



# Older & **Bolder**

2022 Report To The Community



# Older & Bolder | Wisdom & Energy



When Damar Services chose the theme for its current strategic plan – the theme you also see on the cover of this annual report – we sought to communicate the idea that, while Damar builds on wisdom gained through nearly 60 years of experience, it also draws from a relentlessly youthful energy.

So, yes: “Older and Bolder.” We honor our history while blazing new trails, and we build on our successes without resting on our laurels. This philosophy serves as our guide as we pursue our mission of building better futures for children and adults facing life’s greatest developmental and behavioral challenges.

In the past few years, this mixture of tried-and-true with never-been-done has been especially important. With this blend, the Damar team navigated through the trials of a pandemic, responded to an ever-shrinking labor pool, dealt with unpredictable shifts in government funding and weathered other storms. It is through their wise and intrepid work that we have been able to reliably address the increasingly complex challenges of the

children and adults we serve.

As you’ll see in the stories on these pages, when other organizations said something couldn’t be done, Damar’s team stepped up – often at the request of agencies and leaders who, facing insurmountable problems, turned to Damar for solutions. Our team took risks, found creative answers, delivered meaningful care and more, all to ensure that the remarkable people we serve have every opportunity to succeed.

This has been the Damar approach for more than a half-century, and it’s one we will continue. We will strengthen our operations in pursuit of higher and higher standards. We will grow so we can touch more lives. We will identify new opportunities to deliver Damar services to people and communities that need them. And we will drive all of these efforts by attracting and retaining the best team possible.

To that last point, I would like to say that, in my 20 years at Damar – 10 as CEO – I have never seen a stronger team, nor one more dedicated to meeting the needs of the people we serve. It is a team of dynamic and committed individuals who fight through countless obstacles to deliver real care. I am blessed to work alongside them.

At the same time, Damar is blessed to be surrounded by generous donors, partners and supporters. You have helped us gain the knowledge that informs our work, and you have urged us to blaze new trails. In those ways, you have played a role in transforming the lives of some remarkable people. For that, and on behalf of those we serve, I thank you.

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



# Mission:

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

For more than 50 years, Damar Services 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



# 2022: A BOLD YEAR FOR DAMAR SERVICES

## JAN

### Ground Breaking for Multi-Faith Worship Center

The year began with construction on the Multi-Faith Worship Center at the Damar main campus. The building is available to clients, their families, staff, and visitors of all faiths and traditions.



## FEB

### ● Damar Gala

The 2022 Damar Gala with the theme of “Time to be Together” took place at the JW Marriott hotel in downtown Indianapolis on February 26. The fun-filled event included a special performance by Huckleberry Funk with Damar kids and was headlined by musical guest Morris Day and The Time.



## MARCH

### Saint Patrick's Day

The Saint Patrick's day celebration was one to remember for clients and staff as we dyed the pool green and put together an exciting scavenger hunt experience that ended with prizes under a rainbow of balloons.



## JULY

### ● Damar Polo

Our Polo at Sunset event was a night to remember for all in attendance. Taking place at the Hickory Hall Polo Club, our guests had a wonderful evening watching the polo match under the VIP Hospitality Tent with a catered meal, beverages, and sideline seating as well as fun activities, such as an airplane candy drop, pony races, and silent auction.

## AUG

### Damar Murals Completed

With help from many of our amazing partners, we completed beautiful painted murals throughout our residential campus. Photos of some of the murals adorn the cover of our annual report this year.

## SEPT

### ● Damar Cup

Our annual Golf outing fundraiser was held this year at The Hawthorns Golf and Country Club and included breakfast beverage offerings from Jephtha Creed Distillery as well as custom-engraved Angel's Envy bourbon bottles.

# APRIL

## ● Stand Up For Damar

The Stand Up For Damar comedy fundraiser took place on April 22 and included nine local comedians performing routines in the Egyptian Room at the Old National Centre.

# MAY

## Damar Prom

A night that our clients look forward to every year, the 2022 Damar Prom took place at the CRG Event Center in Plainfield with a theme of “Encanto”. The exciting evening included our clients getting dressed up to enjoy an evening of music, dancing, limo rides, and great food.

# JUNE

## ● Fair Day

This year we brought back a fantastic Damar tradition with the return of Fair Day! This true summer celebration included, fair games, inflatables, fair food such as fresh lemon shake-ups and elephant ears made by our talented dietary team, as well as a “watching” zoo and group of caricature artists.



# OCT

## Campus Talent Show

The 2022 Damar Campus Talent show is a day our clients and staff won't soon forget! Our clients showcased some of their amazing talents including a variety of talented singers.

# NOV

## ● Difference Maker Breakfast

Former Indianapolis Colts cornerback Marlin Jackson headlined the annual Difference Maker Awards at Newfields, where Damar honored the individuals, partners, and teams, who made a remarkable difference in the lives of the children and adults we serve each day.

# DEC

## Sensory Snow Day

The inaugural Sensory Snow Day held at the Damar Village provided a place for all families to experience the joy of the season in a sensory-friendly environment. This event included a meet-and-greet with Santa and his reindeer, cookie decorating with Mrs. Claus, snow-themed sensory crafts, holiday treats, and more.



# Bold Beliefs

“I’ve been through the struggles,” says Lavonta Robles. “I’ve been through hard times.”

It’s true: Before he arrived at Damar in February 2022, Lavonta Robles had endured nearly 30 residential placements, spent more than a decade in the Department of Child Services system and moved in and out of juvenile detention. Prone to running away from wherever he was living, he had trouble understanding his emotions and often acted out inappropriately.

He didn’t like taking the medications that addressed his behaviors. He pushed back when he felt he was being controlled. The prevailing wisdom suggested that he needed tighter management and more restrictive housing.

The Damar team saw it differently. They helped Lavonta appreciate how his medication helps him. They placed him in the relative freedom of Damar Village, and then in his own home with supervision. They gave him the control he’s always craved, says Damar Executive Director Mary Lowery. The result? Lavonta has made strides some would have never thought possible. He holds a job. He takes his medication. He writes rap lyrics and plans to finish school. In celebration of this progress, Lavonta and his family were named the Remarkable Damar Family at this year’s Difference Maker Awards Breakfast.

With Lavonta, it’s no longer the ups and downs,” Mary Lowery says. “It is actually him enjoying life.”







# Bold Generosity

For almost as long as there has been a Damar Services, there has been a Dr. Abrams providing eye care to Damar clients. First it was Dr. JJ Abrams, who gave free vision screenings to kids on the Damar campus and eye examinations in his optometry office on Indy's westside.

These days it's his son, ophthalmologist Dr. John Abrams, who not only follows his father's example but also has donated equipment and professional services to establish the Abrams Eye Examination Suite in Damar's health center. Now he can provide full eye exams on Damar's campus.

"My father made it very apparent to me that kids need the best opportunity to learn and they should not be hampered by an inability to see," said Dr. Abrams, who supplied the clinic with the same tools and technology as in his three Indy-area offices. Of the couple hundred kids he has seen since opening the clinic, Dr. Abrams said, probably a third have needed glasses but didn't have them, and others have had eye-health issues.

Honored as a 2022 Damar Difference Maker, Dr. Abrams was joined in his practice a few years ago by his ophthalmologist daughter, Dr. Leslie Abrams Tobe ... which suggests that Damar clients will continue to receive generous eyecare from the Abrams family for years to come.







# Bold Support

As a veteran educator, Laura Ralph believes kids need not only classroom instruction but also real-world experiences. In fact, she believes so deeply in that idea that she left a previous school system when it resisted her plan to take kids into the community for life skills lessons.

That's not a problem at Damar Charter Academy (DCA). Not only has Ralph, who serves as DCA's high school diploma-track teacher, found a school that supports her passion for teaching life skills to kids with developmental and behavioral challenges, but she also tapped into a community willing to play a part in those lessons. The folks at City Life Wheels happily teach the teens how to change a tire. At Wilshaw Apartments, they get lessons about renting a home. Citizens Energy Group shows them how it pumps water to residents' faucets. IndyGo teaches them how to ride its busses. And people at area colleges, trade schools, banks, theaters, libraries and more open their doors to help the kids get the real-world experiences Ralph believes they need.

"I have a passion for teaching these kids life skills," Ralph says. "And I thought, 'I know there are people in the community who are willing to help us out.' And so many stepped up for us."

That's why, if you stop by Ralph's classroom on most Tuesdays, you'll find it empty. But don't worry: The kids are still learning; they're just doing it out in the real world.









# Bold Care

“They treated him like he was their own.”

That’s how Leslie Carlton describes the care her son, Jackson Gallup, received at Damar ABA Services’ Ameriplex location. Jackson was about three and had just been diagnosed with autism when he started receiving services there, and his challenges were considerable. He didn’t speak a word, didn’t make eye contact and wouldn’t even point to things he wanted. “He was a sweet boy, he was always a sweet boy,” Leslie says. “But he was kind of a mystery.”

Spending eight hours a day, five days a week at Damar ABA Services, Jackson made remarkable progress. First, he learned to point to things on a communication board. Then he began to speak. From there, his mom says, things really took off ... even faster than the folks at Damar anticipated.

Now seven years old, Jackson has been discharged from Damar ABA Services and instead spends his days at Neil Armstrong Elementary School in Mooresville, where he’s in a general-education kindergarten classroom and advancing at a greater-than-expected pace.

Leslie says the impact goes beyond that classroom. The support and care Jackson got from Damar relieved stress at home, making life better for her, Jackson, dad Dan and brother Christopher. “I don’t know if our family unit would have survived without them,” Leslie says. “They just hold a place in our heart forever.”







# Bold Solutions

Today's labor market makes competing for workers challenging enough, but when your field requires employees to clear several background screenings, FBI fingerprinting, pre-employment drug screen, physical, and have two weeks of training before they start working – and getting paid – that puts you at a distinct disadvantage.

So Damar did what Damar does best: devised a unique solution. It created a training company that hires workers and pays them while they're being trained and awaiting mandatory background checks. This Hire Today/Start Tomorrow program then transitions the employees to Damar, fully-equipped for their jobs.

Kyla Baker, who was hired through the program and now works as a Human Resources Coordinator, says new employees hit the ground running. "Damar's onboarding experience sets new hires up for success and gives them all the tools to care for clients, all within days of even applying," she says. Damar Charter Academy teacher Vanessa True has been touched to find that this innovative program is backed by human warmth. "Everyone is so very helpful, supportive and caring," she says.

As impressive as this hiring process can be, though, new employees say the mission is what sets Damar apart. "What really appealed to me is the nature of the work we do here," says Evelyn Onajobi. "I love the aspect of giving care to children and adults with developmental and behavioral challenges." Intensive Behavior Intervention Specialist Shanelle Bender adds, "My favorite part is building relationships with my client and having the opportunity to be a part of their story and success."





## Damar Services Board of Directors:

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TREASURER

Amber Fields  
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## Financial Summary

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

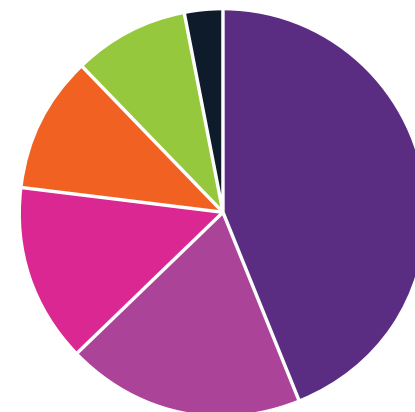
**2022 Total Asset Value:**  
**Revenue:**

**\$131,729,404**

**\$83,623,099**

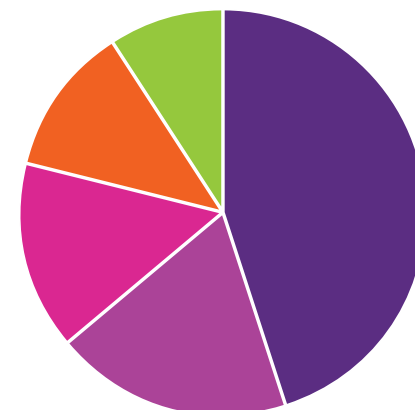
### Revenue Sources:

State Departments of Child Welfare:	44%
Medicaid:	19%
State Departments of Education:	14%
Other Revenue:	11%
Commercial/Private Insurance:	9%
Investments/Philanthropy:	3%



### 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, 2021 – June 30, 2022. 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.



Thanks to those embraced our **bold vision** to help fund Damar client activities through a gift this year.



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 2022, we helped to provide over \$800,000 in much needed funding and extra support for programs and services that affected the lives of more than 1,500 Damar clients and family members every day. For a complete listing of our donors, please visit [damar.org/donors](https://damar.org/donors).

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# HYLANT

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

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## 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 to Damar give its 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 +

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Ralph & Jodie Balber  
Andy & Bridgette Barker  
Brugh Family Foundation  
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Damar Guild, Inc.  
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Family and Social Services Administration  
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PNC Bank  
Resultant  
Sharp Business Systems  
Theoris, Inc.  
Joe & Nancy Tynan  
Patrick Tynan

## Benefactors

\$5,000 - \$9,999

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Philip & Andra Cochran  
Complete Electrical & Communication

Happy & Rosy Dhani  
Elements Financial  
Eli Lilly & Company Foundation  
Richard & Kari Ellery  
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Northwestern Mutual Foundation  
Gemi Ozdemir  
Runnebohm Construction, Inc.  
Jeff & Jill Schwarz  
Rick & Mary Pat Torbeck  
Tynan Equipment Company

## Advocates

\$2,500 - \$4,999

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Chance & Kyler Benbow  
BKD Foundation  
Keenan Blanchford  
Carniceria Guanajuato  
Choice Mechanical  
Citizens Energy Group  
CLA  
Kurt & Jessica Cohen  
Shawn & Ellen Collinsworth  
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DOZ Charitable Foundation

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Forvis  
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Indianapolis Indians  
Jim & Janie Isch  
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Kids Count Therapy, LLC  
Learfield Communications  
Jennifer Maggard  
Marion County Public Health Department  
Scott & Karen McDonald  
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MedEZ  
Mid-West Motorcycle Club  
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Paganelli Law Group  
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Prolific, LLC  
Ray Skillman Auto Center  
Real Time Furniture LLC  
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Reminger Foundation Company  
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Jessica A. Smiley & Jonathan Howard



Superior Carpet Installers, Inc.  
The Benevity Community Impact Fund  
The Schneider Corporation  
Rob & Nichole Vanator  
Greg & Patti Vollmer

## Stewards

\$1,000 - \$2,499

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APEX Infinite Solutions LLC  
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Dean & Rachelle Bellan  
Brad Benbow  
Carla & Brian Bill  
Richard & Jackie Bradford  
John & Marsha Brewer  
Brian & Bethany Burdick  
Zac & Kim Campano  
Chase Bank  
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Adam & Mindy Cook  
Kemberly Dailey-Johnson  
Aaron & Jami Deckard  
Matt & Sarah Derringer  
Downtown Optimist Foundation  
Tammy & Craig Duncan  
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Farm Bureau Insurance Company  
Ken File & Lynn Severine  
John French  
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JTPR, Inc.  
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Stephen & Susan Kraabel  
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Denisa Lambert  
Stephen Lamotte  
Mike & Julie Lantz  
Link Federal Credit Union  
Jordan Maitland  
Mary E. Van Drew Charitable Foundation, Inc.  
CJ & Nicole McClanahan  
Susie & Gary Melton  
Freddie & Abby Miles  
Mike & Cathy Miller  
Girish & Jennifer Nair  
Open Box Roofing & Restoration  
Jim & Pam Patterson  
Pondurance  
Stephen & Jan Price  
Price & Co., CPAs  
RE/MAX Results  
Adrienne & David Reed  
Rotary Club of Carmel Indiana  
Roderick & Jacqueline Rudd  
Mike Runnebohm  
Steven Schuessler  
Dennis & Leanna Sharrett  
Karen & Matt Snyder  
Rick Sparks

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Strada Education Network, Inc.  
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YOU ARE ...

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IMPORTANT

REMARKABLE



**DAMAR**

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