



Possibility Begins Here

Engagement
Report **2024**

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Video



easterseals
Crossroads

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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.

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



Possibility begins here.

Possibility begins at Easterseals Crossroads for nearly 10,000 people each year. No matter when we enter a person's life, our overall goal is to maximize independence and improve quality of life for people with disabilities. From birth throughout a lifetime, we are here for adults and children in our community providing resources, therapy, training, options and possibilities for people like Terrell and Jimmy.

Terrell just started first grade. Like any mother nearing that milestone, his mom Adel was fearful about the changes to his schedule because of his autism. But since she and Terrell have worked with our autism services staff for the past four years in preparation for moments like this, she absolutely knew he had the tools to successfully begin his life.

Jimmy is an adult who sustained a brain injury as the result of a car accident. Because of the injury, he learned he could no longer work in his chosen profession. Not knowing if a different career was even possible, he worked diligently with our brain injury staff to discover options that aligned with his new life's reality.

When life with disability begins or when it changes, Easterseals Crossroads is there with possibilities. But we need community support to invest in the future of the agency and those we serve. Please join us in support of empowering possibility!

A handwritten signature in black ink that reads "DAD".

David Dreith
President/CEO

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Terrell's mom Adel knew that her son wasn't meeting age-related milestones as his siblings did and she needed to learn why.

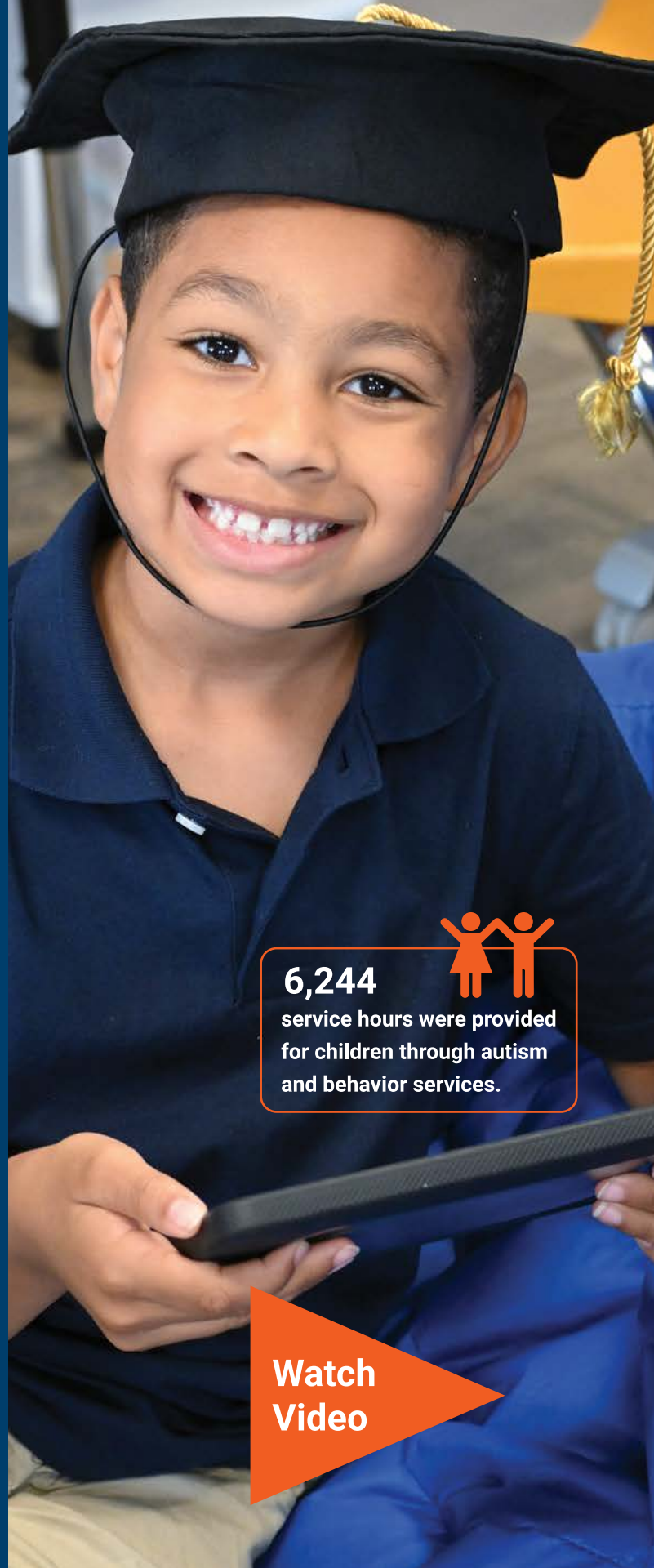
Doctors suggested **early intervention services** where Terrell began **speech therapy** to develop language skills. At 3, he still wasn't using more than a couple of words, and Adel found out about autism services at Easterseals Crossroads. An autism diagnosis was confirmed and he began **ABA services**.

Adel didn't know much about autism because it was new to her family, but she quickly learned. Starting with language development, Terrell began to make progress. **Occupational therapy** rounded out the program and Terrell continued to advance.

"Since day one, it has always felt like this is the right place for us. I have trusted the process every day for almost four years and every day I have seen change and growth," said Adel.

Next up for Terrell is first grade. "I'm a little scared about that, because it's full days. But I am hopeful because he has the tools that he's gotten from Easterseals Crossroads. It is so important that he is able to communicate his needs and wants. I think he is prepared and ready," said Adel.

"With autism, change is not going to happen overnight. It's going to take time and hard work. But if you work with your child, you will see the benefits. Having this team with you makes it possible," said Adel.



6,244



service hours were provided for children through autism and behavior services.

Watch Video

Harmony's mom Tamara noticed some delays and sensory issues early in development.

Knowing that **early intervention services** could make a difference, she connected with Easterseals.

Through **occupational therapy**, Harmony has learned how to handle her emotions and use her words rather than being upset. Being able to articulate her feelings has been a huge benefit. She has started to use her coping skills in playing with other kids and getting along with her sister. She is learning to express herself when upset.

Speech therapy proved beneficial as well. "I started to see a lot of improvement with Harmony once we started therapy – especially speech. We noticed sound errors with her speech and at 3 or 4 were not as concerned. But approaching 5, we noticed that it could be a delay," said Tamara.

Harmony's family did not realize all of the resources that were available in relation to children's therapy services. Knowing that there was the possibility to have all of these services in one place for Harmony has made a huge difference for the family.

"We are able to work with families in ways that best meet their needs by offering occupational, physical and speech therapy all in one place. We have a great team at Easterseals Crossroads and we have inviting spaces that open the possibility of great outcomes for families," said Haley Limper, who is an occupational therapist.

12,383

therapy hours were provided for children through outpatient and early intervention services.



**Watch
Video**

"A disability is a disability no matter how big or small. You cannot take that away from anyone. If you notice that your child is struggling, definitely seek help. You are their biggest advocate," said Harmony's mom Tamara.

60,236



hours of adult day and recreation therapy were provided for adults with disabilities.

Just hours after her birth, Jessica began having seizures; 90% of her brain was damaged.

“The expectations were that she would be blind and not able to walk or talk,” said mom Vicki.

Jessica proved her original diagnoses wrong on all counts. She is able to see, walk and talk. Now 42, she lives in supported living and she attends our **adult day program**.

The program is a unique model of service with a wide range of participants spanning age and ability. Participants are involved in determining the day-to-day activities where they share friendship and peer-to-peer support.

Jessica’s passion is walking. She walks every day with other program participants and staff.

“Before Jessica started walking, her mobility wasn’t good. She struggled getting in and out of vehicles. Walking has made her stronger and improved her balance,” said Jessica’s dad Dan.

Not only has Jessica gained strength and balance, she feels healthier. She tracks steps on her phone and watches her calories.

“Walking kills those calories,” said Jessica.

At all stages of Jessica’s life, her parents have fostered possibilities for her. “If you don’t have a great team – a group who encourage your family’s vision – you don’t have possibilities,” said Vicki. They have always seen the ability in Jessica and have found environments like Easterseals where she can thrive.



Watch Video

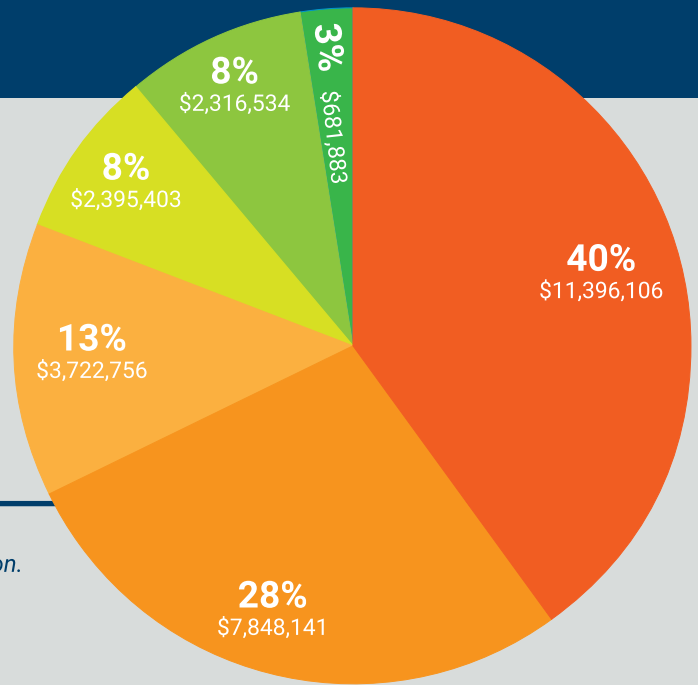
“Our life would be a lot different without Easterseals. Jessica would not have the same quality of life.” said Jessica’s mom Vicki.

Our Revenue unaudited

Year ending June 30, 2024

- Manufacturing (40%)
- Programs* (28%)
- Other Revenue (13%)
- Other Grants (8%)
- Government Grants (8%)
- Contributions (3%)

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

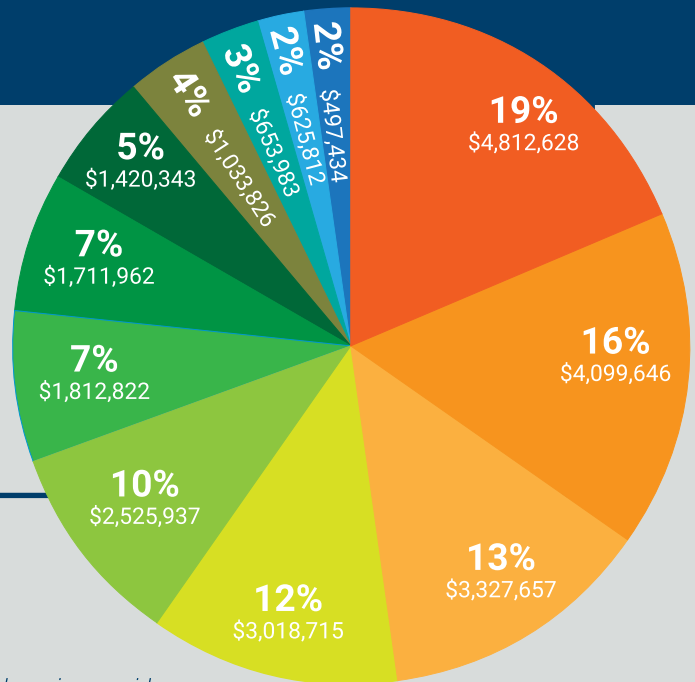


Easterseals Crossroads is a 501(c)(3) tax-exempt organization.
Ending assets as of June 30, 2024, were \$38,853,789.

Our Expenses unaudited

Year ending June 30, 2024

- Crossroads Manufacturing Services (19%)
- Crossroads Industrial Services (16%)
- Medical Therapy & Brain Injury Services (13%)
- Employment & Veteran Services (12%)
- Administration (10%)
- Operations & Maintenance (7%)
- Autism Services (7%)
- Assistive Technology (5%)
- Community Day Supports (4%)
- Deaf Community Services (3%)
- Program Support Services (2%)
- Development & Fundraising (2%)



Investment in employees through wages and benefits across all departments is \$14,044,178.

Easterseals Crossroads is an equal opportunity employer and service provider.

Overall Reach of People Served

Year ending June 30, 2024

Autism Services	1,181
Camps and Respite Services	260
Community Day Supports	102
Deaf Community Services	737
Employment and Veteran Services	1,323
Medical Therapy & Brain Injury Services	1,823
Technology Services	4,420

Overall Reach (unduplicated) 9,846

Services by Age

0 - 18	3,111
19 - 65	6,125
66+	610

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

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Independence

Gifts of \$25,000 and up

Crossroads Guild
Jack Ellett
Fenstermaker Fund at CICF
The Froderman Foundation
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Empowerment

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

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Anthem Blue Cross Blue Shield
eKeeper Systems Inc.
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Paul Loub
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Sertoma Club of North Downtown Indianapolis
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Opportunity

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

Benevity Community Impact Fund
BraunAbility
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Epsilon Sigma Alpha (ESA): Indiana Chapter
Fastenal Company Purchasing
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Dignity

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

APEX Benefits
Century 21 Scheetz Foundation
Ronna Taylor-Dye and Doug Daudelin
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Lisa and Ken Kobe
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MyQuillo
Amy and Clay Robbins
James Smith
Thomas S. Kemp Foundation Inc.

Ability

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

Vally Allen
Anonymous
Anonymous
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John Ayres
Phil C. Belt
Matt Bruhn
CareStar
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Comcast
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Leah and Brian Norton
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Mike Reindl
Alex Sanchez-Felix
Manuel Sanchez-Felix
Margo Taylor
Tish Flooring
Lee White
Mary Wolf



Donations
increase our ability to
meet the needs of
people with disabilities
in central Indiana.

(1 in 4 people has a disability)

**Your gift creates
possibility!**

DONATE

eastersealcrossroads.org

Thank you to our donors, partners and sponsors who empower possibility for people with disabilities in central Indiana. This list represents gifts of \$500 or more made during the fiscal year ending June 30, 2024. We have reviewed the listings; however, if we made any errors, please accept our apologies. Contact us at info@eastersealcrossroads.org or call 317.466.1000 with any concerns.



Watch
Video

From left, Karrise and Diane

Karrise was 26 years old when she had a stroke that changed her life.

Instead of continuing her life as she knew it, she had to learn to walk, keep her balance and eventually drive again. And that was in addition to relearning how to read, tell time and use her phone, as well as other technology.

After several years of hard work, Karrise was ready to focus on her livelihood. Prior to her stroke, Karrise worked with toddlers in a childcare setting. "The stroke really changed my career path since I could no longer meet the physical or mental demands of working in childcare," said Karrise.

Karrise learned about **employment programs** for people with disabilities at Easterseals Crossroads and found that she was a great candidate for the **Pathways to Opportunity** program. "This program is unique in that it seeks resources and training so that the outcome is a career focused on future growth," said Diane Brown, who is a career navigator.

To begin a path toward a career for Karrise, she needed to develop and refine her digital literacy skills, an option offered from our **assistive technology** department. Karrise knew that enhancing her software and computer skills would help her become more employable.

"Possibility can actually begin with assistive technology and digital literacy. For an able-bodied individual, technology can make things easier. For an individual with a disability, assistive technology can make things possible," said Josh Anderson, who is the director of assistive technology.

Karrise battled her way through a very tough and long recovery from her stroke. She now has the right resources for success in place, and she is dedicated to finding a career that will grow with her. "Looking back on what I have battled, what I have been through and where I am now, literally anything is possible," said Karrise.

795,000

people in the US experience a stroke annually
according to a 2023 American Heart Association report.



Hannah is a single mom who was concerned about her daughter Elsie who was experiencing difficulties in daycare.

Hannah connected with resources from the **Family Opportunity Program**, a program that provides options to achieve self-sufficiency for families who have a child with a disability.

Hannah learned that Elsie had autism. She enrolled her in **autism behavior therapy**, where she has made great strides for the past few years and has started kindergarten.

This enabled Hannah to move from her current job and begin her search for employment that would provide opportunities for growth and stability.

Hannah has found what she needed as a career navigator in the very place where she sought help. She knows how scared she was when seeking services, and she is confident that her own experiences have given her the empathy and understanding to work with other families.

“When Hannah came to us, she knew she needed to be a working mom to a child with behavioral needs. We were so impressed with Hannah from the beginning that we immediately thought of her when a position opened. It really resonates with a family to have someone working with them who has had the same experiences,” said Emily Garvin, who is the program manager.

49

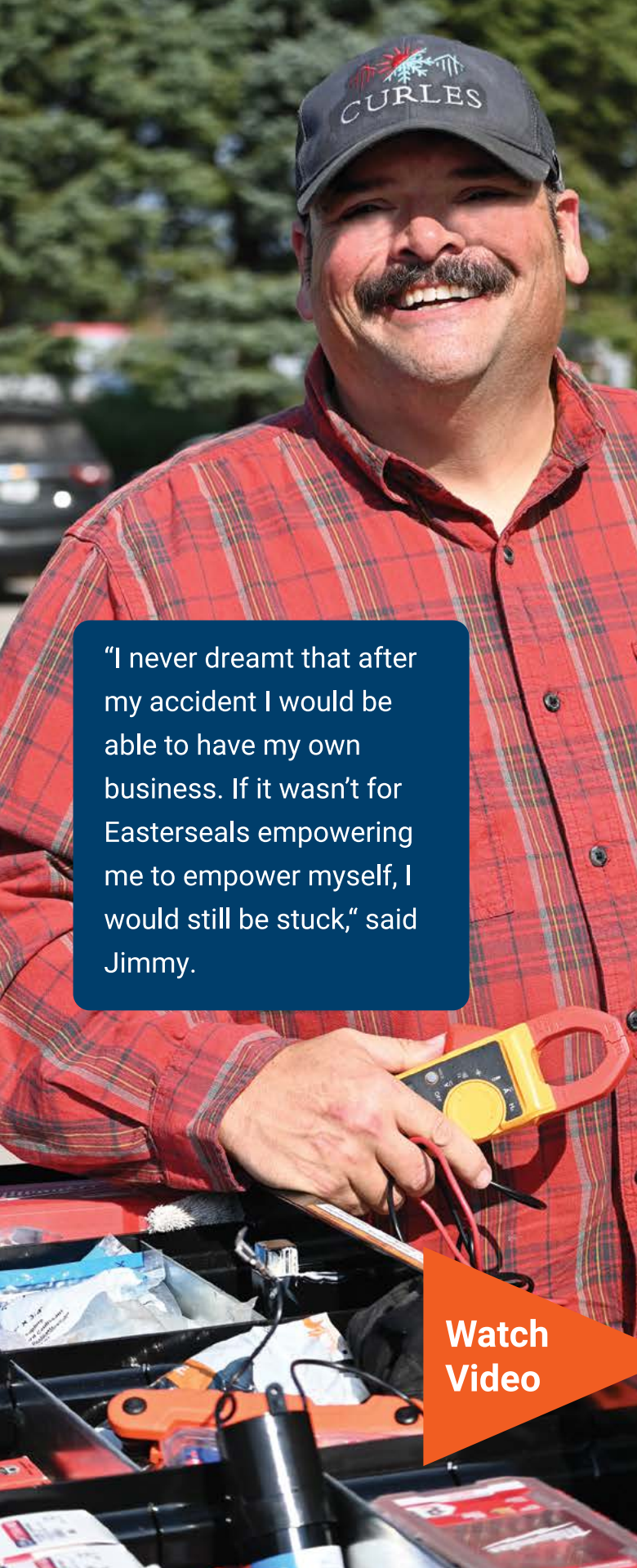
families have benefited from services for children and adults through the Family Opportunity Program.



Watch
Video

From left, Emily and Hannah

“Easterseals Crossroads helped me gain the confidence to be brave and focus on the services that I needed. As an employee, I can advocate for families; I can help them just like someone helped me,” said Hannah.



“I never dreamt that after my accident I would be able to have my own business. If it wasn't for Easterseals empowering me to empower myself, I would still be stuck,” said Jimmy.

Watch
Video

“There’s not a lot that I can’t do, but now I do everything differently,” said Jimmy, who had a traumatic brain injury after being in a traffic accident.

After the accident as Jimmy began to heal, he noticed that things started to unravel for him at home, work and school. “I really thought I had developed a mental illness,” said Jimmy.

A neurologist confirmed his traumatic brain injury, and he began his path toward recovery. Jimmy connected with our **brain injury services** program where professionals work to remove barriers and integrate rehabilitation goals to get people back on a daily living path.

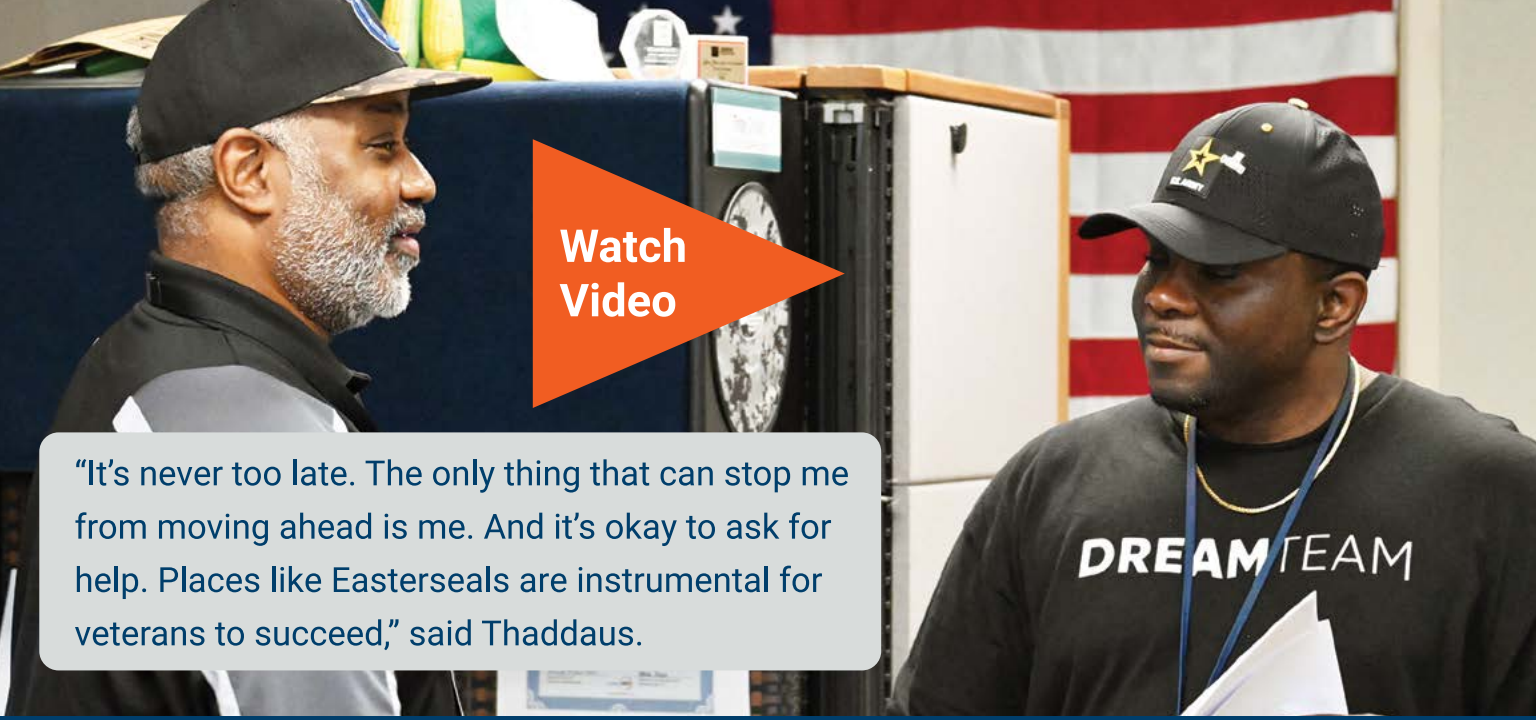
“There is no typical brain injury. It’s different depending on whose brain it is in. When someone sustains a brain injury, they may not know what they can do or even if they can learn. We help them figure out what is possible after a brain injury,” said Amy Miller, who is the director of brain injury services.

Jimmy began a new career after HVAC training. Once he obtained certification, he was able to start his own heating and air conditioning business. Jimmy has good days, bad days and those in-between days where he is reminded that this is his new reality. Prior to connecting to Easterseals Crossroads, Jimmy felt his future looked bleak. Now he is excited about his future possibilities.

2.5 million

brain injuries occur annually in the US according to estimates from the Brain Trauma Foundation.





Watch
Video

“It’s never too late. The only thing that can stop me from moving ahead is me. And it’s okay to ask for help. Places like Easterseals are instrumental for veterans to succeed,” said Thaddaus.

From left, Troy and Thaddaus

Thaddaus is a US Army veteran who completed his service in the early 2000s. He struggled to get his life back on track after some difficulties.

Life after his service took some turns and at 35, he found himself in a rough place and eventually prison. “I made some really bad decisions, and now I am living with the results of those decisions. I can’t go back and change what I have done, but I am learning from my mistakes. I am a stronger person because of my experiences,” said Thaddaus.

Thaddaus eventually entered a work release program and found **veteran services**, which led him to Easterseals Crossroads. Thaddaus is currently living in transitional housing and he is headed toward a better place in his life.

“When we get a veteran who needs our services, we figure out the immediate priorities like housing because it’s hard to get to work if you don’t have a place to come home to. Once we figure out all the obstacles in getting a veteran back to work, we create the path toward independence and an improved standard of living,” said Troy Drake, who is a lead career coach in the veteran services program.

Thaddaus is working and he has signed up for courses in an information technology certification track so that he can advance. He has moved beyond major obstacles and feels his life is approaching a meaningful future. He has a career with plans for advancement through further education, he has a car and he is preparing to move into his own place.

“Everything is going pretty well, considering some of the circumstances in my past. I am moving forward and not dwelling on the mistakes that I made in my past. A year ago, I had gotten to the point where I had given up on the possibility of even making it out of the correctional facility. I found the help I needed and I am somewhere that I didn’t think I could be a year ago,” said Thaddaus.



100

**veterans enrolled in the Homeless
Veteran Reintegration Program and
65% of them obtained employment.**



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Possibility
Begins Here

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