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annual report 2011

Stone Belt

prepare
empower
support

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In a year where world and national news was most remarkable in terms of political uprisings, natural disasters, celebrity trials and the like, news from Stone Belt has been, for the most part, quite encouraging. Like the rest of the planet, we too have had to adjust to some new realities and determine our true priorities in the face of necessary changes. Despite this, we are happy to report that the **status** of our organization is **strong** and our commitment to our mission remains **resilient**.

Over the past year, we realigned our leadership to create a greater focus on **program development**. Moving from a structure that required one program director to oversee all the programs in a geographical area, our new structure gives each director a **"specialty" area** and responsibility only for that program. This allows them to concentrate their energies on one specific program of their expertise. This allows the Program Directors to learn all of the specific rules, regulations and structures of their program.

We have already begun to see the **positive results** of these changes. For example, **curriculum development** has been and will continue to be emphasized in our **Lifelong Learning program**. Lifelong Learning and Work Service programs have both recently been named to emphasize their goal and scope. Both of these programs strive to be **engaging and relevant** while supporting clients to achieve their maximum levels of self-sufficiency and skill development. Those whom we support in group homes are **achieving more** because of the focus on **staff constancy** and excellence in leadership. While those who receive Supported Living services have perhaps experienced the most changes due to **State budget adjustments**. Our Milestones clinical programs have continued to grow, particularly in Columbus, offering support to additional adult clients as well as children and their families. Our **employment programs** successfully supported **52** people in attaining **new jobs** in the community.

There were also several **special events** throughout the year that provided excitement and cause for celebration. We completed our second class of **Project SEARCH**, which helped 7 young adults gain significant work experience at Cook Incorporated and Ivy Tech Community College. We re-invigorated our **art program** and created a successful exhibit at Bloomington City Hall in May. Our Columbus artists were featured in an art show at the Doug Otto United Way Center in Columbus. As a proactive step to assure that we provide the safest services possible, we obtained **accreditation** from **Praesidium**, an abuse risk management company. Along with our partners in Diversity Works – a business led team focused on employment for individuals with disabilities -- we recognized **10 local businesses** for their excellence in **inclusion** of employees with disabilities.

2011 was a good year for Stone Belt. We want to thank our clients and their families, staff, volunteers and community supporters for the many ways in which you help Stone Belt to succeed. You have all contributed to improving the quality of life for Stone Belt constituents. Because of your **involvement** and **support** we remain very confident in our ability to meet our mission to prepare empower and **support people with disabilities to fully participate in the life of the community**.

Sincerely,


Margaret Gilbride,
Board President


Leslie Green,
Stone Belt CEO



Board President, Margaret Gilbride, CEO, Leslie Green
and Stone Belt Client Joe Tamewitz



Fiscal Year 2011 Highlights

- Stone Belt exhibits current client art works at the Ivy Tech John Waldron Arts Center
- Bitta DeWees, Community Employment Director, win's Arc of Indiana's 2010 Professional Achievement Award
- Tim Hines, board member, receives the 2010 Sycamore Award for Lifetime Achievement from the Arc of Indiana
- "Food for Thought," an agency based employment initiative, begins in Columbus
- "Love Spring Things" art exhibit opens at Bloomington City Hall
- PUSH America Journey of Hope bicyclists visit Stone Belt during cross-country advocacy ride
- Henry Upper, board member, and Pi Kappa Phi, partner agency, receive "Be More Awards" from the City of Bloomington for service to Stone Belt
- Project SEARCH concludes second cohort of interns



Fiscal Year 2011 Highlights

- Self-Advocates make annual legislative advocacy trip to the State Capitol.
- Stone Belt earns Praesidium Accreditation for risk management
- Michael Fox, board member, participates in "Dancing with the Celebrities," and Stone Belt raises more than \$46,000
- Stone Belt receives \$10,000 from the Davee Foundation to support curriculum development
- Stone Belt begins "Sport Night," in cooperation with Indiana University's service learning program
- Amy Jackson, Community Engagement Director, receives Women Excel Bloomington award from Chamber of Commerce
- Maureen Gahan, Milestones Director, receives service award from partner agency, Amythyst House



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 Gazley (Not Pictured: Natalie Brewington and Jaqueline 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 executive 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), Susan Hoard (Information Technology Director)
Brad Galin (Human Resources and Corporate Compliance Director), Leslie Green (CEO), Ward Brown (CFO),
Maureen Gahan (Milestones Clinical & Health Resources Director).*

program leadership

Over the past year, we realigned our leadership to create a greater focus on program development. Moving from a structure that required one program director to oversee all the programs in a geographical area, our new structure gives each director a “specialty” area and responsibility only for that program. This allows them to concentrate their energies on one specific program of their expertise, and allows them to learn all of the specific rules, regulations and structures of their program.



SUSAN RUSS

Lifelong Learning Director

Susan oversees Stone Belt's Lifelong Learning program. She is responsible for developing and implementing Stone Belt's educational curriculum agency-wide; she also specifically oversees the day-to-day educational programs of all regions. Susan began her career with Stone Belt as an Employment Consultant in 1994 and has held several different positions during her tenure with the agency.



MATT MINDERMAN

Group Homes Director

Matt oversees Stone Belt's 11 group homes, eight in Bloomington and three in Bedford. He has worked in the field of disability services for over 10 years and was most recently with Knox County Arc, as Director of Program Services, prior to joining the Stone Belt community in 2010. Matt brings great management experience and an understanding of innovative supports to his work at Stone Belt.



KAREN FREEMAN

Manufacturing Director

Karen Freeman is Stone Belt's Manufacturing Director. She is responsible for coordinating manufacturing jobs and running day to day operations at Stone Belt's 10th Street and Bedford facilities. Karen has been instrumental in expanding Stone Belt's Life Sciences manufacturing initiative. Karen joined Stone Belt in 2003 and was previously Director of Stone Belt's former activities in Owen County.



ILESE SABELHAUS

Supported Living Director (South/East)

Ilese oversees Stone Belt's Supported Living program in the South and East regions, which include Lawrence and Bartholomew counties. Ilese joined Stone Belt as a Teams Coordinator in 2006; she has also served as East Region Associate Direct and as the Quality Measurement Specialist. Prior to joining Stone Belt, Ilese gained much experience in the field as a State Surveyor.



NANCY SMITH

Supported Living Director (Central)

Nancy oversees Stone Belt's supported living sites in its Central Region of services. There are nearly 50 independent living sites in Bloomington and surrounding areas. Nancy joined Stone Belt in 2003 and previously served as a Group Home Manager. Nancy is also an advisor for the Self-Advocates of Monroe County and is active with the group at the State and local level.



BITTA DEWEES

Community Employment Director

Bitta oversees Stone Belt's Community Employment Program. She assists clients in choosing, obtaining and retaining employment in integrated settings. Bitta joined Stone Belt in 1990 as an Employment Consultant. She has served on many state and local committees pertaining to the employment of individuals with disabilities and remains active on the State and local levels.

pages 11-14 program highlights

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.



Stone Belt clients Melissa Abbiitt, Brandon Ramos, and Brandon Kerfoot with members of the IU men's basketball team.

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 **behavioral 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

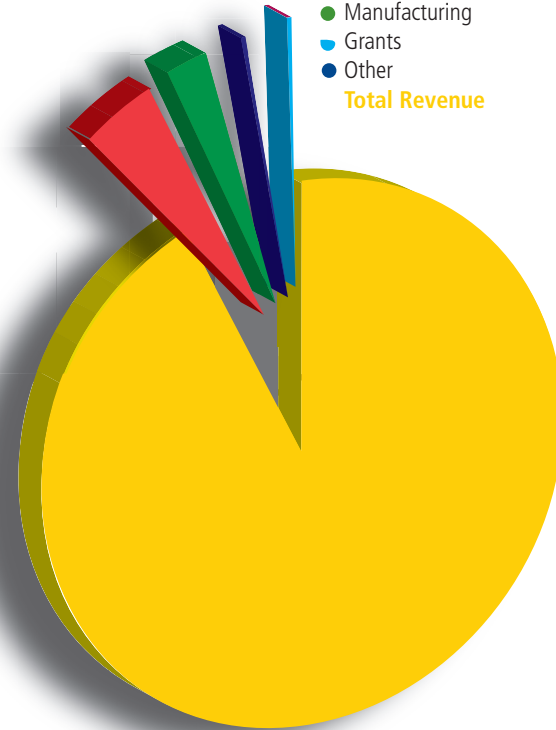


The Hand in Hand Project is a **collaborative effort** between Stone Belt clients and the community. The project involves daily collections and donations of non-perishable food, contributed by community members and collected by Stone Belt clients. Hand in Hand has brought together multiple agencies for **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.

revenue by source

July 1, 2010 to June 30, 2011
(\$ in million)

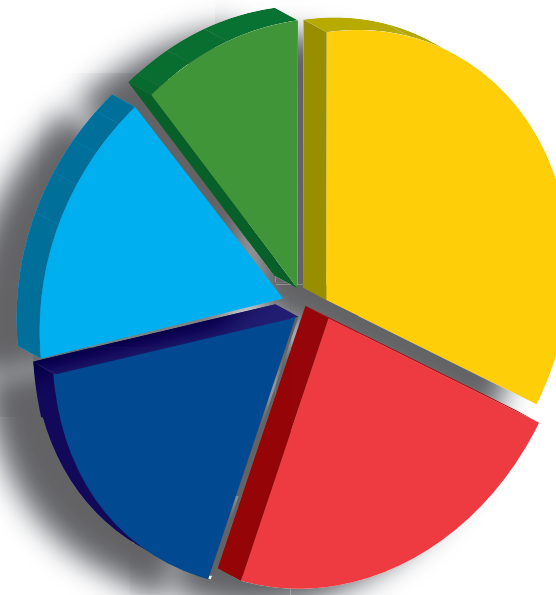
Fee for Services	\$15.77
Community Support	.73
Manufacturing	.43
Grants	.04
Other	.03
Total Revenue	\$17.00



program expenses

July 1, 2010 to June 30, 2011
(\$ in million)

Supported Living Program	\$5.62
Supervised Group Living	3.80
Day Programs	3.00
Agency Support	2.70
Milestones	1.70
Total Expenses	\$16.82



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 made it ever more 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 was 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 clinical 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 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, 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.

We thank our 2011 Corporate Sponsors

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