



Deeply
Ingrained



OCTOBER 1, 2025 TO SEPTEMBER 30, 2026

2026 Impact Report

It's not about the wood, it's about building character.



"Behind every number is a young person who picked up a tool and finished something real."

A NOTE FROM OUR EXECUTIVE DIRECTOR

Dear friends,

The past year has been one of the busiest and most challenging in Deeply Ingrained's history. We moved into a new home on the east side, opened a program inside juvenile detention, and ran our widest-reaching summer ever.

Through it all, our mission stayed the same: through woodworking and mentorship, we help youth build relationships, grow in character, and find purpose, cultivating creativity, confidence, and practical pathways toward a brighter future.

This report shares what your support made possible from October 1, 2025 through September 30, 2026. Behind every number is a young person who picked up a tool, finished something real, and started to see a future that feels possible.

Thank you for building alongside us.

Dave Haughs

Founding Executive Director

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2026 at a glance

One year, one new shop, and more young people with real tools in their hands than ever before.

Guided by the Grain

7

youth employed this year

\$30,472*

in wages paid this year

131

WOW workshops prepped and staffed

GBTG: Foundations

63

sessions inside juvenile detention

53

young people reached

8

youth earned OSHA 10 certification

Woodshop on Wheels

1,400

youth reached, free to every family

131

workshops and events

57

sites, with 23 partners

Kids Construction Camp

26

middle school campers, June 8 to 12

75

volunteers giving 400+ hours

\$54,940

in grants, donations, and in-kind support

School-day classes

448

in-school woodworking
classes, October to May

60+

students, a new group
each 9-week term

2,200+

student visits in small
classes of 5 to 6

* Many GBTG youth work limited hours during the school year around school and other obligations, and every participant checks in with us twice a week.

Guided by the Grain

Paid workforce readiness for youth ages 14 to 22

GBTG participants earn \$10 to \$15 an hour as the workforce behind our programs. They handle the bulk of material preparation for every workshop, year round. They set up and tear down Woodshop on Wheels workshops and serve there as assistant instructors and peer mentors. They earn commission on pieces they make for the Heartwood Market, and they build Woodshop in a Box kits for partner organizations.

Participants who haven't finished high school are required to finish as part of the program, and we help every step of the way.

16

teens and young adults employed since 2023

\$104,759

in wages paid since 2023

Where our graduates go: 4 to college (one stayed on with us as a young adult mentor), 2 straight into the workforce, 2 working full time while applying to trades apprenticeships for January, 1 in welding school, and 1 in beauty school.

Trades beyond wood

- Framing and builds like sheds
- Residential wiring and plumbing
- Drywall and roofing
- Jobsite tours and job shadowing with industry partners

Ready for work and life

- Career exploration
- Small group workshops on job applications and resumes
- Coaching on personal budgets and money
- Life skills, from showing up on time to handling conflict

A project of their own

Working alongside volunteer mentors, each participant builds a project of their own choosing. It stretches the techniques they learn and gives them something to be proud of for years to come.

Credentials

Most participants earn CPR and First Aid. For 2027, we are working to bring OSHA 10 and other industry certifications in house for every GBTG participant.

GBTG: Foundations

Inside secure detention at the Hamilton County Juvenile Services Center

63

sessions so far in 2026

53

young people reached

15–20

sessions the average
participant attends

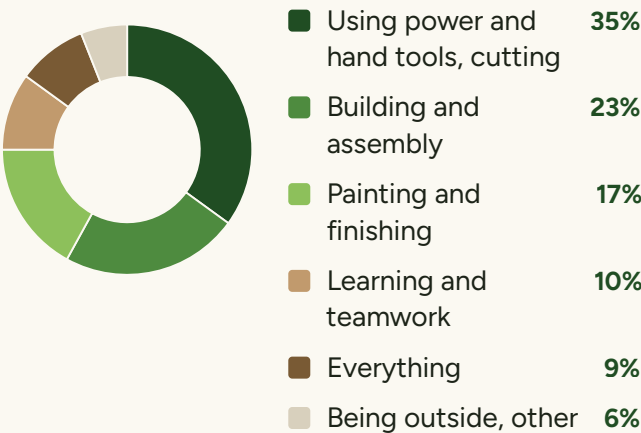
8

earned OSHA
10 certification

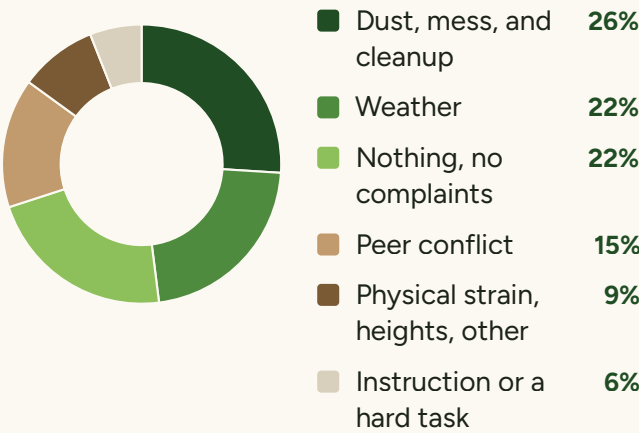
Launched in January, Foundations meets twice a week with youth ages 14 to 18, reaching more than 1 in 3 young people who pass through the facility each year, in small crews of 5 to 7. Crews finish real builds: this year they designed their own 12x12 shed, worked out the material needs, and are building it now, with two participants leading each session as Project Manager and Site Manager. Small group workshops cover career exploration, applications and resumes, personal budgets, and life skills. Our mentorship and career support are available to them after release.

In their own words

What they liked most



What they liked least



Their favorites were the work itself: "Drilling, over and over and over." "Wiring outlets." "Learning angles." Their complaints sound like a jobsite: "Sawdust." "Mud." "The heavy wood." These are first-year carpenter complaints.

“ When I get out, can I come work for you?

A Foundations participant

Woodshop on Wheels

Our biggest year yet, free to every family

Woodshop on Wheels (WOW) brings our mobile workshop trailers to kids ages 5 to 18 where they live. 2026 is WOW's widest reach ever, and the year isn't over.

1,400

different youth

1,750

participant visits

131

workshops and events

57

sites, with 23 partners



- **Every Indianapolis Public Library location.** WOW visited all 25 IndyPL branches, including Central. IndyPL has partnered with WOW since day one.
- **Indy Parks joined us.** Eleven park locations came on as a new partner in 2026 and drove much of this summer's growth. They are already planning to bring us back in 2027, at even more sites.
- **Powered by GBTG.** Every trailer team is prepped, staffed, and mentored by 2 to 3 GBTG youth.
- **Year round.** Summer camps, after-school and in-school programs, and special events at partner sites across the city.
- **In the classroom.** Through May 2026, we taught 448 school-day woodworking classes at a south-side alternative school, four classes a day in small groups of 5 to 6.

The workforce behind Woodshop on Wheels

GBTG youth are what make it possible for us to reach more than a thousand kids a year. Before a single child picks up a hammer, GBTG has already done the work:

Prep Cut and kit the materials for every project	Set up Unload and set up at every site we visit	Teach Serve as assistant instructors	Mentor Coach younger kids as peer mentors, then tear down and pack out
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Why teens make the best mentors

FOR THE GBTG MENTOR

- Real responsibility and leadership, with kids counting on them
- Communication and patience they carry into any job
- The confidence of being someone's role model

FOR THE KIDS WE SERVE

- A near-peer who looks like them and started where they are
- More one-on-one help at every table
- Proof that the path from their first birdhouse to a paycheck is real

BASIC NEEDS FIRST

If basic needs aren't met, nothing else we do matters.

We feed our youth. We help with clothing. We have helped with rent. And we connect youth and families to other services when they need them. In 2026 we started building our own basic needs fund so help is ready when it's needed.

Kids Construction Camp

Formerly Girls Construction Camp · June 8 to 12, 2026

26

middle school campers

75

volunteers

400+

volunteer hours

\$54,940

in total support

Support: \$21,700 in grants, \$20,965 in cash donations, and \$12,275 in donated materials and services.

A week of real tools and real tradespeople

- Shop builds campers finished and took home
- Home repair lessons from industry pros
- Jobsite visits and career talks
- A shared legacy build for the community: three 8x12 greenhouses
- GBTG Alumni Mentors leading every small group
- 75 volunteers from industry and the community, giving 403 hours



COMING SUMMER 2027

A new coed camp on the near west side

After more than three years helping build the camp in Perry Township, we are bringing Kids Construction Camp to 46221 with Mary Rigg Neighborhood Center, ICRF, and Milestone Contractors, reaching young people with the least exposure to these careers.

Plan, speak, host, volunteer, or sponsor: kidsconstructioncamp.org



OUR NEW HOME

Same mission. More room to grow.

This summer we moved into our new shop at the former IPS School 102, now the VOICES Corp campus on the east side. The new location puts us closer to most of the partners and families we serve.

- **Moved in our busiest season.** We moved the whole shop in the middle of summer programming, with full volunteer days of more than 30 people at a time. We could not have done it without our amazing volunteers.
- **New class possibilities.** More space opens the door to new kinds of classes and programs we could not offer before.
- **Part of a bigger vision.** We are excited to join VOICES' plan to turn the 10-acre property into a community services hub for the east side.
- **Building what's next.** Our longer-term plan is a new, dedicated DI workshop built from the ground up on the 10-acre site.

Thank you.

None of this happens without the people and organizations who stand behind our youth.

DONORS AND FUNDERS

Allen Whitehill Clowes Charitable Foundation	Gradex, Inc.	Mattison Corporation
Allison Transmission	Hamilton County Opioid Abatement	McCarthy Family Foundation
Autodesk, through TechSoup	Hoosier Equipment	McElroy Metals
The Brave Heart Foundation	Indiana Construction Roundtable Foundation	Microsoft for Nonprofits
BY Construction	The Indianapolis Foundation	Milestone Contractors, L.P.
Central Indiana Community Foundation	Indianapolis Performance Contracting, Inc.	Milwaukee Tool
Coca-Cola Consolidated	Indianapolis Strawberry Festival	Nicholas H. Noyes Jr. Memorial Foundation
Compass Construction Foundation	IndyGo Foundation	Northwest Lumber
Cummins	James E. Huffer and Betty J. Huffer Foundation	PNC Foundation
Electric Plus	Just In Time Plumbing	Quality Supply & Tool
EM Electrical Mechanical	The Lifestyle Group	The Ravin Group
EO Advisors	Lilly Endowment Inc.	Republic Airways
Everwise Foundation	Marion County Commission on Youth	Rocklane Co.
Garfield Park Master Gardeners Association	Mark V. Bromund Fund	Ryan Fireprotection, Inc.
Google for Nonprofits		Schmidt Associates
		Shiel Sexton
		Sunbelt Rentals
		Theoris

and every individual who gave this year

PROGRAM PARTNERS

VOICES Corp, Hamilton County Juvenile Services Center, Indianapolis Public Library, Indy Parks, Indiana Construction Roundtable Foundation (ICRF), Mary Rigg Neighborhood Center, Milestone Contractors, and the 23 organizations that hosted Woodshop on Wheels this year

OUR PEOPLE

Our 95 volunteers, our board, and our small, hardworking staff

WHAT'S NEXT

Looking ahead

			
NOV 5, 2026	JAN 2027	2027	SUMMER 2027
Open House	Second Foundations partner	OSHA 10 in house	Kids Construction Camp
4:00 to 7:00 PM 9501 E 36th PI Drop in anytime.	Working to bring Foundations to a second partner.	Working to certify every GBTG and Foundations youth.	Opens on the near west side.

How you can help

Give

Several long-time funding sources were cut or reduced over the last 18 months. Your gift keeps youth paid, trained, and on the path. Give at deeplyingrained.org/donate.html

Volunteer

Help with project prep, workshop assistance, mentoring, tutoring, shop organization, planning committees, fundraising, or anything else you are passionate about.

Connect us

Introduce us to an employer, a jobsite, or a partner who wants to invest in the next generation of builders, or to anyone you think would enjoy learning more about Deeply Ingrained and our work.

BUILT HERE Ingrained: Impact Tracker

A mobile program that reaches more than a thousand kids a year at 57 sites, from library meeting rooms to park shelters, is hard to track on paper. Who came, who helped, and what they built has to be captured on the spot, wherever the trailer parks. So we designed an app for exactly that. Ingrained: Impact Tracker was built by Elowin LLC, founded by our Executive Director, and **every dollar Elowin receives from app store sales goes to DI** to fund the operations that keep our programs running. Learn more at ingrained-impact-tracker.com.

Through woodworking and mentorship, Deeply Ingrained helps youth build relationships, grow in character, and find purpose, cultivating creativity, confidence, and practical pathways toward a brighter future.

1,500+

youth served annually

45,000+

projects youth built and
took home, at no cost

40+

partner organizations

*It's not about the wood,
it's about building character.*

About this report: Our impact year runs October 1 to September 30, so each report includes our full summer of programming. Our fiscal year runs January 1 to December 31, and financial figures are reported on that basis.

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SUPPORT THIS WORK
deeplyingrained.org/donate.html

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