

THE ROAD MAP TO

Remarkable

Damar Services 2019 Report
to the Community



DAMAR

PRESIDENT'S LETTER
The Damar Roadmap



Life is often described as a journey. It's an apt metaphor, and it's easy to make comparisons: Life and journeys tend to have high points and low points, mundane moments and exhilarating events, smooth patches and rough spots. All of us bring to life and our journeys our own baggage and reasons for traveling, our own points of origin and our own preferred way to travel.

As a result, whether we're speaking literally or metaphorically, no two people take the same journey, even if they're traveling the same road together.

Certainly, that is true of the children and adults we have the privilege of serving at Damar Services. They might come to us with similar diagnoses and challenges, they might find that the outside world wants to label them the same ways or describe them with sweeping generalizations, but they all are unique individuals on their own individual journeys.

And yet we have found, over and over, that they all are heading toward the same destination: Remarkable.

Our job is to provide a road map to Remarkable. To help them and their families and caregivers see that there is a route they can take to get there, that there is a path – at times well-worn and other times newly blazed – that will deliver them to their destination.

If we have learned anything in recent years, it's that the demand for this road map is increasing. As has been reported widely, the incidence of autism is increasing, but we also see increases in other challenges and, as a result, an increase in the need for resources like those we provide. That's why Damar is growing, expanding our physical resources as well as our programmatic ones.

For 2019, this growth included an expansion of our physical footprint, as Holladay Properties generously donated to Damar 20 acres adjacent to our campus, which will allow for future growth. We also added a new location for our ABA services by buying a building in Avon, meaning the community now has three options when seeking our ABA services: in Avon, on our main campus and in our original Geist-area ABA location.

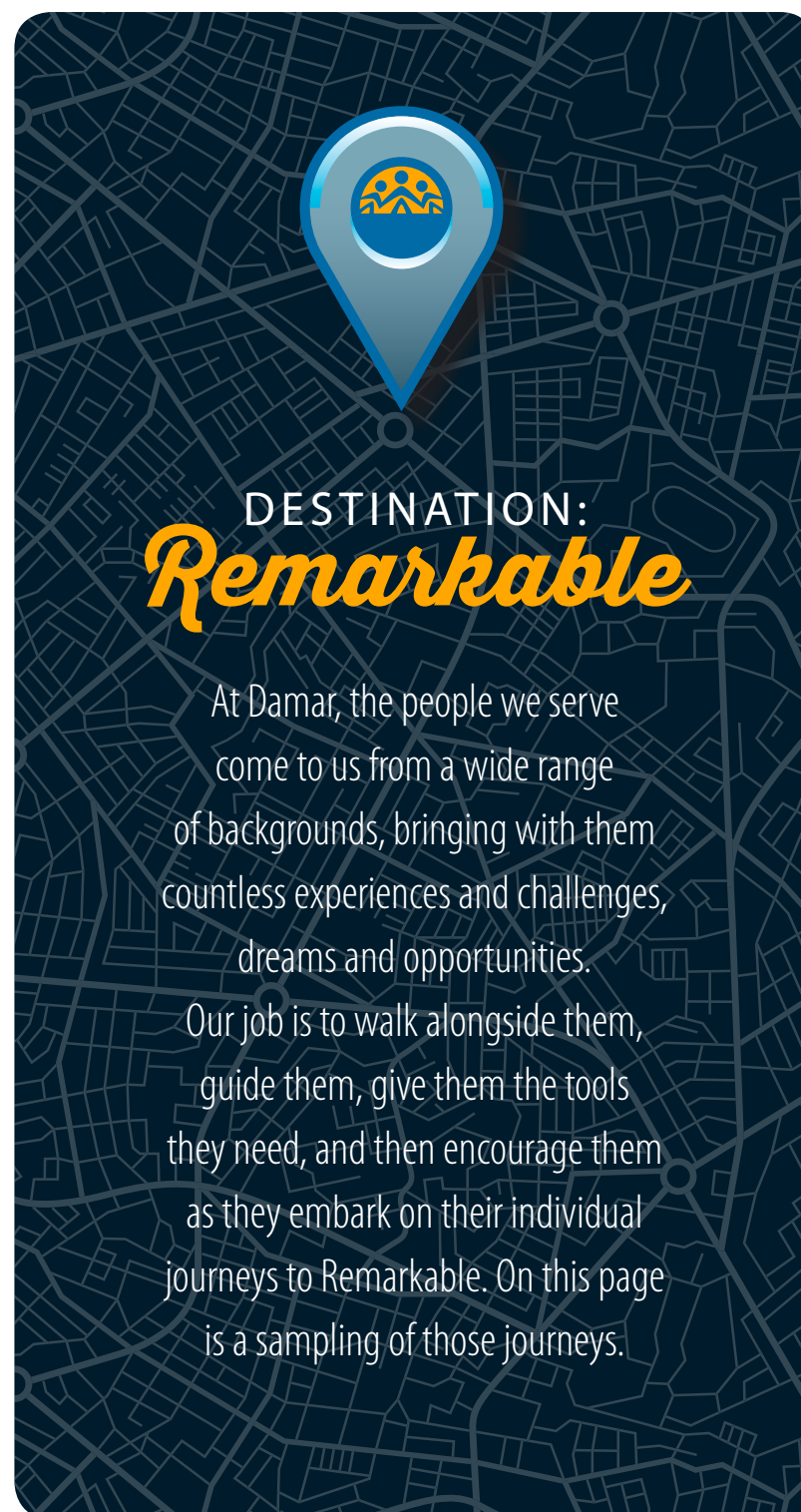
Perhaps our biggest addition this year comes in the form of our Children's Neuro-Psychiatric Crisis Center (CNPCC) on our southwest-side campus. An expansion of the program we opened in 2016, this center helps adolescent boys and girls with disruptive behavior patterns who are in crisis. Opened in response to requests from the State of Indiana, the CNPCC offers a safe place where teams of experts can work to stabilize dangerous behaviors, complete evaluations, recommend treatment services and identify conditions for potential caretakers, medication, academic placement and more. Typical stays will be approximately 30-90 days.

The CNPCC offers a great example of why we at Damar are so intent on expanding our services: The need is real and growing, and others who see the risk are turning to Damar and saying, "We need your help."

At Damar, we are well aware that we are not on our journey alone. We are able to serve the remarkable people we see every day because of the remarkable people who support us, who partner with us and who serve as our champions in the community. We are grateful to you for that support, and grateful to know that we have such faithful companions as we travel road that are sometimes difficult but always rewarding.

Thank you for your part in helping us provide a roadmap to people whose journeys are seldom easy, whose pathway is not always clear, but whose destination is obvious.

Jim Dalton
President and CEO



DESTINATION: *Remarkable*

At Damar, the people we serve come to us from a wide range of backgrounds, bringing with them countless experiences and challenges, dreams and opportunities.

Our job is to walk alongside them, guide them, give them the tools they need, and then encourage them as they embark on their individual journeys to Remarkable. On this page is a sampling of those journeys.



A way out

MISTY

A few years ago, Misty was on a dangerous road. In the early 2000s, she lost her mom and fell into a deep depression. Fortunately, she knew to ask for directions. Connecting with Damar, led her to a 24-hour community living program that helped her chart a new course. Over time, Misty moved into her own apartment, got a new job and focused on her health. That last point might have delivered the most tangible evidence of Misty's turnaround – she lost more than 100 pounds – but it's the journey as a whole that has really paid off. Having regained her bearings, Misty is well on her way to Remarkable.



An early start

ANGEL AND AVAMARIEE

Angel's and AvaMariee's journey to Remarkable got an early start. The twins were born at 33 weeks, and their parents soon noticed they were missing developmental mile stones. Mom and Dad sought answers from professionals, but the twins' bright and loving personalities initially overshadowed typical indicators. Eventually, at age three, the twins were diagnosed with autism; by age 4 they were enrolled in ABA Autism Services by Damar, where they have made truly remarkable progress. Angel has become more vocal and engaging, AvaMariee has shown increased compassion. And their parents? They see avenues ahead for the twins that once might have seemed impossible.



Best foot forward

MARCUS

Tell Marcus there's a pair of shoes at the end of the road, and he'll go anywhere. He's already traveled a long way in life. Arriving at Damar with aggressive behaviors, Marcus has been reshaped into a role model to his peers and a hard worker who will grab every chore he can in his group home, work at the school's coffee shop and interview for new jobs. Why? Certainly, Marcus is proud to grow and achieve, but he's also eager to earn extra money so he can enjoy his hobby: collecting new sneakers. Apparently, when you make a journey as remarkable as Marcus', you need remarkable shoes.



Traveling music

MEGAN

Megan knows that the right songs can make any trip remarkable. Introduced to a woman with autism, mood disorders and a difficult family background that left her with anger issues, the team at Damar helped Megan reshape her behaviors and tap into her true joy in life: music. Now the 25-year-old lives in a group home, has a job and recently realized one of her dreams, performing her music in front of a live audience. With more than 100 Damar managers present, she sang her original song, "Total Solar Eclipse." The audience went wild and Megan took her bows, enjoying another exciting stop on her road trip to Remarkable.



A cheerful guide

ROGER

Physical challenges that would slow down most people don't keep Roger from making life a remarkable journey. Living with Fragile X Syndrome, Apex Syndrome, poor vision and limited mobility and use of his hands, Roger has found in Damar a community where he can be the life of the party. At Damar Aktion Club events, you'll find him serving drinks, taking tickets or helping in any number of ways; other times, he will be serving as a volunteer, leading at his day program or giving someone a bird feeder or one of his other homemade creations. Regardless of where you find him, you can count on a smile and inspiration for your own remarkable journey.



A daily journey

ASHSAI

Sometimes a journey is just a journey; other times, it's a metaphor for something much bigger. For Ashsai, her daily bus ride to Damar is both. A student at Damar Charter Academy since 2014, Ashsai's progress has been so profound that her family insisted on sending her to DCA even after they moved to Richmond, about 90 miles away. At first she commuted each day; later, she moved in with her grand-mother in Indianapolis. Still a long way from school, the teenager catches an IndyGo bus every morning to get to school, and another each evening to get home – demonstrating through her independence and self-sufficiency just how far she has travelled to get to Remarkable.

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Here’s to the Road Builders:

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 ongoing basis. *For a complete listing of our donors, please visit damar.org/donors.*

The President’s Circle
July 1, 2018 – June 30, 2019

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 to Damar give its clients the services and support they need to lead more successful, independent lives.

Our four levels of giving:

- **Circle of Visionaries**
– for donors of \$10,000 or more
- **Circle of Benefactors**
– for donors of \$5,000 - \$9,999
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Marlene Sue Withrow

Financial
Summary:

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

Total Revenue:
\$66,478,671

Indiana Department of Child Services	46%
Medicaid	21%
Indiana Department of Education	19%
Commercial Insurance	8%
Other fees	6%

Total Expenses:
\$53,093,252

Residential Treatment Services	45%
Community Living Supports	17%
Clinical & Community Based Services	13%
ABA Services by Damar	13%
Administration, Advancement, Human Resources & Training	10%
Group Homes	2%

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 from July 1, 2018 – June 30, 2019. 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 upon request. Expenses are shown as a percent of the agency’s functional expense allocation.

MILE MARKER

50 Students

Damar Charter School
expanded to include 50
additional students.

MILE MARKER

20 Acres

A generous land
donation from Holladay
Properties increased
our campus by 20 acres.

MILE MARKER

\$15 Million

Our Road to Remarkable
campaign was launched
publicly at the Damar
Guild’s Gala with \$15
million raised so far.

MILE MARKER

3 Locations

Our Avon ABA clinic opens,
giving families 3 locations
from which to receive
autism ABA services.

MILE MARKER

193 Residents

The Children’s Neuro-
Psychiatric Crisis Center
opens on Damar’s
campus, increasing
our total on-campus
residents to 193.

MILE MARKER

IU Head Football Coach
Tom Allen endorses
Damar as his charity
partner & spearheads the
#LEO campaign for Damar.

