

FY 2022

ANNUAL REPORT



**Sycamore Rehabilitation Services,
Inc. Hendricks County Arc**



Sycamore Rehabilitation Services Hendricks County Arc

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Since 1961, Sycamore Services, Inc., a 501(c) 3 nonprofit organization devoted to making a difference in our community, has been offering individually designed services to adults and children with intellectual and developmental disabilities, and other conditions that can limit participation in life's daily activities. Just like our founding families, we still believe that everyone should have a chance to work and live in the least restrictive environment possible. With the right support system people with disabilities become people with jobs, people with homes and roommates, people with responsibilities, and people who lead productive lives in their communities.

Core values

- Diversity
- Integrity
- Excellence

Mission

Sycamore Services, Inc. makes a difference in the lives of individuals with disabilities and others experiencing daily challenges by providing individualized training and services to increase independence and enhance their quality of life.

Vision

Sycamore Services, Inc. is the recognized industry leader in making a difference in the lives of people with disabilities by providing quality services when and where they are needed in the state of Indiana. Our highly trained staff and collaborative efforts overcome barriers by responding to the evolving needs of individuals, businesses and communities. We are the agency of choice because of our integrity, positive outcomes and commitment to those we serve.

Cultural Competency, Diversity, & Inclusion

It is the policy of Sycamore Services, Inc. to ensure equal employment and service opportunities for all applicants, employees and individuals served to promote diversity and inclusion at all occupational and service levels of the organization. This will have 2 objectives (1) to attempt to achieve an equal employment and service profile at all levels that reflects the diversity of the area, inclusive in nature and mindful of the cultural needs; and (2) hire a culturally diverse staff that is reflective of those individuals served by Sycamore Services, Inc.

Program Reports

ABA

Sycamore Services is excited for start of the new Applied Behavior Analysis (ABA) program and Opportunity Center. Christa Lake joined our team as the ABA Clinical Director with 13+ years of ABA experience and is a Board Certified Behavior Analyst.

Sycamore Services has purchased a building on Main Street in Danville that will be the future home of the ABA Opportunity Center.

The ABA Opportunity Center has been promoted through community events, informational articles in the Danville Republican, and outreach to other professionals and organizations within Danville and surrounding communities. The ABA Center will be providing diagnostic services for those seeking an evaluation for autism with clinical psychologist, Dr. Melissa Rutemoeller, to assist in bringing this necessary and difficult to acquire service to our community. We have received referrals and will be starting services in home until opening the clinic, which is projected for early 2023.

Residential

Our Residential Department is committed to offering residential solutions while seeking affordable external options despite rental rates rising. In 2021, Residential Services served 204 individuals. In 2022, we served 209 individuals. Highlights include a home meet-and-greet to meet potential roommates.

The pandemic continued to bring challenges with staffing and individual needs, but have subsided in recent months with less than 5 quarantine orders in the last quarter. There has been an offer extended for a new position as a Weekend Scheduler, to assist with consistent staffing. Despite the shortage of qualified staff across the industry, Sycamore has worked diligently to ensure that staff are recruited, trained, and providing quality care to our individuals. With staff and the Wellness Nurse visits, Sycamore strives to keep our individuals healthy, housed, and safe.



 SYCAMORE SERVICES, INC.

ABA OPPORTUNITY CENTER

Program Reports

Pre-ETS

Sycamore Services provides Pre-Employment Services to IEP or 504-receiving students ages 14-22 in Hendricks, Marion, Posey, Morgan, and Vanderburgh Counties.

Some exciting changes included Work Based Learning Stipends. Thanks to the initiative, one student was able to complete an interview and shadow a DJ at a local radio station to pursue his interest in media and communication. Our successful Summer Program in Evansville continues to expand. It has been an example to other providers of Pre-Ets in the state as a model. This summer's was a wonderful way to give back to the community while learning valuable skills. Some of the students attended a field trip to Indiana Kentucky Ohio Regional Carpenter's Council. Another fieldtrip was to the local Be Happy Pie Company.



Work Center PVOOC

We continue to focus on community employment! Staff assesses all interested, completing Workplace Readiness through our new platform Conover Online. Other participants work on life skills assessments. Employment opportunities through the center include landscaping maintenance, janitorial services, and organizing hangers and racks. The cleaning crew stays within Hendricks providing services to 4 locations and occasionally transport vehicles.

Other opportunities are supported through our program. Individuals volunteer at local senior services, as well as attend cardio drumming for the community held at the Senior Center in Danville. The annual fishing at Amo Conservation Bird Dog Club in August was successful. Participants made cookies for all DSPs in celebration of DSP Week. In total, the Work Center served 48 individuals in FY21 and 49 individuals for FY22. We look forward to collaborative opportunities in the future, especially with Rec Therapy.

Program Reports

Children's Services

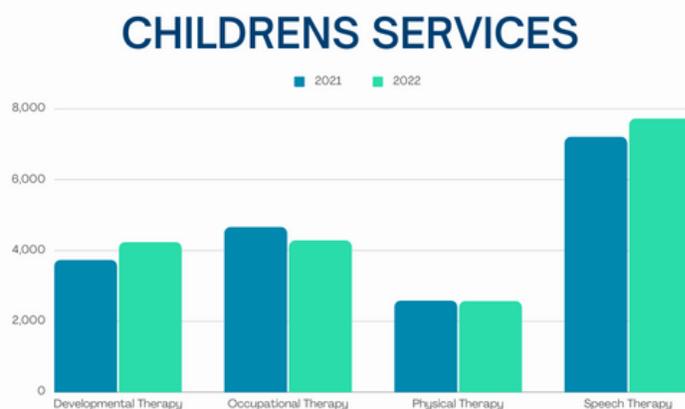
Our Children's Services Department focuses on support for children and their families, including early intervention therapies through Indiana's First Steps system. Therapists utilize individualized strategies to assist children at risk of having, or already diagnosed as having, developmental delays with a goal of helping each child reach his or her full potential. Our organization also provides other therapies, including speech language pathology, physical therapy, developmental therapy and occupational therapy.

In 2022, Children's Services made leadership changes adding a new Director and Assistant Director. This new team has made improvements around tracking program outcomes and enhancing support with service delivery. The Children's Services team works hard assisting families in reaching their goals. As a result, Children's Services was able to provide almost 19,000 services to children throughout the state of Indiana. The new leadership team looks forward to continuing to make more improvements in the coming year.

Community & Respite

The intent of Community-Based Services is to help our clients develop new relationships, connect with social clubs and other organizations, volunteer their time as a learning tool, and have unique encounters outside of their homes. The goal is to assist everyone with getting embedded in our social and community infrastructure, and to realize personal worth along with the value that they add to society.

Respite Services is available to a person's parent or guardian and gives that provider an opportunity to get rest or attend to personal matters. Staff go into the home and sometimes outside the home to care for the loved one.



Program Reports

Behavior & Counseling

We assist those living successfully in their home, community, work, and school. This department also provides mental health counseling provided by a Licensed Mental Health Counselor. These services were very valuable during COVID-19. Assisting with grief, death, changes in schedules, and routines required some additional supports and plan modifications. One beneficial outcome was the ability to get more individuals together virtually. Staff was creative in developing activities that could be done online such as weekly games of online trivia or movie watching. During this time our team emphasized social interactions and discussed ways to handle increased isolation.

We look forward to expanding staffing, referrals, and additional revenue streams - such as short-term supports for vocational rehabilitation individuals or transitioning from ABA. As life continues to give everyone challenges and changes in routine, these services will continue to expand.

Recreational Therapy

Recreational therapy continues to strive to increase functional abilities and quality of life. Over the past year we have transitioned from primarily providing virtual supports to primarily providing in-person supports. We have increased the amount of group therapy allowing individuals to continue friendships that they have made virtually.

Over the past year, we have also been able to resume our annual amusement park visit. We successfully transitioned from virtual cooking class to in person, with plans to expand those sessions. We have continued our karaoke, exercise, groups and bingo groups virtually. We are confident in utilizing a hybrid approach to recreational therapy in order to best serve everyone in our community.



Program Reports

Day Services

Our Day Programs offer adults with developmental disabilities meaningful activities that build or improve personal skills through structured educational and recreational services, whose focus includes social skill development, arts and crafts, physical stimulation through group exercises, various gaming activities, exploration of countries their cultures and traditions, local, regional, and national news feeds, cooking classes, small group community outings, and celebration of holidays.

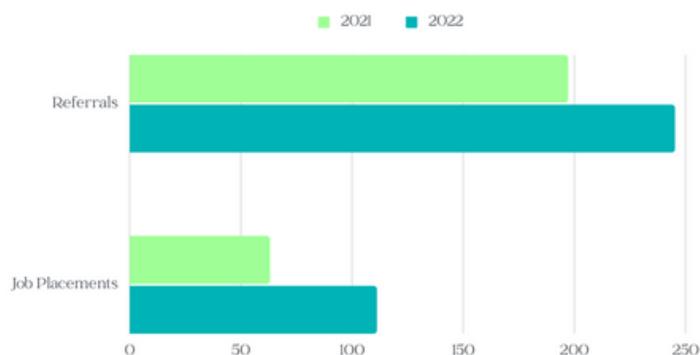
The pandemic brought many changes and demands that challenged us as we strived to continue providing services. To ensure the safety of all we experienced a program shut down in FY 2021 resulting in a significant reduction in the number of people we served in all three areas but have seen a significant return in attendance and participation during FY 2022. We had adjusted by reducing the number of hands-on resources but are now able to offer more hands-on options.

Employment Services

Sycamore Services has been providing Employment Service for over 30 years. In 2022, we expanded our Employment Services Department to cover the Terre Haute area and also increase referrals for Muncie and surrounding counties. Currently we serve over 25 counties.

In 2022, Employment Services received 245 referrals vs 197 in 2021. In 2022, placements increased 76% from previous years due to a greater need for business that felt the effects of COVID-19 and needed new employees. We have placed individuals in retail, food service, hotels, schools, warehouses, and a few specialized jobs - such as IT, teacher, and teacher's aide.

Employment Services



Additional Reports

Print Shop

Sycamore Printing and Business Solutions is located in the Danville Annex, right across the street from the Danville office. This is convenient because the print shop serves as an opportunity for Work Center participants to earn money while learning a new skill in the printing industry. During the year, 10 participants were able to take advantage of this opportunity.

Another highlight to the printshop is the display and marketing of art pieces created by Sycamore's own participants. We have sold several greeting cards and ceramic ornaments available in the printshop.

Sycamore Printing is open to the public, and has business relationships with other nonprofit organizations such as The Jackson Center for Conductive Education, Family Promise, and Putnam County Community Services.



Hendricks Co Arc

The Arc serves Hendricks County residents as a local chapter of the state and national ARC organizations. The Arc of Indiana was established in 1956 by parents of children with intellectual and developmental disabilities who joined together to build a better and more accepting world for their children.

Join our effort as we strive to initiate and improve service programs for people with intellectual or developmental delays, autism, physical impairments, or other conditions that present barriers to daily living. To become a member, you can contact the main office at 317-745-4715.

You will be registered with our local ARC, as well as the state and national organizations. You will receive monthly issues of the ARC Newsletter and will be invited to our three annual meetings in May, September, and November.

Additional Reports

Development & Events

Sycamore Services is committed to the ongoing development of new opportunities and supporters. The major highlight from this year was the celebration of 60 years of Sycamore! To celebrate, we showcased how far we have come culminating in the premiere of a short film celebrating the beginning of Sycamore Services, which can be found on Sycamore's [YouTube](#) page.

Event highlights include Evansville office's Dueling Pianos fundraiser, Giving Tuesday, 60th Anniversary Online Silent Auction, Plainfield office's yard sale, participant-made items for sale in collaboration with local businesses, and the annual Harrold Martin Golf Outing hosted by the Danville Rotary Club. Altogether, the fantastic support from our community helped bring in \$1,333,485 in 2022!

You can help us continue for another 60 years with simple steps such as:

- Volunteering, as an individual or as a part of employer programs
- One time or recurring donations
- In-kind donations
- Planned giving
- Memorial gifts
- Capital campaign contributions
- Corporate giving circle
- Sponsorships

Scan the QR below or [go here](#) to set up a donation today!



**GIVING
A LITTLE
HELPS
A LOT**



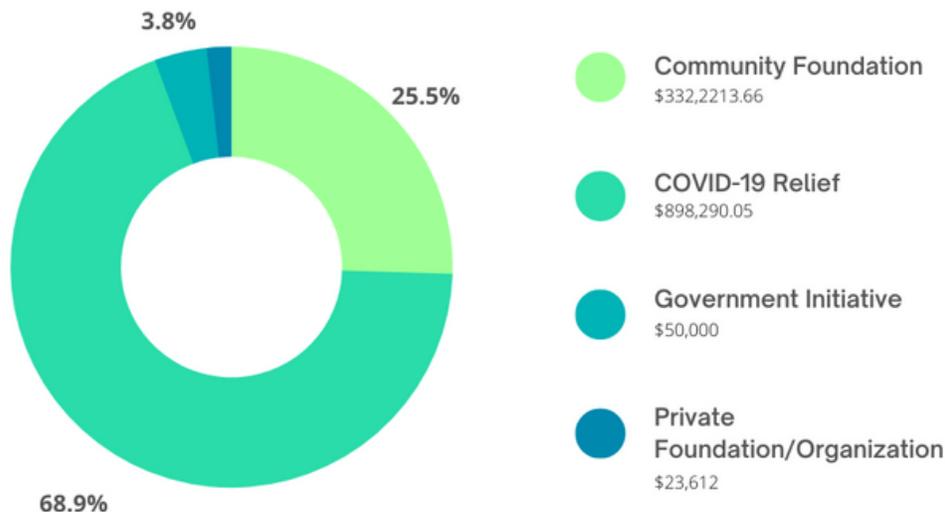
Ensure advocacy and support for individuals with disabilities by making a one time or recurring donation.

Thank you to our community supporters

Over \$1.3 million in grant funding

Avon Tri Kappa	Pre-Employment Transition Services
DDRS Employment Transformation Collaborative	HR
Family and Social Services Administration	Children's Services Cornerstone HR
Google Ads Grants	Communications & Marketing
Hendricks County Community Foundation	Recreational Therapy Residential Transportation
Kia's Accelerate the Good	Recreational Therapy
Samerian Foundation Inc.	Children's Services Cornerstone
United Way of Central Indiana	Accounting Building Maintenance HR Transportation Vocational Rehabilitation

Grant Funding Type





Thank you to our generous donors

Over \$29,000 in donations

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AmazonSmile
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Anette Vitale Brown
Anita Sherman
Anthony & Belinda Hamlin
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Additional thank you to donors who wished to stay anonymous.



SycamoreServices.com

