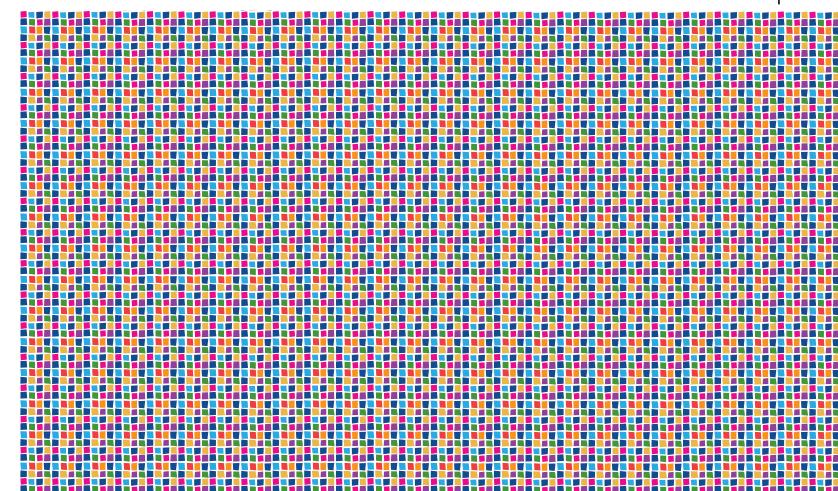
Stone Belt 2010 Annual Report





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letter to our constituents

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For any organism or entity, one of the most reliable signs of life is activity; the best measure of its health is the level of activity observed. A review of this past year clearly reveals Stone Belt is not merely alive, it is thriving; programming is not merely keeping step, it's setting the pace; staff is not merely meeting standards, but raising the bar; clients are not merely receiving services, they're **exploring opportunities** and **realizing dreams**.

In 2010 Stone Belt continued to respond to community needs in a variety of ways that included increasing the capacity of the Milestones Program in Bloomington and expanding its availability in Columbus; accepting the challenge to pilot for Indiana a young adult version of the nationally successful internship/education model Project SEARCH, and accessing its adaptability and sustainability to equip young people with disabilities who have exited their schools obtain gainful employment; and, establishing new supported living sites as requested.

Strong working relationships continued to be a hallmark of Stone Belt's business style and was evidenced in employers working with the Community Employment Program to hire and keep workers with disabilities; companies contracting for in-house work projects done by Stone Belt clients; local businesses and faith-based organizations hosting art shows to promote

client arts; and the many generous overtures of support extended to Stone Belt following the loss of its original space in Columbus due to "the fire of December 2009." The truly brief period of "down time" that resulted from that total loss of space and equipment was a testimony both to the dedication of Stone Belt's staff and the strength of the relationships Stone Belt enjoys with **community partners** such as Cummins and the United Way.

This year's activities also included Stone Belt being represented in the **Dancing With The Celebrities** fundraising initiative in Bloomington. We saw local superstar Gladys DeVane and her partner Todd Leininger inspire the support of the Stone Belt extended community and bring home the disco ball trophy for the second year in a row by raising the most money of the six fine organizations involved.

Engagement with the community continued to have a pre-eminent role in the myriad activities the organization has undertaken. Through the creation of two significant art collaborations, Stone Belt artists have a visual presence in Indiana University's new Innovation Center at 10th and the Bypass and The Empowered **Learning Series** has been launched, providing important information to families and other stakeholders. Three new **board members**, with significant community associations, are eager to actively promote and support the agency to continue its programs of excellence.

L/R: Stone Belt CEO Leslie Green, Stone Belt clients Marcella Eller and Stephanie Worland, Stone Belt Board President Margaret Gilbride.

While Stone Belt continued to advance its mission and vision with these hallmark levels of excellence, our leadership

has proactively planned for and responded to continued funding cuts and state policy changes. The scope of services that can be offered and the future quality of these services available to individuals and their families remain threatened in the current economic climate. Moving into 2011, continued vigilance and strengthened advocacy will be essential to enable Stone Belt to continue its vital activities and support of the individuals it serves. The determination of the organization remains strong and is bolstered by the ongoing support of all of its important constituents.

Margaret Gilbride, Stone Belt Board Presiden

program highlights pages 5-8

The oldest and largest agency of its kind in south central Indiana, Stone Belt has been providing innovative supports and education to individuals with disabilities since 1959. Begun by nine visionary families wishing to create educational opportunities for their school-aged children, Stone Belt has grown to include residential programs, employment resources, life skills and vocational training and clinical services, all which enable individuals to live self-directed lives of significance and meaning. Stone Belt has remained at the forefront of the field pioneering essential changes and implementing programs that touch thousands of lives each day.

We believe in the uniqueness, worth and right to self-determination of every individual. It is our mission, in partnership with the community, to prepare, empower and support individuals with developmental disabilities and their families to participate fully in the life of the community.

Our community is stronger when every individual experiences success. Stone Belt embodies core principles that empower and support all people to experience their greatest potential.

Our **Principles of Service** are values utilized to reach toward excellence every day:

Self-Determination is **Essential**. People have the right to self-determination. They must have opportunities and experiences that enable them to exert control in their lives and to advocate on their own behalf. We teach and provide information for people to make choices as well as take responsibility for their own decisions.

Learning Creates Empowerment. Obtaining information and skills gives a person more personal power. All of our services emphasize learning and skill acquisition in areas that are suitable to each person's interests, age and cultural background. We emphasize activities that are purposeful to the creation of a fulfilling life.

All People Have Contributions to Make. Each person has unique capacities, gifts and talents. It is the aim of our services to further develop these assets in each person served and employed. We strive to provide opportunities for self-advancement as well as to enhance each person's capacities to contribute to the greater good of the community.

Positive Supports Provide the Best Long-Term Results. Individuals should have access to personalized supports that are, positive, help them learn new skills and responsibilities, provide alternatives to challenging behaviors, offer opportunities for choice and social integration, and allow for environmental modifications.

Home Life Must Be Self-Directed. People should be empowered to live in community housing of their own choosing, which is accessible and affordable. Stone Belt provides flexible services that follow the person in his/her chosen home, including supported living arrangements, group homes or the person's family home. Supports provided by Stone Belt within those settings are arranged around the individuals' wants and needs.

Employment is a Fundamental Part of Adult Life. Our culture strongly values work and one's identity is often closely associated with one's career. People with disabilities have the right to rewarding and successful careers that demonstrate their competencies and give them opportunities to be successful in their desired employment. Stone Belt offers a variety of work opportunities and supports, which include assistance moving from school to work, career planning, skill development, job advancement, and retirement planning.

Social Life & Relationships Help Create Quality of Life. A great deal of one's emotional fulfillment is due to the relationships one has with family, friends and co-workers. We are committed to supporting clients to develop and maintain fulfilling, independent relationships that range from acquaintances to life partners. In addition we assist clients in maintaining strong relationships with family members wherever that is desirable and appropriate.



lifelong learning



At Stone Belt we provide opportunities for lifelong learning every day. Our Principles of Service guide us to believe that learning takes place throughout life and that each person has the capacity to learn and grow as an individual and community member. Lifelong Learning not only enhances social inclusion, active citizenship and person development, but also promotes employability. Stone Belt's educational curriculum is focused on the belief that obtaining information and skills gives a person more personal power. Stone Belt offers life skills and vocational training in areas suitable to each individual's interests, age and cultural background and occur both in classroom settings and activities in the community. Stone Belt's Manufacturing Services program provides vocational training that allows clients to learn the skills and work ethic necessary to complete job tasks and gain and maintain community employment if they choose. In the process, clients earn a paycheck for their hard work.

community employment



Stone Belt's Community Employment Program brings businesses and employees together to create an empowered workforce. The program assists individuals with disabilities to choose, obtain and retain employment in integrated settings. We believe that every person has the right to work in the community. Working in partnership with businesses across south central Indiana since 1986, our program assists individuals with finding jobs and receiving on-site training. Clients are supported in establishing relationships with their co-workers and given the tools they need to experience success and longevity in their chosen careers. Our culture strongly values work and one's identity is often closely associated with one's career. Individuals with disabilities have the right to rewarding and successful careers that demonstrate their competencies and give them opportunities to be successful in their desired employment.

life at home



Stone Belt's Residential Program supports hundreds of individuals to live fully in the community in both independent and group home settings. A comfortable and welcoming home is foundational to a successful life. Residents and staff work together to create warm and inviting home spaces that reflect residents' interests and styles. Stone Belt strives to support clients to take pride in their homes, and to feel a sense of ownership. Stone Belt believes that individuals should be empowered to live in community housing of their own choosing, which is accessible and affordable. Stone Belt provides flexible services that follow the person in his/her chosen home, including supported living arrangements, group homes or the individual's family home. Supports provided by Stone Belt within these settings are arranged around the individuals wants and needs. Stone Belt supports nearly 100 supported living sites and 11 group homes sites in its service area.

the arts



The Stone Belt Arts Program provides opportunities for individuals with disabilities to expand their capacity **for self-expression**, contribute to the beautification of the community, develop new life skills and work professionally in the arts. Incorporating both creative expression and skill utilization, Stone Belt Arts provides individuals with disabilities the opportunity to explore the performing arts, develop careers as artists and artisans, and learn valuable skills in support roles related to art development and production. Creative exploration provides an outlet for self-expression, identity transformation and the sharing of one's personal story. Stone Belt envisions "the arts" very broadly – and strives to provide a diverse offering of experiences through its education programming. The goal of Stone Belt's arts programming is to bring individuals with disabilities together with talented community members for in-depth learning and collaboration.

milestones



Milestones Clinical & Health Resources is a certified mental health clinic with over 20 years of experience. Milestones provides a unique combination of behaviora and therapeutic approaches to address the mental health needs and provide effective emotional care for each of our clients. Milestones offers psychiatric services, behavioral supports, innovative therapies, social work resources and clinical nursing for individuals with developmental disabilities, as well as for children and adolescents. Specializing in the Autism spectrum, play therapy, and positive behavioral interventions, Milestones has become a leader in the mental health field, enabling individuals to experience health and balance in their lives. What sets Milestones apart is a unique team approach to care. Clients become part of a team of psychiatrists, therapists, counselors, clinical social workers, nurses and behaviorists, ensuring a continuum of high quality care.

hand in hand



The Hand in Hand Project is a **collaborative effort** between Stone Belt clients and the community. The project involves daily collections and donations of non-perishable food, contributed by community members and collected by Stone Belt clients. Hand in Hand has brought together multiple agencies for collaboration and partnership. Working together, these agencies are creating a greater level of impact than any could as a single entity. The project feeds thousands of people and provides community members with a valuable lesson about the ability of everyone to truly make a difference. The project creates an opportunity for individuals with disabilities to demonstrate their contributions to the strengthening of the community through substantive professionalized volunteer employment. The level of awareness and commitment to social needs is growing. Hand in Hand is expanding in all three Stone Belt service regions, providing opportunities for ever greater numbers of individuals to engage with the community.

year in review pages 9-14

Remez Sasson, a modern day philosopher, states, "When going through bad times, faced by disasters, misfortune or hardships, what good can one gain by becoming despondent, negative and unhappy? Why let circumstances and situations affect your moods and **state of mind?** Being positive will not make circumstances and condition disappear, as if by magic; but with a **positive attitude** you can improve the situation and be more in control of your state of mind, your reactions and your behavior."

Fiscal Year 2010 was a challenging time for the entire Stone Belt community. We felt the effects of **unprecedented state funding cuts**. We had to take several undesirable actions to lessen the impact of these reductions on client programs, including salary reductions and the elimination of key positions. The "hurt" was most definitely felt. But, despite the fact that many employees were directly impacted by these reductions, the agency was impressed daily with their continued dedication, client-focus and resilience. We look forward to **better days ahead** which put us in a solid position to reward our staff for their exceptional efforts.

The news in Fiscal Year 2010 was not all negative. We bounced back from the December 2009 fire in Columbus which destroyed our regional facilities. Our **Lifelong Learning** and **Milestones programs** almost instantaneously came back in full swing in the temporary **United Way offices** in the Cummins building. We saw the beginnings of significant growth of our Milestones services in Columbus, with much more growth expected when we eventually move into our permanent location in the new United Way Building in Fiscal Year 2011. Milestones staff also created new and exciting modalities for serving children through the **Incredible Years program**. And we saw the establishment of an inspiring **self-advocacy group** in our South region (Bedford).

While we coped with budget adversities, we also remained forward-facing, and we challenged ourselves to adapt to change. We lent our voice and support to **The Arc of Indiana's Pathways to Empowerment campaign**, a state-wide effort to discover new ways to provide what people need with the most sensible ethical and financial approach. As always, we believe **innovation and creative solutions** increase our ability to move beyond our current circumstances.



The **Stone Belt board demonstrated tremendous support** to the organization during these turbulent times. Through a set of newly initiated actions, they recommitted themselves to insuring that Stone Belt has the resources it needs to be successful - through advocacy, fund

development and support of growth efforts. At the end of Fiscal Year 2010 we welcomed **three talented new members** to the Board of Directors, individuals who bring unique strengths and talents to the table.

So many of our employees, clients and volunteer leaders truly put philosopher Sasson's words into action in Fiscal Year 2010, by maintaining **upbeat attitudes** even when faced with great challenges. These positive feelings were bolstered by the support of myriad additional stakeholders including families, donors, and community partners. We all **worked together** to remain in control of our minds and our actions in order to create a **better tomorrow** for all.

july 2009



- A new expanded Life Sciences Manufacturing area opens at Stone Belt's 10th Street facility in Bloomington. The new space more than triples the area available for employment of clients like Richelle Hartman (above).
- ◆ CARF awards Stone Belt a three-year term of accreditation.
- Dunn Memorial Hospital, Stone Belt South client employer, wins Large Employer of the Year award at the National APSE (Association for Persons in Supported Employment) conference.
- ◆ Two mosaics created by Stone Belt clients are delivered to IU's new Innovation Center located across from Stone Belt's 10th Street facility in Bloomington. Messer Construction, the contractor, donates the pieces.
- ◆ PUSH America riders stop at Stone Belt on a crosscountry bike ride to raise money for individuals with disabilities. Group donates \$750 to Stone Belt to go towards athletic endeavors.

august 2009



- ◆ Stone Belt hosts its **Annual Awards Celebration** to recognize the achievements of its clients, staff, community partners and volunteers. Among with winners are client Kelly Tate and staff member Deb Mishler (both are pictured above) who received the "Outstanding Contributions Award."
- ◆ Stone Belt completes NAP Tax Credit Campaign, raising close to \$33,000 in one week to support pro bono therapy hours in the Milestones clinic.

september 2009



- ◆ Stone Belt East Region services and programs move into new office space in the Columbus United Way building. The space is shared with more than 30 other community agencies, creating increased opportunities to collaborate and network with various community partners.
- Milestones starts offering The Incredible Years program for children aged 4 to 6 thanks to donations for program start-up materials from the Bloomington Anesthesiologists group and the Community Foundation of Bloomington and Monroe County. Puppets from the program's curriculum are pictured above with Milestones Director Maureen Gahan.
- ◆ Stone Belt CEO Leslie Green celebrates 30th Anniversary of employment with Stone Belt.

october 2009



- ◆ Stone Belt hosts its 50th Anniversary Signature event, **Belt Out Laughing!**, an evening of comedy featuring comedian Josh Blue. More than 400 people attended the event held at the Buskirk-Chumley Theatre in Bloomington (pictured above on the night of the event).
- Stone Belt hosts a Fall-O-Ween Party in Lawrence County featuring Pi Kappa Phi fraternity volunteers.
- ◆ Two Stone Belt affiliates are recognized at the City of Bloomington Council for Community Accessibility Awards. Katrina Bardsley & Monroe Hospital, a Stone Belt Community Employer, wins the Business Service Award for significantly employing individuals with disabilities. Elizabeth Hall, retiring Stone Belt Marketing & Training Consultant, wins The Mayor's Award for her outstanding work in improving the community for individuals with disabilities.
- ◆ The Lawrence County Guardianship Program launches with support from Stone Belt, the lead agency in charge of forming the group.

november 2009



- ◆ Stone Belt artists inaugurate **Trinity Episcopal Church's** new fine arts gallery with a holiday-inspired exhibit, "Light & Life," of original art pieces exploring the theme of light from different perspectives. Artist Robert Eugene Pate (pictured above) was one of the Stone Belt clients who had his work displayed.
- ◆ In celebration of the restaurant's 20th Anniversary, Lennie's Restaurant & Brew Pub in Bloomington donates \$8,700 to each of three local philanthropic organizations, including Stone Belt.

december 2009



- Stone Belt East Region offices are destroyed after a fire heavily damages the Columbus United Way Building. Despite this tragedy, Stone Belt lifelong learning and Milestones services were back up and running within a week at a temporary location in Columbus.
- ◆ Stone Belt hosts a holiday art sale.

january 2010



Stone Belt client, Cora Mae Slater, is featured in the Arc of Indiana 2010 calendar. Cora Mae (pictured above) is employed by the City of Bloomington Animal Shelter.

february 2010



- → Stone Belt launches **Project SEARCH**, a six-month internship program which provides training and education leading to employment for individuals with disabilities. Program partners include: Cook, Inc.; lay Tech Bloomington; Indiana University Institute on Disability & Community; Indiana Family & Social Services Administration. The slate of first graduates are Jack Thrasher, Misty Lawyer, Nathan Buffie and Justin Richardson (L/R, pictured above)
- ◆ Stone Belt East Region offices reopen in the new temporary Columbus United Way Center located in the Cummins Plant, Building #40. The original United Way building that suffered a fire in December is being rebuilt and agencies are slated to move back in January 2011.

march 2010



- ◆ Five Stone Belt business partners are honored during the Diversity Works Business Recognition Awards. These businesses are recognized for outstanding contributions in promoting employment opportunities for individuals with disabilities: Babb's Super Valu, Indiana University Memorial Union Marketplace, Monroe Hospital, O'Charley's, and the Indiana University Student Recreational Sports Center (pictured above with employees).
- ◆ Fourteen individuals who utilize Stone Belt services, representing all facets of the agency's programming, perform two sold our performances during the second season of I AM YOU monologues at the Bloomington Playwrights Project.
- ◆ Stone Belt hosts Awards for Excellence luncheon celebrating the outstanding achievements of five employees: Cricket Rea, Katie Floerke, Steve Warren, David Furr and Rose Dickerson.

april 2010



- Stone Belt hosts the first session of its ongoing Empowered Learning Series: Financial Planning for Families with Special Needs.
- ◆ Bedford clients start a new Self-Advocates group to increase volunteerism and education for themselves and the larger community. Currently there are 15 other Self-Advocate groups across Indiana, under the larger group the Self-Advocates of Indiana. Stone Belt clients in Monroe County also have a group based in Bloomington.

may 2010



- Local Celebrity Gladys DeVane and Stone Belt were crowned champions in this year's Dancing with the Celebrities fundraising competition. This is Stone Belt's second consecutive win. Thanks to the generosity of our many donors, and Gladys' contribution of time and energy, Stone Belt raised the most philanthropic dollars of all participants: \$24,640.
- → Milestones Psychiatrists Dr. Mindy Weakley and Dr. Lia Kettenis received the award for Outstanding Community Service for their work with the students of the College Internship Program (CIP) at the Bloomington Center. CIP provides individualized, post-secondary academic, internship and independent living experiences for young adults with Asperger's Syndrome and other learning differences.
- → Amy Jackson, Stone Belt Community Engagement Director, and six other local women receive the first ever Greater Bloomington Chamber of Commerce's Women Excel Bloomington award.

june 2010



- → Julia Holloway, Director of the Indiana Division of Disability & Rehabilitative Services (DDRS) visits Stone Belt to learn more about its wide array or programming and organizational success.
- ◆ Project SEARCH program holds an open house at lvy Tech's Indiana Center for the Life Sciences, to celebrate its first group of graduating interns. Misty Lawyer (pictured above), one of the first crop of graduates, completed one of her internships at lvy Tech Community College in Bloomington.
- → Milestones is awarded the 2010 Indiana Association of Play Therapists (IAPT) Vivian Thompson Award for outstanding play therapy services. The Vivian Thompson Award is given to individuals or organizations that have made outstanding contributions in the field of play therapy over a period of at least five years.

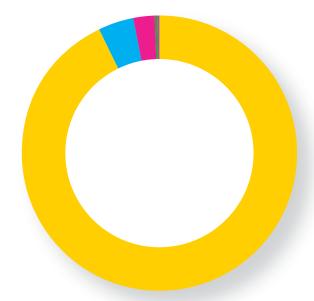
financial report

revenue by source

July 1, 2009 to June 30, 2010

(\$ in million)

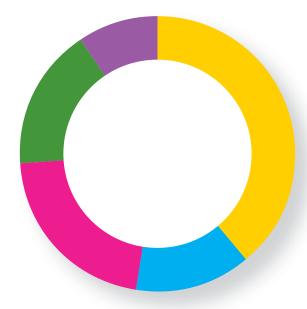
Fee for Services	\$16.6
Community Support	.7-
Manufacturing	.4
Grants	.0.
Other	.0.
Total Revenue	\$17.9



expenses by program

July 1, 2009 to June 30, 2010 (\$ in million)

 Supported Living Program 	\$7.13
 Supervised Group Living 	3.92
Agency Support	3.03
Day Programs	2.47
Milestones	1.68
Total Revenue	\$18.23



agency leadership

the board of directors

The Stone Belt Board of Directors consists of 18-21 elected members. There are five officers including a President, Vice President, Secretary, Treasurer and Past President. There is also a representative from the Lawrence County Arc as well as a Stone Belt client representative. According to board by-laws, at least five members must be family or guardians of individuals with developmental disabilities. Each year the Board of Directors adopts a written service plan identifying goals and objectives which promote Stone Belt's mission. They also evaluate the effectiveness and efficiency of Stone Belt programs and policies.



(Back L/R) Michal Fox, Charles Burch, Henry Upper, John Stephens, Bill Verhagen, Don Hossler, Phil Meyer, Bill Bartley, Dan Harris, Tony Armstrong (Front L/R) Margaret Gilbride, Trish Ierino, Nola Bloemendaal, Betty Davidson, Patrick Robbins. Beth Gazlev (Not Pictured: Natalie Brewington and Iaaueline Hall)

the executive team

It is the work of many dedicated individuals that gives Stone Belt the success that it has today. Stone Belt's **Executive Team** represents staff responsible for each program or service within the organization. These individuals are charged with managing the day-to-day activities of the organization.



Executive Team L/R: Amy Jackson (Community Engagement Director), Brad Galin (Human Resources and Corporate Compliance Director), Leslie Green (CEO), Ward Brown (CFO), Maureen Gahan (Milestones Clinical & Health Resources Director).

donations & grants pages 19-22

why giving matters

Our entire community is stronger when everyone is given the opportunity to **experience success**. For over a half century, Stone Belt has pioneered many important advances for people with developmental disabilities. We are honored to support 2,500+ individuals to live self-determined and meaningful lives. We thank our donors for their ongoing generosity, which makes it all possible.

Unprecedented cuts in the summer of 2010 to the state Disability Medicaid budget make it crucial to partner with visionary community members who recognize the value of quality resources. The **drastic budget cuts**, coupled with a decrease in individuals' funding, forced Stone Belt to reduce salaries and benefits, and eliminate key staff positions. The impact of all of these combined short and long term cuts is a stress on core programs and a decreased level of independence for our clients.

Stone Belt is determined to continue providing **programs of excellence.** Our dedicated staff remains some of the best trained in the field; our innovative dinical practice continues to provide cutting-edge mental health resources; our residential, employment and education programs are bustling with life-changing activity.

Giving takes so many forms at Stone Belt, and all gifts of resources, time and talent have a lasting impact. Stone Belt celebrates its individual donors, corporate sponsors, foundation givers, advocates, service learners, volunteers, and lay leaders. Without these **extraordinary friends**, we could not experience the success that we do.

The words of one of our donors and board members, John Stephens, tell the **true story** of why giving to Stone Belt matters:

"From my first moments in Bloomington, my interactions with the Stone Belt community fueled my interest; when the opportunity was presented to serve on the Board of Stone Belt, in July 2010, I gladly accepted. The agency provides the Stone Belt clients unbelievable support and development opportunities. To see this growth and development materialize, absolutely touches my heart. It is so uplifting to hear their stories and see first-hand lives changed daily by the Stone Belt staff. I give to the agency because I am blessed. I give because of the good it brings and I give because I want to help make a difference in someone's life."

Our thanks for all our stakeholders do to insure that Stone Belt remains at the forefront of the field. Their friendship supports all core programs of our agency, and has a truly significant, lasting and **direct impact in the lives of our clients**.



Stone Belt donors Ed and Mary Lou Otting with their daughter Angela, a Stone Belt client.

Thanks to Our 2010 Corporate Sponsors

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^{*} indicates all or part of a donation was made through a United Way contribution