



Stone Belt

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Stone Belt 2012 annual report

prepare. empower. support



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Vibrant is the word that comes to mind when we look back over the past year and try to describe our organization and its activities. Look up the definition of vibrant and you'll find these words -- vigorous, energetic, and vital. In Fiscal Year 2012, Stone Belt could be described in all of these ways.

Vigorous -- In March of 2012, Stone Belt received its 7th and most positive CARF accreditation yet and coveted three exemplary status designations for our programs and services. Our Lifelong Learning programs have greatly expanded its curriculum offerings to better meet the interests and needs of adult learners. Milestones has seen continued rapid growth in outpatient and behavioral services, particularly in Columbus. We focused on manager training, giving our front-line supervisors information and tools to best support the Direct Support Professionals. Project SEARCH, the program for young adults, has once again provided valuable on-the-job and classroom training. Several of its graduates have now secured community jobs. The Big Woof doggy biscuit baking operation in Bedford has supplied the animals of the White River Humane Society with hand-baked and delivered treats that delight the animals and have garnered the attention of the local press.

Energetic -- Our arts programs had a exceptional year. In October we opened The Stone Belt Art Gallery located in the lobby of the Bloomington Playwrights Project. Since then the art patrons have enjoyed and purchased dozens of client-created art pieces to grace their offices and abodes. Pieces for sale are now being created in our Bloomington, Bedford and Columbus studios. With the help of a grant from Bloomington Rotary, we launched the therapeutic drumming program in all locations as well. I AM YOU returned this year with 9 new monologues written and performed by Stone Belt clients for three sold-out audiences, and we were honored to play a significant role in the Jill Bolte Taylor's Brain Extravaganza. Not only did our warehouse serve as a production studio for 11 of the 22 artist-decorated, anatomically correct brains, but Stone Belt artists also worked with Joe LaMantia in the creation of the Stone Belt entry.

Vital -- In the celebration of our 2012 year, Bloomington Mayor Mark Kruzan reminded us of the vital role that we play in the local community, mentioning the ways clients enrich the community through their work, their artistic creations, their neighborliness, and their friendship to others, Stone Belt Arc performs outreach into the community in impactful ways. In the past year we hosted three empowered learning seminars to provide families, professionals and other community members with information on topics such as mental health supports and financial planning for special needs. We reached out to legislators to educate them on the importance of services to those with disabilities, and we worked with our United Way partners in collaborative ways to strengthen the support network for vulnerable citizens.

We are pleased that our organization has remained vibrant and that clients and families can meet so many of their wants and needs through our programs including **employment services, lifelong learning programs, work training, clinical and health services, residential supports** and **recreational activities**. Our vigor, energy and vitality remain fully in force as we look to the upcoming fiscal year.



CEO, Leslie Green and Board President, Trish Ierino

Trish Ierino
Trish Ierino
Board President

Leslie Green
Leslie Green,
Stone Belt CEO

Fiscal Year 2012 Highlights

July 2011

- Pi Kappa Phi and Journey of Hope stop by Stone Belt on their philanthropic, cross-country bike ride



August 2011

- Stone Belt holds 2011 Annual Awards at the Bloomington Convention Center with 500 in attendance



September 2011

- Stone Belt Art Gallery in the Lobby of the Bloomington Playwright's Project opens



October 2011

- Project SEARCH Open House to celebrate completion of most recent rotation of interns



January 2012

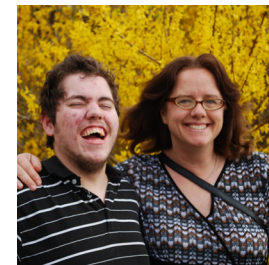
- Stone Belt clients participate in the "Brain Extravaganza" created by local celebrity, Dr. Jill Bolte-Taylor



Fiscal Year 2012 Highlights

March 2012

- Stone Belt celebrates the 2012 Awards for Excellence



March 2012

- Stone Belt receives 3-year Carf Accreditation!



March 2012

- I AM YOU performs 3 nearly sold out shows at the bloomington Playwright's Project



April 2012

- Empowered Learning Series featuring Dr. Craig Erickson held in Columbus



November 2011

- Stone Belt begins Drum Therapy program under the guidance of Curriculum Developer, Michelle Davenport



May 2012

- Stone Belt CEO, Leslie Green, is awarded a Women Excel Award from the Greater Bloomington Chamber of Commerce!



June 2012

- Stone Belt hosts the Legislative Advocacy and Candidates Forum



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.



Tony Armstrong, Bill Bartley, Sarah Baumgart, Nola Bloemendaal, Vicki Borelli, Natalie Brewington, Charles Burch, Betty Davidson, Michael Fox, Beth Gazley, Margaret Gilbride, Catherine Gray, Jacqueline Hall, Justin Harrison, Trish Ierino, Patrick Robbins and Winston Shindell (not pictured: Angie Timan)

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.



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

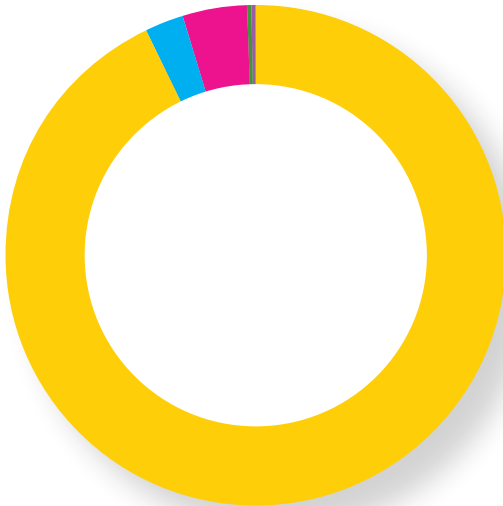


The Hand in Hand Project is a **collaborative effort** between Stone Belt clients and the community. The project involves daily collections and donations of non-perishable food, contributed by community members and collected by Stone Belt clients. Hand in Hand has brought together multiple agencies for **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, 2011 to June 31, 2012
(\$ in million)

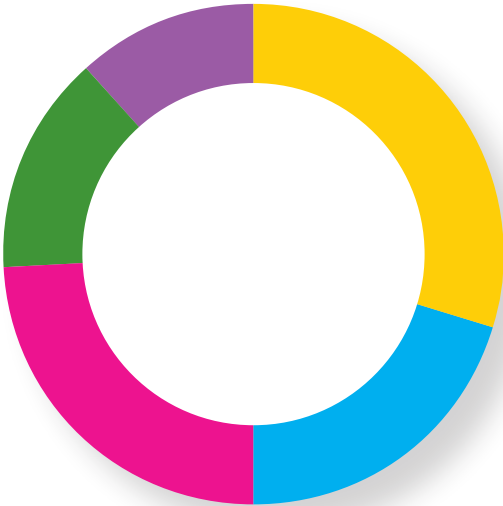
● Fee for Services	\$15.77
● Community Support	.73
● Manufacturing	.43
● Grants	.04
● Other	.03
Total Revenue	\$17.00



program expenses

July 1, 2011 to June 31, 2012
(\$ 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: *"Stone Belt offers to all of us a bountiful source of acceptance, understanding and opportunity. It is not the physical spaces of the agency, alone, that specifically provide this warm welcome; it's the collective spirit of compassion and generosity offered by the staff members who work there. This spirit pervades our community with each piece of client artwork purchased, each job offered to a client by a local business, each inclusive field trip organized, each letter written by a board member or friend to a policy maker to advocate for quality services. Stone Belt's work continues to open and widen the hearts of everyone in our community to those of us with disabilities."*

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**.



Henry (Board Member Emeritus) and Celia Upper

We thank our 2012 Corporate Sponsors

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