
DAMAR
**A Season
Of Growing**
2023 Report To The Community





For Everything, There Is A Season

Like a calendar, Damar experiences a continuous rotation of seasons. However, our seasons tend to be non-linear and unpredictable. Instead, like weather seasons, they overlap, surprise us and occasionally prompt us to adapt our plans. These days, Damar is experiencing a season of growth. We've added buildings to our campus to accommodate new programs and services. We've built a community of homes for people with disabilities and expanded it twice. We've opened remote locations to provide services in new geographic areas.

And in late 2023, we grew in an unprecedented way, acquiring St. Joseph's Carmelite Home in East Chicago, where we will build on the existing residential treatment center for children with disabilities. Adding as many as 60 new employees to St. Joseph's dedicated staff of 45, we will strengthen ongoing operations and add services that are desperately needed in northwest Indiana.

Seasons of growth always come with challenges, and ours are no different. We must constantly look for additional employees. We must continuously monitor ourselves to maintain the level of service our clients deserve. We must expand our resources at the same pace and the same level as we expand our services because, unlike other organizations and businesses, we don't gain efficiencies or margins by growing.

For some, that might beg the question, "Then why grow?" At first glance, the answer is simple: We grow to meet growing needs. For example, as we open the third group of homes in Damar Village, we know we are creating a life-changing community that will address the increasing need for long-term independent housing for individuals with disabilities.

But we grow for other reasons, too. To increase the "weight" we can put behind efforts to improve the services available for people with intellectual disabilities. To respond to requests for broader impact, such as when the State or other agencies ask us to provide specific resources. To seize opportunities to build on others' good work, as we're doing in East Chicago. And more.

Even as we're in the midst of this season of growth, I know that we eventually will enter a season of reflection and evaluation. In that essential season, we will assess ourselves, focusing on quality, outcomes and efficacy, working to ensure that that are always capable of meeting ongoing and emerging challenges and opportunities.

Throughout Damar's 56 years, a couple of things have proven to be impervious to changing seasons. One is the drive to uncover needs for people with intellectual disabilities, to understand those needs, and to respond. The other is the faithful support of people like you. I can honestly say we have never felt more supported in our mission and our purpose than we do today.

As the year ends, the calendar urges us through a season for counting our blessings. At Damar that is a season that never ends. We are grateful for the opportunity to serve such remarkable people, and for the support of friends like you.


Dr. Jim Dalton Psy.D., HSPP, CSAYC
PRESIDENT & CEO

Our Mission:

We build **better futures** for children and adults facing life's greatest developmental & behavioral challenges.

For more than 55 years, Damar has helped children and adults challenged by autism and intellectual, developmental, and behavioral disabilities live more successful lives. From its main campus on Indianapolis' southwest side, four ABA (Applied Behavioral Analysis) clinics, a new eastside community location and other service sites across the state, Damar offers a full continuum of services for individuals of all ages, including residential and community-based treatment and therapeutic services, outpatient behavioral health services, public and private schools, and foster care services.



DAMAR



A Season of Growth

The Carmelite Sisters of the Divine Heart of Jesus knew it was time to close the book on their 110 years of service to children in northwest Indiana. But they didn't want to leave those children adrift. So they sought an organization to take on their East Chicago residential treatment center for children with intellectual disabilities.

They found that organization in Damar, which has acquired St. Joseph's Carmelite Home, but not simply to continue its programming. Damar will increase the home's offerings. Janelle Reed, executive director of the new Damar facility, says that, other than the expanded services, Damar won't make a lot of changes at the home. The two organizations' missions align so well that Damar can build on, rather than dismantle, the sisters' programs.

All of the facility's 45 employees are being retained, Janelle says, and Damar is hiring more staff so it can increase the home's service offerings. ***"This is great for the community, as they'll be able to receive services that previously weren't available in that region,"*** Janelle says.

And Damar President and CEO Jim Dalton notes that other areas ultimately will benefit as well, as lessons learned in East Chicago will prepare Damar to expand to other areas in the future. ***"There's lots of interest and opportunity,"*** he says. ***"We just need to make sure we're ready."***

December 2023

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17	18	19	20	21	22	23
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31						

February 2024

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11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29			

January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 New Year's Day	2	3	4	5	6
7	8	9	10	11	12	13
14	15 Martin Luther King Jr. Day	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



Campus Mural Project

Volunteer opportunities with Damar are available year round. Learn how you can be a part by visiting:

[***Damar.org/Volunteer***](https://Damar.org/Volunteer)



January 2024

S	M	T	W	T	F	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February

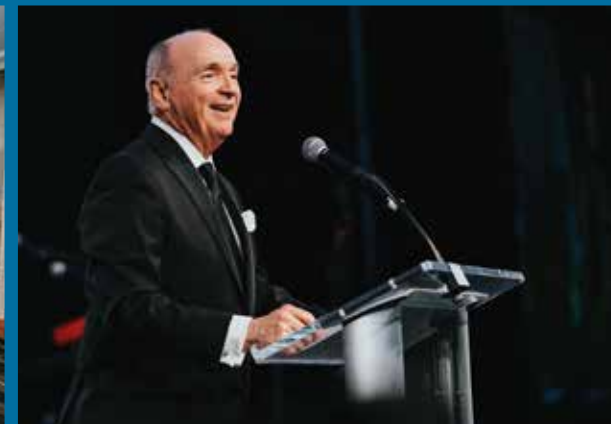
March 2024

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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Black History Month National Freedom Day	2 Last Day To Purchase Damar Gala Tickets Groundhog Day	3
4	5	6	7	8	9	10
11	12	13	14 Valentine's Day	15	16	17
18	19 Presidents' Day	20	21	22	23	24
25	26	27	28	29		



Damar Gala



February 2024

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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March

April 2024

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 National Developmental Disabilities Month Woman's History Month	2 Damar Gala
3	4	5	6	7	8 International Women's Day	9
10	11	12	13	14	15	16
17 St. Patrick's Day	18	19	20	21	22	23
24	25	26	27	28	29	30
31 Easter					Good Friday	



A Season For Hope

Covid hit Deric Suess hard. Well, not Covid as much as its side effects. Isolation. Disruption to routine. Stress.

“His whole world turned upside-down,” says Kim Suess, Deric’s mom.

Prior to the pandemic, 27-year-old Deric, who has been diagnosed with autism, had a job, volunteered at a food pantry and hung out with a men’s group. After Covid, he became withdrawn, had behavior problems almost daily, and began injuring himself. Kim left her job to be with him full-time.

In March of 2023, Deric started receiving services from Damar and behavior therapist Ashley Thompson, who helped Kim map out a weekly behavioral plan and stood by her and Deric through challenging times. She helped Kim understand Deric’s medications, attended doctor’s visits and even called ahead for Kim once when she had to take Deric to the emergency room.

“I feel like when I need something, she’s there to help me,” Kim says.

While Deric still has challenges, his progress has been considerable. He gets out more, his behavior has improved and, during the holidays, he made and sold gift bags (check them out at facebook.com/GiftBagsByDeric).

As a result, after a time when things looked bleak, Kim is once again thinking of Deric’s future. ***“I hope that we can get Deric to a situation where he can live in a home with maybe one other guy,”*** she says. “He has come a long way.”

March 2024

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24	25	26	27	28	29	30
31						

May 2024

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Easter Monday April Fool's Day	2 World Autism Awareness Day	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22 Earth Day	23	24 Administrative Professional Day	25	26	27
28	29	30				



Damar Prom



DCA Graduation



April 2024

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
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21	22	23	24	25	26	27
28	29	30				

May

June 2024

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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5 Cinco de Mayo	6 National Nurses Day	7 Teacher Appreciation Day	8	9 Damar Prom	10	11
12 International Nurses Day Mother's Day	13	14	15	16	17 Damar Charter Academy Graduation	18 Armed Forces Day
19	20	21	22	23	24	25
26	27 Memorial Day	28	29 Damar Games	30 Damar Games	31 Damar Games	



Damar Fair Day

Presented By

 **BARNES &
THORNBURG** LLP



May 2024

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			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July 2024

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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Pride Month
2	3	4	5	6	7	8
9	10	11	12	13	14 Flag Day	15
16 Father's Day	17	18	19 Juneteenth	20	21	22
23	24	25	26	27	28	29
30				Fair Day		



A Season of Miracles

When Whitney Adcox and Kristy Russell recently went house hunting, a key criteria for their new home was location: It had to be close to Damar, where their 16-year-old adopted son, Dalton, receives services and attends Damar Charter Academy.

Once upon a time, they might have had a broader search area. But a little over a decade ago, Whitney got a phone call telling her that her great nephew was in a bad situation. She didn't think twice. She got into her car, picked him up and brought him home. A year later, she adopted him.

Whitney and Kristy knew they were taking on a challenge. Because he has a cognitive disability, they were initially told Dalton would never read, never do math ... frankly, never do much of anything.

The family refused to accept that, and today Dalton reads, does math, builds things, helps neighbors with chores, tinkers with motors and more. ***“Those are things so many people told us would never happen,”*** Whitney says.

Damar is so impressed by Dalton's progress that it recently presented Whitney, Kristy, Dalton and his 13-year-old brother, Dayton, with Damar's 2023 Remarkable Family Award.

In turn, that remarkable family has been so impressed by the way Damar helps Dalton that it made being near Damar a major consideration in selecting their new home.

“Damar really has been a miracle for us,” Kristy says.



June 2024

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23	24	25	26	27	28	29
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August 2024

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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

July

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4 Independence Day	5	6
7	8	9	10	11	12	13
14	15 Developmental Disability Professionals Day	16	17	18	19	20
21	22	23	24	25	26	27
28 Parents' Day	29	30	31 Freeway Academy First Day of School			

Damar Campus Color Run



July 2024

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2024

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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

August

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7 Damar Charter Academy First Day of School	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



Midwest Motorcycle Club
Client Ride



August 2024

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				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

October 2024

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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 Labor Day	3	4	5	6	7
8 National Grandparents Day	9 Direct Support Professional Recognition Week	10	11 Patriot Day	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30 Damar Cup					



A Season For Giving Back

Every Monday from 10 to 1, you'll find Keaton Pitner at Damar's Ameriplex ABA Clinic. However, even though Keaton has received services from Damar for years, at the ABA Clinic he's giving instead of receiving: Keaton volunteers at the clinic, helping to create therapy materials.

Damar behavior consultant Brookelin Propes said Keaton's ABA gig emerged from conversations she had with him about working and volunteering. A 21-year-old with an autism diagnosis, Keaton has volunteered for other organizations, but, as he and Brookelin discussed new possibilities, the logical option was right in front of them. ***"He said he feels the best and most like himself when he is with his friends at Damar,"*** Brookelin says.

Adds Keaton, ***"Brookelin saw this volunteer opportunity, and she asked me if I wanted to do it, and we had an interview, and I nailed the interview."***

A Brownsburg High School graduate, Keaton also works at Culver's, running cash registers, taking food to customers and more. Looking into the future, he hopes someday to train for a paying position with Damar, not only as a job but also as a way to give back to the organization that has helped him find his footing. ***"They've helped me get new jobs, they've helped me with coping skills, they've helped me with a lot of stuff,"*** he says. ***"I'm happy that they've helped me so much."***

September 2024

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29	30					

November 2024

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17	18	19	20	21	22	23
24	25	26	27	28	29	30

October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 National Disability Employment Awareness Month	2	3	4	5
6	7	8	9	10 World Mental Health Day	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31 Halloween		



Difference Maker
Awards Breakfast



October 2024

S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November

December 2024

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1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11 Veterans Day	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28 Thanksgiving Day	29	30



Holiday Events



November 2024

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3	4	5	6	7	8	9
10	11	12	13	14	15	16
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24	25	26	27	28	29	30

December

January 2025

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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7 Sensory Snow Day
8	9	10 Elf Shopping & Wrapping	11 Elf Shopping & Wrapping	12	13	14
15	16	17	18	19	20	21
22	23	24	25 First Day of Hanukkah Christmas Day	26 First Day of Kwanzaa	27	28
29	30	31 New Year's Eve				

Damar Services Board of Directors:

Officers

Ralph Balber
CHAIR

Stephen D. Price
TREASURER

Amber Fields
SECRETARY

Members

Dr. Jim Dalton	Victor Perkins
Bart Early	James Scheidler
Dr. John Ehrmann	Jessica Howard
John Krutz	Rick Torbeck
Dr. Amy Martin	Jake Zupancic
Lora Moore	

Damar Foundation Board Members

Bob Kort, Chair	Jeff Hadden, Vice Chair
Adam Cook	Gary Harris, Sr.
Dr. Jim Dalton	Gregg Keele
Happy Dhani	Mary Beth Oakes
Ali Fell	Chris Wilkes
Lisa Grimes	



Financial Summary

Revenue & Expenses for Damar Services, Inc.,
Damar Subsidiaries & Damar Foundation, Inc.

2023 Total Asset Value:

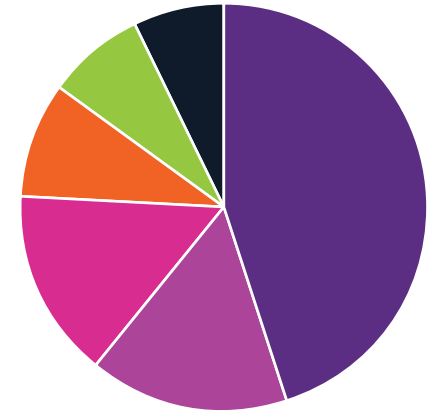
\$123,048,112

Revenue:

\$92,043,276

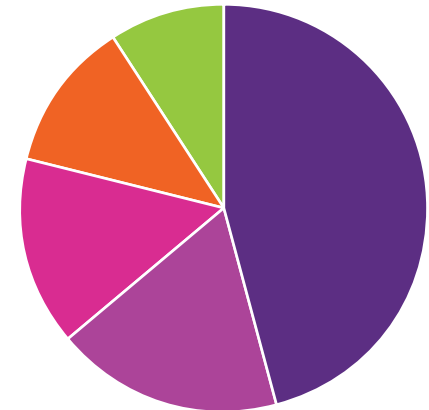
Revenue Sources:

State Departments of Child Services:	45%
Medicaid:	16%
State Departments of Education:	15%
Other Revenue:	9%
Commercial/Private Insurance:	8%
Investments/Philanthropy:	7%



Expenses:

Residential Treatment Services	45%
Community Living Supports:	19%
ABA Services:	15%
Clinical & Medical Services:	12%
Admin & Fundraising:	9%



Financial responsibility and stewardship is an important role of the Damar Board of Directors and management team in ensuring the financial stability and health of Damar for future generations of families in need. This summary represents Damar's financial revenue and expenditures for July 1, 2022 – June 30, 2023. The gain or loss on investments as a result of market fluctuations are excluded as to not over or underrepresent the results of operations. The Financial statements of Damar Services, Inc. are audited annually by an independent firm and receive unqualified opinions on a regular basis. Audited financial statements are available up request. Expenses are shown as a percent of the agency's functional expense allocation.

Learn more about the many ways you can support the clients Damar serves each day, and how your generous contribution can make an immediate impact in someone's life.

[Damar.org/Donate](https://damar.org/Donate)



While Damar's services and programs are varied and complex, the goal is simple: to help people achieve their highest levels of self-sufficiency and personal dignity. Our

philanthropic giving programs were created to support this goal on a consistent and on-going basis. In 2023, we helped to provide over \$1,000,000 in much needed funding and extra support for programs and services that affected the lives of more than 1,600 Damar clients and family members every day. For a complete listing of our donors, please visit: **damar.org/donors**.

HYLANT

Damar wishes to thank Hylant and the Hylant Family Foundation for their multi-year generous donation to Our Road to Remarkable campaign.

The President's Circle

As Damar relies more heavily on philanthropy, one group of donors can be relied on to provide a steady and sturdy foundation for all that Damar does: The President's Circle. These donors of \$1,000 or more a year give clients the services and support they need to lead more successful, independent lives.

Circle Of Visionaries
for donors of \$10,000 or more

Circle Of Advocates
for donors of \$2,500 - \$4,999

Circle Of Benefactors
for donors of \$5,000 - \$9,999

Circle Of Benefactors
for donors of \$1,000 - \$2,499

Visionaries

\$10,000 +

Arni's Charity Classic
Ralph & Jodie Balber
Brugh Family Foundation
CLA Foundation
Philip & Andra Cochran
Dr. Jim & Jodi Dalton
Damar Guild, Inc.
Scott & Lorraine Davison
Happy & Rosy Dhani
Bart Early
Family and Social Services Administration
Chase & Corie Flashman
John & Jennifer Gause
William & Michelle Grube
Hendricks County Community Foundation
Hendricks Regional Health
Holladay Properties & Construction
Hylant
Gregg & Jennifer Keele
Frank & Lindsay Knez
Kraabel Charitable Foundation
Janie Latham
Lilly Endowment Inc.
MJ Insurance
Tom & Kathy Mosbaugh
Nicholas H. Noyes, Jr., Memorial Foundation, Inc.
Old National Bank Foundation
EJ & Cara Olson
Chad & Natalie Overton
P.I.P.E., Inc.
Pharmaneek Pharmacy Services
PNC Bank
Project Home Indy
Resultant
Theoris, Inc.
Rick & Mary Pat Torbeck
Joe & Nancy Tynan
Patrick Tynan

Benefactors

\$5,000 - \$9,999

Bruce & Cindy Agan
Chance & Kyler Benbow
Business Furniture
Shawn & Ellen Collinsworth
Patricia O. Edwards
Richard & Kari Ellery
Forvis
Glenn Gulley
Jeff & Tracy Hadden
Jim & Helene Hallett
Mark & Kim Howell
Indiana Department of Homeland Security
Indianapolis Indians
Kids Count Therapy, LLC
Robert Kort & Family
Perry & Denise Lyons
Donald & Kathryn McCoy
Donnie & Kristin McCoy
Midwest Motorcycle Club
Lora Moore
Mary Beth & Dick Oakes
Runnebohm Construction, Inc.
Sharp Business Systems
James R. Sparks
Tom & Kathy Torbeck
Tynan Equipment Company

Advocates

\$2,500 - \$4,999

Anthem Blue Cross Blue Shield
Apex Benefits Group, Inc
Barnes & Thornburg
Sana Beotra
Carla & Brian Bill
Todd & Teriea Bryant
Carniceria Guanajuato
Doug & Beth Chisholm
Citizens Energy Group
Delta Dental Indiana
El Paisano Warehouse, LLC
Elements Financial
Ross & Kelli Fazekas
Force Communications

Angel & Karl Gehring
Greiner Brothers, Inc.
Gary & Joy Harris
Eileen Holland
Indiana Sports Corporation
Indianapolis Colts
Interface
JC Hart Company
Johnson, Grossnickle & Associates
Junior League of Indianapolis
Locksmith Services of Indiana
Jennifer Maggard
Shirley Marshall
Jim McGovern
Meijer at Heartland Crossing
Meridian Health Services
Kathy & Jeff Miller
Octavius & Karmesha Molton
Phil & Peggy Nolting
Old National Bank
Pacers Sports and Entertainment
Paylocity
Brian Reece & Jenny Peters-Reece
Ray Skillman GMC Truck
Schneider National
ShipSigma
Superior Carpet Installers, Inc.
Abe & Nadia Swidan
Travelers Insurance
TrueU
Greg & Patti Vollmer

Stewards

\$1,000 - \$2,499

John & Diane Abrams
Jonathan & Jessica Barnett
Mark & Jennifer Barnhart
Les & Andrea Brown
Children's Museum of Indianapolis
Mike Childs
Adam & Mindy Cook
Kemberly Dailey Johnson
Jeffrey Davis
Aaron & Jami Deckard
Delta Dental Foundation
Matt & Sarah Derringer
Tammy & Craig Duncan
Dr. John C. Ehrmann
Eli Lilly & Company Foundation
Facebook
Family of Bud Brehob
Will & Julie Fecht
Bill & Sara Fenton
Fine Promotions
Rebecca Fleetwood Hession
John French
Steve & Joan Gore
Julie & Geoff Graue
Steve & Rebecca Green
Marilynn & John Greenwood
Jay & Cindy Greenzweig
Lisa Grimes & Mohammad Loh
Greg & Elizabeth Hahn
Chris & Jennifer Hess
Michael & Mindy Hitch
Jeannie & Bob Horan
Jessica & Jonathan Howard
Howard J Ferland Rev. Trust
Indy West Embroidery
Tim Irwin
Johnson & Johnson Family of Companies
Brittney Kalmas

Linda & Steve Kantner
Sotirios & Elissa Karathanasis
Steve Kavanaugh
Jay & Carole Kirkpatrick
Audrey Kuhlenschmidt
Debi & Michael Ladyman
Learfield Communications
Ray & Ruth Lee
Chuck & Mary Lofton
Jordan Maitland
Mary E. Van Drew Charitable Foundation, Inc.
Todd & Norma McBride
Yolanda & J.R. Means
Mike & Cathy Miller
Reid & Beth Myers
Jennifer & Ken Noll
Olson Law Office, LLC
Anthony Parr
Victor & Girtha Perkins
Steve & Ethel Pfendler
Prolific, LLC
Adrienne Reed
ResCare, Inc.-Adept
Rotary Club of Carmel Indiana
James & Katie Scheidler
Keith & Barbara Schuessler
Kimberly & Kevin Schuessler
Whit & Alexis Smith
Karen & Matt Snyder
Stark Leasing Company
State Employees' Community Campaign
James & Kris Stuck
Kylan & Becky Stuck
Sun Life Financial
The Benevity Community Impact Fund
The Community Foundation of Muncie & Delaware
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