

DAMAR
The Power of a Day:
Stories of Resilience & Impact
2024 Report to the Community





The Power of Progress

At the start of a year filled with new possibilities, I am excited to share our Report to the Community with you.

This year, we've chosen a special theme: *The Power of a Day*. We've once again organized our report in the shape of a calendar as a reminder that every single day holds the potential to make a lasting difference. Each moment represents an opportunity to enrich the lives of children and adults with intellectual and developmental disabilities. And together, we've seized countless moments to build a brighter future for those we serve.

In the pages that follow, you'll see remarkable progress of our clients and achievements of possibilities derived only through the continued support of our many dedicated staff, volunteers, and our valued donors and community supporters. Whether it was through finding stability, finding a safe family home, or finding a new hobby to be passionate about, as always, power is always found in the profound achievements experienced by the individuals we are privileged to serve. This report captures a full year of meaningful achievements. Every day matters, and this calendar serves as a reminder of the dedication, compassion, and hard work that we see all around us—each and every day.

Your support is the driving force behind everything we do. Without you, none of these daily successes would be possible. The partnerships we've built with you have empowered us to move forward, innovate, and expand opportunities for those in need. From opening a second residential campus in East Chicago to opening a medical clinic and pharmacy to finally finishing our Damar Village, the opportunities have never been better for the clients we serve. This report is not just a reflection of the past year, but also a celebration of our shared commitment to creating a world where every person, regardless of their abilities, can thrive.

I invite you to explore this report with the understanding that each page, like each day, is a testament to what we can accomplish together. Thank you for being an integral part of our journey, for believing in our mission, and for helping us create a future where every individual has the opportunity to reach their full potential. To learn more about Damar or any of our programs, please visit our website at damar.org.

With deep gratitude,

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

Our Mission:

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

Damar is a critical resource for individuals and families facing incredible difficulties every single day. For nearly 60 years, Damar has helped people of all ages challenged by intellectual, developmental, and behavioral disabilities live more successful, independent, and joyful lives. From humble beginnings on Indianapolis' southwest side to a thriving suite of offerings across Indiana, Damar offers a full continuum of services, including residential and community-based treatment and therapeutic services, outpatient behavioral health services, ABA (Applied Behavioral Analysis) clinics, public and private schooling, and foster care services in sites across the state. This year, Damar began addressing another critical need: medical and pharmacy services in a healthcare desert near the main Damar campus.



DAMAR



The Power of Possibility

James Boling's life has all the makings of a tragic tale. Instead, it's a success story, one that he wants to use to help others avoid the pain he's been through.

Certainly, James couldn't have done anything to avoid some of his life struggles. A four-year-old can't do anything about being removed from his home. A school-aged kid doesn't have a lot of say in his life when he's being moved among a dozen foster homes. And a young man can't control how those charged with caring for him treat him. "I went through years and years of abuse," James says.

As he grew older, maybe James could have responded differently to his challenges, but the combination of depression, anxiety and frustration that built up over the years was a lot for a kid to deal with. So he acted out, often in anger, and he dealt with real-world consequences. For example, he lived in a variety of settings, from group homes to residential treatment facilities, and he attended more than a half-dozen high schools.

Today, 34-year-old James says his lowest lows were integral to getting him to a better place. "I'm glad that happened," he says. "I learned a lot."

James makes that pronouncement from the heart. He likes his life today. He lives independently in a tidy home on Indianapolis' near east side. Posters, TV screen savers and other decorations in his living room reveal a lot about him: He's a big Michael Jordan fan. He's into rap, especially Eminem and Tupac. He enjoys video games. And he has a major soft spot for cats.

What you can't deduce from the walls of his home he's happy to tell you: He values his network of friends – some he met years ago at Damar – as one of the most important things in his life. He enjoys a range of activities, from playing video games to walking to the park to going to movies and more. He cooks his meals and enjoys cleaning his home. He manages his own medications. And, yes, he has a cat he dotes on.

James credits the team at Damar for helping him shift his mindset to one of hope and possibility. Initially connecting with Damar in 2008, he received services for a number of years, but, a few years ago, decided to disconnect from Damar, for a variety of reasons. Before long, though, he realized that he needed the support system.

In a recent conversation, Damar Director of Behavior Management Sarah Clark, who sees James a couple of times a month to check on his progress, described to James what she saw when he returned to Damar: "You said, 'Enough of this.'"

That declaration cleared the way for James to return to therapy, learn to manage his anger, admit when he needs help, and set and work toward goals. This process has allowed James to live more and more independently. Now he requires very little hands-on staffing aside from some help managing his finances, getting transportation to appointments and other occasional needs.

James nods in agreement with Sarah's description of his turning point, adding that he has come to love accountability and people who are accountable, that he has learned to set boundaries for himself in relationships, and that he appreciates that the Damar team is candid with him. "They never sugarcoat anything," he says. "They talk to me like I'm a human being."

A big by-product of James' growth has been a desire to help others. James is proud to note that when a friend recently went through a medical emergency, he was the one who stepped up and took charge of the situation, making sure the friend got needed help.

James also gets excited by the idea of mentoring young men and women facing the kinds of challenges he faced, and he's thought a lot about what the lessons he would give them: Don't think life automatically gets easier when you turn 18. Take on responsibilities. Hold onto friends. Find a support network. Don't be afraid to ask for help. Be honest about what you want. Learn patience. Learn to calm yourself.

And, perhaps, most of all, look ahead, not back. James will talk about his past candidly if you ask him to, but he'd rather talk about the future. He's got goals and plans for achieving them.

Putting his journey in simple terms, James says "I'm blessed."



December 2024

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February 2025

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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	16	17	18
19	20 Martin Luther King Jr. Day	21	22	23	24	25
26	27	28	29	30	31	



Become A Remarkable Volunteer

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

Damar.org/Volunteer



January 2025

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February

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30	31					

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 National Freedom Day
2 Groundhog Day	3	4	5	6	7	8
9	10	11	12	13 Valentine's Day Party Indianapolis	14 Valentine's Day Dance East Chicago Valentine's Day	15
16	17 Presidents' Day	18	19	20	21	22
23	24	25	26	27	28	



Damar Gala



February 2025

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March

April 2025

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Damar Gala
2	3	4	5	6	7	8
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					

The Power of Communication

The challenge is understandable. After all, most people would get frustrated if they couldn't communicate. And five-year-old Zion Ayoola is no different. Unable to hold a conversation or ask for what he wants, he has often gotten upset, with the result being bad behaviors.

"If he could express himself more clearly, he wouldn't have the behaviors," his mom, Oluwaseun Awonuga, said.

After about a year at Damar ABA Autism Services in Avon, the bad behaviors have reduced considerably because the Damar team is helping Zion learn to communicate. Oluwaseun said Zion now tells her when he wants something. He repeats words she says to him. And she sees the impact in his behavior.

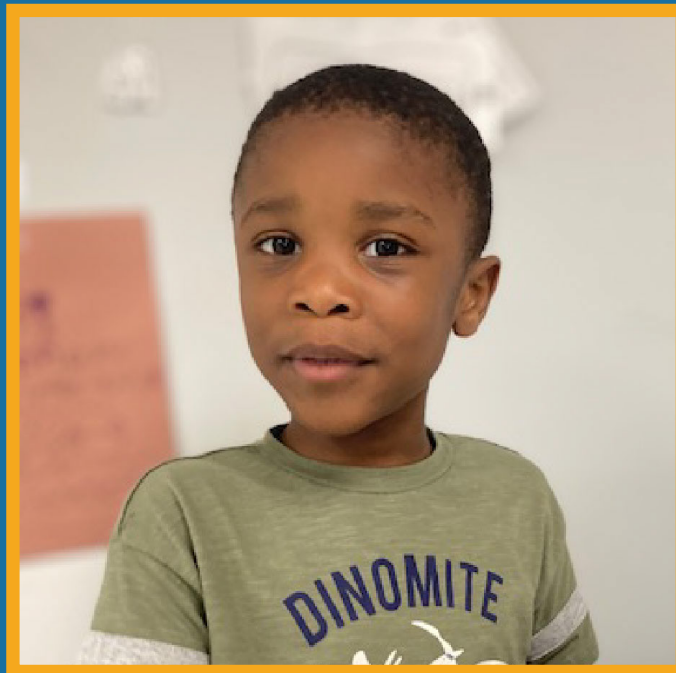
It's not that Zion was previously non-verbal, Oluwaseun said. He would talk, and she would often hear him singing. He just wasn't able to communicate what he had on his mind. She could tell when he was getting upset, she said, because he would grind his teeth.

"You had to try to figure out what it actually was that was bothering him," she said. "Now he asks for things ... 'I want bread,' 'I want this,' 'I want that.' All these changes have come since he started going to ABA at Damar."

The IU Health nurse said she also has seen other progress in her son. For example, while he has a good relationship with his older sister, in the past he hasn't wanted to play with anybody. That's changing. "He's coming out of his shell," Oluwaseun said. "Once in a while I see him standing beside other kids or watching them."

She's confident he'll continue to make progress every day. Having gone to Damar ABA Autism Services to observe Zion's therapy sessions, Oluwaseun has been impressed with how much he'll do while the therapists are working him. In fact, she said, he sometimes will do more for them than he will at home. But she doesn't mind. She's just happy with the way Zion is learning, growing and, especially, communicating.

"I see him overcoming a lot," Oluwaseun said. "It's definitely getting better."



March 2025

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May 2025

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25	26	27	28	29	30	31

April

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 April Fool's Day	2	3	4	5
6	7	8	9	10	11	12
13 Thomas Jefferson's Birthday	14	15	16 Campus Easter Egg Hunt East Chicago	17 Indianapolis Campus Easter Indianapolis	18 Good Friday	19
20 Easter	21 Easter Monday	22 Earth Day	23	24	25	26
27	28	29	30			



Damar Prom



April 2025

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May

June 2025

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Loyalty Day	2	3
4	5	6	7	8	9	10
11 Mother's Day	12	13	14	15 Prom	16 DCA Graduation	17 Armed Forces Day
18	19	20	21	22	23	24
25	26 Memorial Day	27	28	29	30	31



Damar Fair Day



May 2025

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July 2025

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June

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

The Power of Stability

Renea Walker wants to give kids in foster care what she had growing up. Stability. The comforts of home. Family traditions. For 10 years, Damar Foster Care Services has helped her do just that.

In fact, Damar has walked alongside the single mom as she has given 18 kids such hearth-and-home experiences. Renea has adopted three of those kids, and she continues to take in foster children, even though she knows that some foster-parenting experiences end in heartache.

“I like it because it gives me an opportunity to give back, to give some of the kids experiences that they normally would not get at home,” she said. Right now Renea has a little girl as a foster child. The three-year-old is doted on and cared for by Renea’s children – ages 7, 8 and 9 – who show the little one what it’s like to be a part of a stable family. “My kids, they love her,” Renea said. “They always help with the little ones.”

And Renea’s had her share of little ones, ranging from newborns she picked up at the hospital to 10-year-olds. Knowing she might only have the kids for a short time, she does all she can to give them positive family experiences. Foster kids are included in family gatherings, and she makes sure they get to enjoy family activities, especially during holidays.

But it isn’t all special occasions and holidays. Renea simply wants the foster kids to see what happy, stable families look like. She grew up in one, but she’s well aware that not all kids get to. As she puts it, “Each child has their own story.”

Of the kids she adopted, one came to her as a three-month-old. Another came into her home at six months, and then returned to live with a relative until about a year later, when the relative reached out and asked Renea to take the child back. Her youngest was a baby in an orphanage in East Chicago, and Renea would drive up to see her on weekends before she was placed in her home. Now all three are thriving, and Renea, who recently took a work-from-home job so she could spend more time with her kids, proudly notes that they’re all honor roll students.

Asked what advice she would give to others considering foster parenting, Renea said, “I would tell them you have to have thick skin.” Once you have a foster child in your home, she explained, you will get attached to them and then, when they go home or to another placement, you’ll worry about them.

All you can do, she added, is “love them, and pray and hope everything goes OK.”



June 2025

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August 2025

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31						

July

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 Independence Day	5
6	7	8	9	10	11 Fair Day East Chicago	12
13	14	15	16	17 Talent Show	18	19
20	21	22	23	24	25	26
27 Parents' Day	28	29	30	31		



Damar Campus Color Run



July 2025

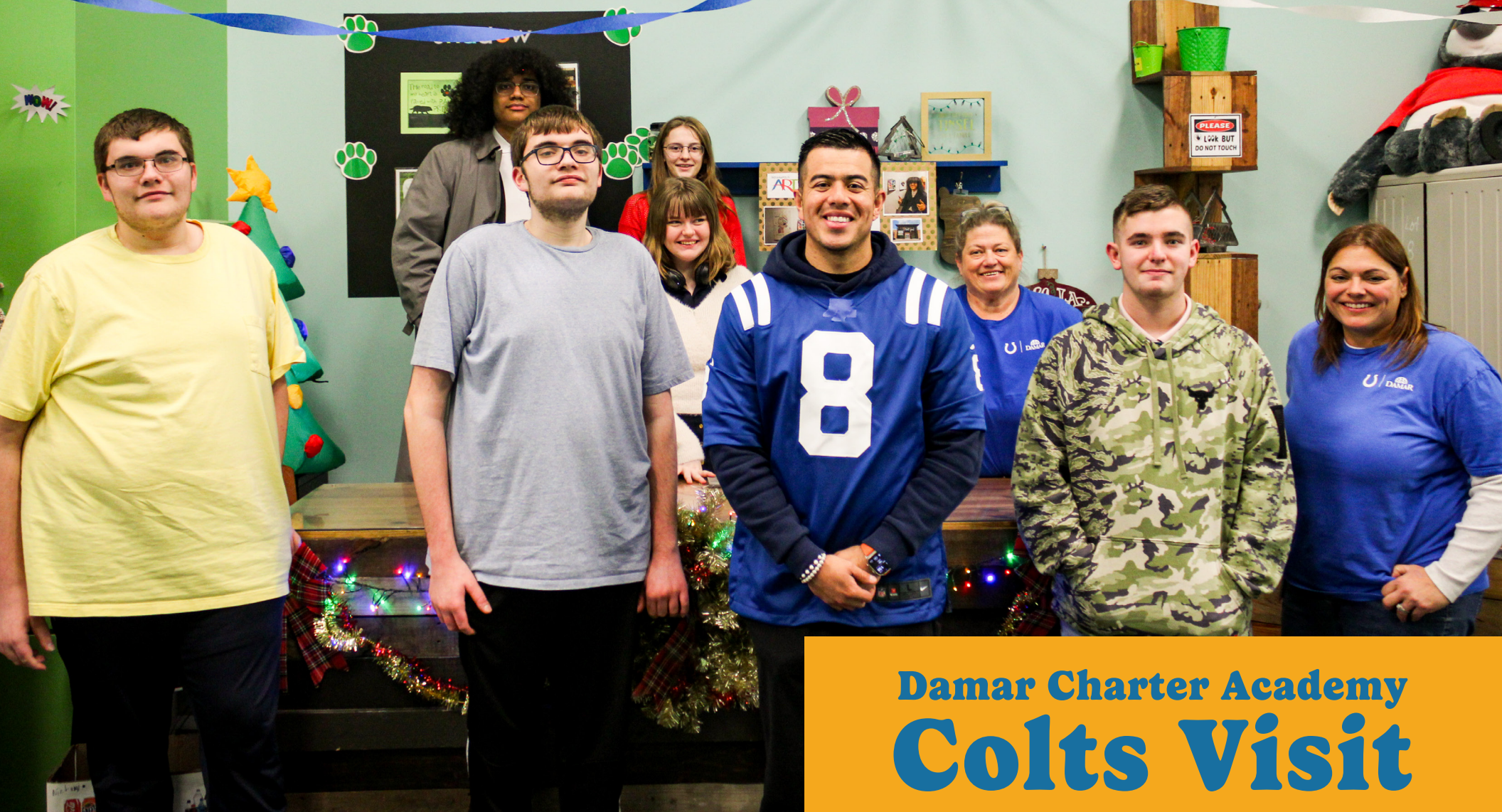
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September 2025

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August

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6 Damar Charter Academy First Day of School	7	8	9
10	11	12	13	14	15	16
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Damar Charter Academy Colts Visit



August 2025

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October 2025

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September

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Labor Day	2	3	4	5	6
7 National Grandparents Day	8 National Direct Support Professionals Week Begins	9	10	11 Patriot Day	12	13
14	15	16	17	18	19	20
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Damar Campus Trick-or-Treating



September 2025

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October

November 2025

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5	6	7	8	9	10	11
12	13 Columbus Day	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31 Trick-or-Treating Residential Halloween	

The Power of Consistent Support

Karachi Warren has chalked up two major milestones in a short time. The 22-year-old recently moved into his own apartment, and last summer he started a job at Community Hospital. His mom, Precious Johnson, couldn't be prouder. But she admits that these big steps come with some mixed emotions.

"Mom was teary there for a while," she said about Karachi's move to his Carmel apartment. "It got awfully quiet around here."

The journey to these accomplishments was a long one, Precious says, starting when Karachi was diagnosed with autism at age 3. "It was a lot," she said. "Me and my family didn't understand what was going on."

But it seems Precious got a handle on things pretty quickly. Working with his elementary school, she got Karachi one-on-one support, which continued through middle school. Connecting with Damar when Karachi was about 12 was also a big help, as she's found Damar to be consistent and supportive throughout Karachi's transition from teen to young man.

You only need to spend a few minutes on Karachi's YouTube channel – Running with Karachi – to see that he has developed into a young man who is driven, upbeat and confident. A dedicated runner, he posts serious videos of himself training along with fun clips of him unboxing new shoes, acting like he's passed out from working out too hard and goofing around in other ways.

Getting from the just-diagnosed three-year-old to the athlete on the YouTube channel has been challenging at times, Precious says, and she credits Damar with walking alongside the family throughout it all. The fact that so many of the people they work with at Damar have been there for years has been especially helpful, as has Damar's relentless flexibility. "When we needed to change something, when something came up that we weren't expecting, they were always helpful," she said. Asked what advice she would give to parents just beginning the journey with a child with autism, Precious' response was simple and direct. "Ask questions," she said. "Talk to anybody you can."

She also would urge parents to attend every workshop, seminar, class and parent group they can, and take part in support groups. "You can't do this alone," she said.

In fact, although Karachi's big milestones focus on his learning to live and work alone, even he hasn't achieved what he has alone. To this day, he relies on the network of people at Damar and beyond who support him and encourage him. "He has a village," Precious says.



October 2025

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November

December 2025

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



Holiday Events



November 2025

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January 2026

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25	26	27	28	29	30	31

December

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6 Sensory Snow Day
7 Pearl Harbor Remembrance Day	8	9 Elf Shopping & Wrapping: Day 1 Residential	10 Elf Shopping & Wrapping: Day 2 Residential	11	12	13
14	15	16	17 Holly Jolly Holiday Party East Chicago	18 Holly Jolly Holiday Party Indianapolis	19	20
21	22	23	24	25 Christmas Day	26	27
28	29	30	31 New Year's Eve			

Damar Services Board of Directors:

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CHAIR

Jessica Howard
TREASURER

Amber Fields
SECRETARY

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Dr. Jim Dalton	Lora Moore
Bart Early	Steve Price
Dr. John Ehrmann	James Scheidler
Reggie Henderson	Rick Torbeck
John Krutz	Jake Zupancic
Dr. Amy Martin	

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



Financial Summary

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

2024 Total Asset Value:

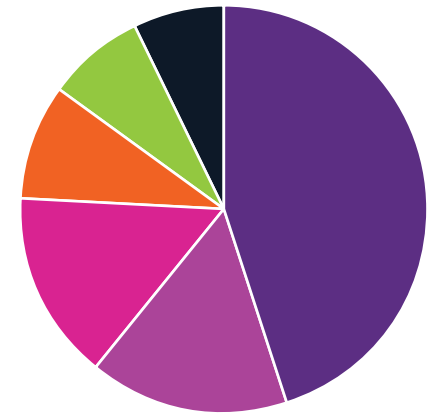
\$140,805,420

Revenue:

\$109,201,438

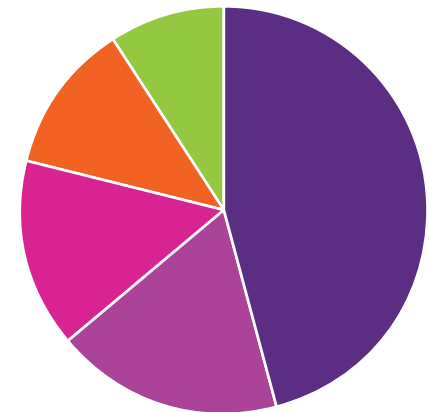
Revenue Sources:

State Departments of Child Services:	46%
Medicaid:	17%
State Departments of Education:	14%
Other Revenue	11%
Investments/Philanthropy:	8%
Commercial/Private Insurance:	4%



Expenses:

Residential Treatment Services	49%
Community Living Supports:	16%
ABA Services:	11%
Clinical & Medical Services:	13%
Admin & Fundraising:	11%



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, 2023 – June 30, 2024. The gain or loss on investments as a result of market fluctuations are excluded as to not over or under represent 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 2024, 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 1,700 Damar clients and family members every day. For a complete listing of our donors, please visit: [**damar.org/donors**](https://damar.org/donors).

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 Philanthropists
for donors of \$25,000 or more

Circle of Visionaries
for donors of \$10,000 - \$24,999

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

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

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

Philanthropists

\$25,000 +

Philip & Andra Cochran

Jim & Jodi Dalton

Scott & Lorraine Davison

John & Jennifer Gause

Frank & Lindsay Knez

Lilly Endowment Inc.

Meijer, Inc.

EJ & Cara Olson

Pharmaneek Pharmacy Services

Rick & Mary Pat Torbeck

Visionaries

\$10,000 - \$24,999

Apex Benefits Group, LLC

Matt & Tammy Arnold

Ralph & Jodie Balber

Happy & Rosy Dhani

Jay & Cindy Greenzweig

William & Michelle Grube

Jim & Helene Hallett

Helping Challenged Children Inc

Hendricks County Community Foundation

Holladay Properties & Construction

Gregg & Jennifer Keele

Thomas & Kathy Mosbaugh

PNC Bank

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Elements Financial

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Anthem

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Integrity Fiber Supply, LLC

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Jae Park

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Stewards

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Airtron Heating & Air Conditioning
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American Legion Post 276
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