on her own was high on her list of priorities after high school. "Without Project SEARCH, I wouldn't have been able to reach my goals. I wanted to live in my own apartment where I could buy things and cook in my kitchen. My job has helped me do the things I want to do," said Sarah.

"There are roles for people of all abilities in our community. It's not only creating an opportunity, but then educating a person about how to fit in a role. I think Easterseals Crossroads has a fabulous reputation for doing that in a number of ways," said Bryan Mills, President/CEO, Community Health Network.



Watch  
Video





The Indianapolis Public Library partnered with assistive technology services at Easterseals Crossroads to install accessible workstations at all of its locations to ensure that patrons have access to library resources and information.

Each of the accessible workstations offers a height-adjustable desk, large-key keyboard, large-print keyboard, trackball mouse with programmable buttons and arm supports. Available software includes a text reading app, live transcription app, math app, magnification app and a screen reading app for people who are blind or visually impaired.

The combination of software and adaptive equipment provides patrons of all abilities equal access to information. Individuals with learning disabilities and mobility limitations can complete tasks such as creating documents or accessing the internet.

“At Easterseals Crossroads, we know the importance of inclusion – not just within our facilities, but out in the community as well. To see the way The Indianapolis Public Library has taken that *all in for ability* approach to address the needs and challenges of their patrons is fantastic,” said Brian Norton, director of assistive technology at Easterseals Crossroads.

**Our assistive technology clinical team provided 7,664 hours of service for people with disabilities to assess, recommend, install and instruct them on assistive technology tools and supports.**



**Watch  
Video**

**assistive technology**



Watch  
Video

## children's therapy

Beth is 8 years old; she loves books, climbing, music and games. When Beth was 6 months old, her parents contacted their physician when they noticed she was not reaching some developmental milestones. Beth has microcephaly, which means that her brain has not grown at a typical level.

"I feel that parents should trust their instincts. When something feels wrong, there is just no downside to an evaluation," said mom Kelly.

Beth is nonspeaking and she receives speech therapy at Easterseals Crossroads where she is learning to use a two-button communication device to express her wants and needs. Eventually, her parents would love her to use a device to communicate the more difficult things such as thoughts and feelings.

Occupational therapy is another service that Beth receives as she has generalized muscle weakness. Her parents want her to be as independent as possible and they appreciate the wraparound services offered in addition to therapies. Beth has attended our summer camp programs, and she has benefited from our assistive technology lending library to borrow various communication devices.

"At Easterseals, it feels like they are *all in for ability*. The building is set up for Beth's access and staff are always happy to see us. We feel really welcome," said Kelly.

As Beth grows, her family can count on us for programs and options that will grow with them.

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**We served over 500 children through physical, developmental, speech or occupational therapy (clinic and homes).**

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Odin is a big brother to his sister Freyja. At age 1, his mom Tiffany noticed some regression with language and was very concerned when he stopped speaking. After evaluations, Odin was diagnosed with autism. When Freyja came along a year later and started developing, she also showed signs of autism.

Odin is now 6 years old, and Tiffany has seen much improvement in how he communicates his feelings. Five-year-old Freyja now expresses herself clearly and has made great progress with her behaviors. "Freyja would become very emotional when she couldn't communicate. Using her words has helped her control her behavior," said Tiffany.

Therapists at Easterseals Crossroads focus on building strengths to help young people succeed. Odin loves technology and has learned to use tablets, cell phones and computers. Tiffany is so impressed that he has come so far and so fast with his ability. Freyja has advanced from simple drawings to complex images to express her thoughts.

"At one point, I thought Odin would never be able to talk to me and now he is never quiet, which is a huge milestone," said Tiffany.

## autism services

“

"Easterseals Crossroads has taught me so much about parenting kids with autism. We would not be in as good a place as we are now without autism services," said Tiffany.

”

Watch  
Video

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We provided 7,269 appointments and delivered over 6,300 hours of ABA therapy this year.

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# adult day services

We provided 58,354 hours of adult day service and 28,392 hours of recreation therapy for adults ages 18+ at our two locations this year.

“

We watch out for each other here.  
You know – just like family, said Jerome.

”

Watch  
Video



Deanna was a teenager when her brother Jerome was born; she and her older brother were not sure how a new baby in the house would change their lives, but they quickly grew to love him. It was Deanna and her mom who realized that Jerome was not meeting some developmental milestones; after evaluations, they learned that he has autism. After high school, his family knew that he needed an option for day services where he would be challenged and engaged each day.

Jerome has been attending adult day services for over 9 years. Deanna is now his primary care provider and she is secure in knowing that Jerome is well cared for and is an active participant in his own life.

“There are some things that Jerome would not be able to do if it hadn’t been for Easterseals Crossroads. I don’t think he would be to the point where he could pick out his clothes, take his medicine on his own or fix his food. And I don’t think he would exercise without Crossroads working with him,” said Deanna.

Deanna feels good knowing that she is not the only person looking out for Jerome. She feels that Jerome is part of a community of support where he has grown, gained confidence and become more independent.

“He has great relationships with his friends and the staff. Everybody looks out for everybody else,” said Deanna.



Charles was a ship serviceman in the United States Navy where he felt responsible for the morale of the ship through the services he provided from the general store, barber, vending and more.

Once he was honorably discharged from the service, he found himself struggling with everyday life. His wife — for whom he was a caregiver — was ill, he faced some legal issues and he battled drug and alcohol dependency. As many times as he tried treatment during this period, he never seemed to completely escape the addiction.

Things finally started to fall into place for Charles when he sought veteran services and completed his treatment program. He moved into transitional housing and was directed to the Homeless Veterans Reintegration Program offered by Easterseals Crossroads. From there, he worked with career navigators and began the Compensated Work Therapy program offered through the Department of Veterans Affairs. Charles is now employed at the Veterans Administration as a supply technician.

“These programs opened a lot of doors for me. I have my own apartment now and I am moving forward. If you put your time in to make changes, Easterseals Crossroads will work with you. Believe me, you will get something out of it,” said Charles.

**Watch  
Video**

**We enrolled 130 veterans and secured employment for 69 veterans through our Homeless Veterans Reintegration Program.**

**I have now been able to stay clean and sober because I desired it, I wanted it and I longed for it. I have a different aspect and a whole new outlook on my life. I am now a whole new me, said Charles.**

**veteran services**

# Donors, Partners and Sponsors

Thank you to our donors, partners and sponsors who support us in serving people with disabilities in central Indiana. This list represents gifts of \$500 or more made during the fiscal year ending June 30, 2023. We have reviewed the listings; however, if we made any errors, please accept our apologies. Contact us at [info@eastersealscrossroads.org](mailto:info@eastersealscrossroads.org) or call 317.466.1000 with any concerns.

## Year-End Matching

### *Gift of \$30,000!*

Eight-Eleven Group

## Independence

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

Comcast NBCUniversal  
Julia Brink Charitable Trust  
Lilly Endowment, Inc.  
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### *Gifts of \$5,000 to \$9,999*

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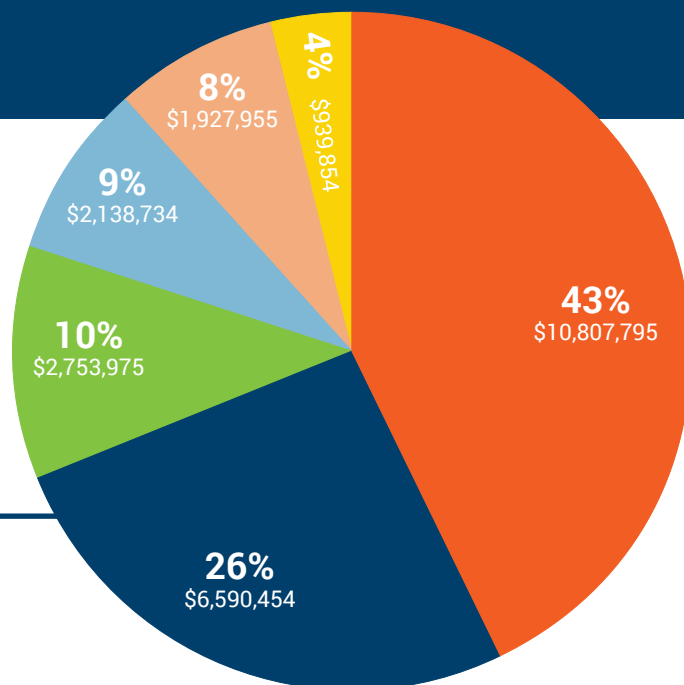
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Jenny and Wade Wingler

# Our Revenue unaudited

Year ending June 30, 2023

- Manufacturing
- Programs\*
- Other Revenue
- Government Grants
- Other Grants
- Contributions

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

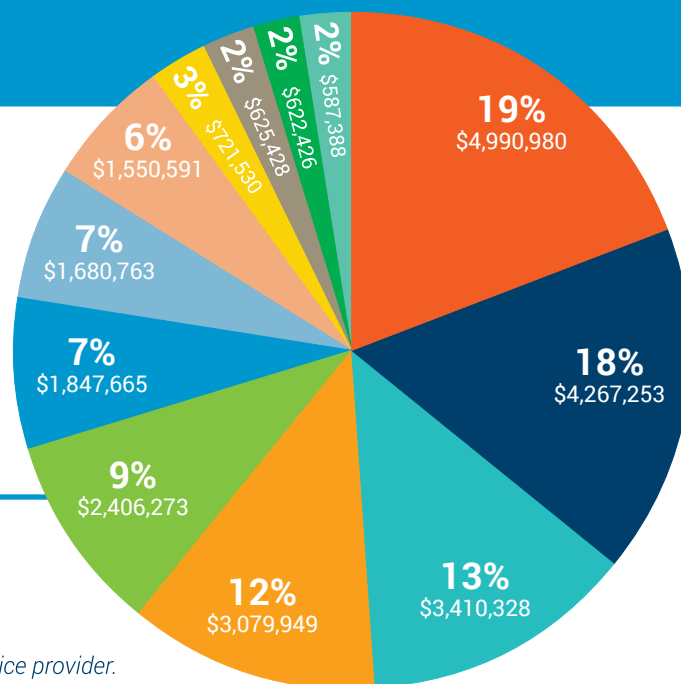


Easterseals Crossroads is a 501(c)(3) tax-exempt organization.  
Ending assets as of June 30, 2023, were \$38,322,728.

# Our Expenses unaudited

Year ending June 30, 2023

- Crossroads Manufacturing Services
- Crossroads Industrial Services
- Employment & Veteran Services
- Medical Therapy & Brain Injury Services
- Autism Services
- Administration
- Technology Services
- Community Day Supports
- Deaf Community Services
- Operations & Maintenance
- Program Support Services
- Development & Fundraising



Investment in employees through wages and  
benefits across all departments is \$12,398,075.

Easterseals Crossroads is an equal opportunity employer and service provider.

## Number of People Served

Year ending June 30, 2023

Autism Services	1,102
Camps and Respite Services	379
Community Day Supports	149
Deaf Community Services	1,078
Employment and Veteran Services	1,668
Medical and Brain Injury Services	1,537
Technology Services	3,866

**Total Individuals Served\* (unduplicated) 9,779**

## Services by Age

0 - 18	3,090
19 - 65	5,960
66+	729

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





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**all in for ability in our community**  
Learn more at [eastersealscrossroads.org](https://eastersealscrossroads.org)

## Locations

**Main** | 4740 Kingsway Dr., Indianapolis, IN 46205  
p/ 317.466.1000

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

### Crossroads Industrial Services

8302 East 33<sup>rd</sup> St., Indianapolis, IN 46226  
p/ 317.897.7320 | [crossroadsindustrialservices.org](https://crossroadsindustrialservices.org)