

# touchstone

summer 2009

**Stone Belt** presents news & information for individuals with disabilities, families, friends and our community



*After months of anticipation, our Stone Belt anniversary bus has hit the streets of Bloomington! The bus will follow Route 3, which follows Third Street East through downtown and to the West side of Bloomington. The bus provides a great opportunity to share Stone Belt's message and impact on the community. This creative marketing outlet celebrates Stone Belt's 50 years of building community. Read more on Page 1.*

## Champions

Stone Belt wins Dancing With the Celebrities. **page 3**

## Big Business

Ten Bloomington employers honored by Stone Belt. **pages 4-5**

## First Person

What Stone Belt means to me and my family. By Ed Otting. **page 7**

## Our Mission

We believe in the uniqueness, worth and right to self-determination of every individual. Therefore, 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.



## activity update

Starting on our official incorporation date on March 10, Stone Belt began to celebrate 50 years of excellence in supports. We are so excited to share our story with the community about the tremendous social and economic impacts that Stone Belt has made in half a century. And we can't wait to get everyone pumped up about the ways that Stone Belt will continue to build the community in the next 50 years and beyond.

## birthday parties

March 10 was Stone Belt's official incorporation date! Staff & clients marked this momentous occasion with cakes and activities scheduled throughout our areas of service including Central (Bloomington & Adams Street offices), South (Bedford), West (Sweet Owen Industries) and East (Columbus). Parties featured food, music, giveaways, games and stories.



## leadership dinner

This reunion dinner, held at the Fountain Square Ballroom in Bloomington, brought together past and present members of the Stone Belt board of directors and leadership. Attendees listened to retrospectives from several parents and clients, while enjoying a catered dinner. "What a wonderful opportunity to see old friends and find out about what is happening at Stone Belt," said Diana Baker, former Stone Belt Board President.

## run with me

Stone Belt's 4th annual Run With Me event brought over 400 people to celebrate. The event included live music from Kid Kazooey & the Ballroom Roustabouts, food, gift bags and a great party atmosphere. For a complete listing of race finishers and photos from the event log on to [www.stonebelt.org/runwithme](http://www.stonebelt.org/runwithme).



## city bus advertisement

After months of anticipation, our Stone Belt anniversary bus has hit the streets of Bloomington! The bus will follow Route 3, which traverses 3rd Street East through downtown and to the West side of Bloomington. The bus provides a great opportunity to share Stone Belt's message and impact with the community. This creative marketing outlet, paid for with corporate sponsorship dollars, celebrates Stone Belt's 50 years of building community.



Cook Medical  
B97/Hoosier Country • MetLife MetDesk  
World Arts • Oliver Winery • Bill C. Brown Associates  
Evans Scholars • Edward & Mary Lou Otting • Uptown Café  
CFC • Internal Medicine Associates • Indiana Running Co.  
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Bloom Magazine • Affairs of the Sun • Carlisle Brake & Friction  
JA Benefits • Taylor Imprinted Sportswear • Ivy Tech Community College  
Funny Bone Comedy Club • IU Credit Union • OneWorld Enterprises  
City of Bloomington • Monroe Bank • Bradley & Associates  
Smithville Telephone • Southern Indiana Pediatrics  
SIHO • Bloomingsfoods

## thanks

Stone Belt is always grateful to the many supporters who make our excellence possible. The business community has come out in full force to spread the word about Stone Belt's far-reaching impact. Generous sponsorship has paid for all of our events in full. Our 50th anniversary has provided us with the opportunity to not only provide these events at no cost to our agency, but to also bring in thousands of additional dollars to support our programs. Please visit these businesses and thank them for supporting Stone Belt.



from the CEO

# Stone Belt By The Numbers

A lot of numbers are buzzing around Stone Belt these days. This is all adding up to positive progress and many reasons to celebrate. I'd like to share just a few with you:

- 4000** square feet of new life science manufacturing space is being enclosed and upgraded in our 10<sup>th</sup> Street location. Soon more than **50** clients will be working in the space making products for Cook Medical and Cook Urological. Once completed the production space will have the capacity to handle additional work from Cook and other biomedical companies. Stop by and see the rapid progress on the construction. Read more on page 3. Astounding!
- \$20,430** dollars was raised for Stone Belt in the Dancing with the Celebrities fundraising event on May 23. Our celebrity, Phil Meyer — past board president and station manager of WTTU — wowed the audience with his fancy footwork in **3** different dance numbers. This is just one event of our year-long celebration of Stone Belt's 50<sup>th</sup> anniversary. Fantastic!
- 2** Direct Support Professionals recently received their certification and graduated from an Ivy Tech program. Congratulations to Shannon Gilbert and Betsy Marshall for this accomplishment. They each received **17** credit hours at Ivy Tech, paid for by the project, and are now receiving a **\$1** per hour pay increase. The education and skills they gained from participation have an immediate impact on the quality of services they deliver to clients. Several other cohorts of learners will also graduate from this program over the next **2** years. Remarkable!

**200** staff members are participating on one of **40** teams for our **50/50** weight loss program (**50** pounds for our **50<sup>th</sup>** anniversary). If each team loses at least **50** pounds, Stone Belt will shed at least **1** ton of weight. This is an agency-sponsored wellness program aimed at improving the overall health of our employees. Check the fall edition of Touchstone for the results. Amazing!

**3** year accreditation – The Commission on Accreditation of Rehabilitation Facilities (CARF) awarded Stone Belt the highest level of accreditation given, and in addition praised us with **21** commendations and **3** exemplary citations. CARF's mission is to provide accreditation standards and surveys for organizations working in the human services field worldwide. The full report can be read by going to our Web Site [www.stonebelt.org](http://www.stonebelt.org) and clicking on the links provided. Outstanding!

All of these accomplishments and many more are made possible with the support of our valued constituents. As always, thank you for the ways you help Stone Belt achieve such remarkable numbers. We are fortunate to be supported by such a generous community of friends.

All the Best,



**Leslie Green**, Chief Executive Officer

Donations to our general fund can now be made online using PayPal. Log on to [www.stonebelt.org](http://www.stonebelt.org) to make your gift today.

## upcoming events

- JUNE 20 | 10 am to 6 pm**  
**Fair on the Square**  
Monroe County Courthouse Square • Downtown Bloomington  
• Join Stone Belt artists as they showcase their creativity at this juried art show. Arts Fair on the Square is a project of the Bloomington Area Arts Council (BAAC). For more information call 812-334-3100 or email [info@artlives.org](mailto:info@artlives.org).
- JULY 16 | 4:30 pm**  
**Life Sciences Open House**  
Stone Belt 10th Street Headquarters • 2815 East Tenth Street, Bloomington  
• Join us for a ribbon cutting ceremony, tour and reception for the new Life Sciences manufacturing area. For more information contact Development Director Amy Jackson at 812-332-2168, ext. 314 / [ajackson@stonebelt.org](mailto:ajackson@stonebelt.org).
- AUGUST 10 | 4 pm**  
**Annual Awards Celebration**  
Bloomington High School North • 3901 North Kinser Pike, Bloomington  
• This annual awards ceremony recognizes Stone Belt clients, staff and community partners. Features include awards and a catered reception. For more information contact Development Director Amy Jackson at 812-332-2168, ext. 314 / [ajackson@stonebelt.org](mailto:ajackson@stonebelt.org).
- OCTOBER 15 | 8 pm**  
**Belt Out Laughing! Featuring comedian Josh Blue**  
Buskirk-Chumley Theater • 114 East Kirkwood Avenue, Bloomington  
• This celebratory evening will feature nationally acclaimed comedian, Josh Blue, winner of *Last Comic Standing* Season 4. There will be an exclusive dinner at the Uptown Café prior to the performance. For more information contact Development Director Amy Jackson at 812-332-2168, ext. 314 / [ajackson@stonebelt.org](mailto:ajackson@stonebelt.org).

## quarterly donors

Stone Belt extends appreciation to all our generous donors from February 11 to May 30, 2009. We are grateful for their continued support.

- FOUNDATION SOCIETY LEVEL GIFTS (\$25,000 – \$50,000):** Anonymous 50<sup>th</sup> Anniversary Corporate Sponsor.
- PILLAR SOCIETY LEVEL GIFTS (\$5,000 – \$9,999):** New England Financial; World Arts, Inc.
- LIMESTONE SOCIETY LEVEL GIFTS (\$2,500 – \$4,999):** George Langendorf & Kathryn Taylor; VISA International.
- BUILDERS SOCIETY LEVEL GIFTS (\$1,000 – \$2,499):** Carlisle Industrial Brake & Friction; Innovative Financial Solutions; Ivy Tech Community College; JA Benefits; Arthur & Kay Dahlgren; P.E.A.C.E. Meyer; People's State Bank; Ray & Marcie Tichenor.
- ADVOCATE LEVEL GIFTS (\$500 – \$999):** Suzanne Becker; Bradley & Associates; Community Foundation of Bloomington & Monroe County; Don & Carol Anne Hossler; IU Credit Union; Margaret Gilbride; Ken Gros Louis; Edward & Mary Lou Otting; Push America; Smithville Telephone Company, Inc.; Southern Indiana Pediatrics.

**STEWARD LEVEL GIFTS (\$100 – \$499):** Amethyst House; James & Shirley Abbott; Peggy Bachman; Robert Barker & Patsy Fell-Barker; Sarah Baumgart & Bill Lozowski; Greg & Bevin Borchers; Ann Call; Jim & Carol Campbell; Matthew Cole & Charles Dupree; Roland & Susan Cote; Robert Cruise; Richard & Rosemary Dever; David & Janmarie Draga; Charlie & Darla Egli; Brad & Susanne Galen; Jim & Joyce Grandorf; M. Phil & Margaret Hathaway; Anne Haynes; Shelly Hewitt; Bill & Nancy Hodson; Betty Lou Horton; Mary Lou Kessler; Catherine Mary Laughlin; Jim & Kathie Lazervitz; AmyMarie Travis Lucas & Bryant Lucas; James & Janice Lundy; Ed Maxedon & Leslie Green; David Meier; Karen Meyer; Grant Miller; Michael & Beverly Muehlenbein; Stuart & Cookie Mufson; Richard Mull; Beth Myers; Gail Nicholson; Peter Noble-Kuchera; One World Enterprises; Bryant & Cheryl Paul; Larry & Peg Pejeau; Gwyn Richards; Patrick & Sharon Robbins; Edward & Janet Ryan; SIHO; Winston & Sue Shindell; Curtis & Judith Simic; Chester Skoczylas; Bob & Sue Talbot; Tri Kappa Sorority Alpha Chapter; Cliff & Joan Travis; Henry & Celicia Upper; Ted Wilanski & Martha Jacobs; Melinda Weakley.

**FRIEND LEVEL GIFTS (\$1 – \$99):** Venus Abbott; Vicki Baker; Steven Ball; Shirley Bastin; Charles & Carol Bentley; Edward & Wendy Bernstein; Nola Bloemendaal; Stephen Bonowski; Michael & Natalie Brewington; Charles & Rhonda Burch; D. Jeannine Butler; Edwin & Pauline Caldwell; Patricia Chase; Cassandra Cole; Joseph & Betty Deckard; Lynn DeRolf; Gene & Gladys DeVane; Robert & Elizabeth Devore; Sarah Ely; Paul & Karen Ficker; Albert & Jeanne Ford; Michael Fox & Samantha Ezzo; Georgia Frey; Barry & Heidi Galt; Maureen Gahan; Helen Gibbons; Katrina Harder; Dan Harris; Diana Hawkins; Sami Hayden; Steven & Christina Hedback; Tim & Mary Ann Hines; Rona Hokanson; James & Holthaus; Mike & Barb Horvath; David & Cathy Howell; Ed & Pat Hren; Joseph Hren; Jack Jackson; Jason & Amy Jackson; Wilma Nell Jacobs; David & Margaret Johnson; Iris Kiesling; Robert & Linda Kirchubel; Sanya Kohli; Howard Lacer; Keith Lundy; Pat Lundy; P.A. Mack, Jr.; Lila Massa; Kristi McCann; Belinda McGinn; Ron & Diana McGovern; Jerry & Jane McIntosh; Walter & Peggy Meyer; Vicki Minder; Lawrence & Brenda Mitchell; Tammi Nelson; Leonard & Lou Newman; Val & Lynn Nolan; Lloyd & Joan Olcott; Terry & Dixie Patterson; Ryan & Jennifer Piurek; James & Tammy Reuter; Jill Robinson; Marjorie Schultz; Ron Smith & Lynn Schwartzberg; John & Gladys Simmons; Bonnie Smith; Keith Solberg & Sonja Johnson; Don & Jane Summitt; Don & Nila Sunday; Morgan Swartz; Sue Swartz & Bruce Solomon; Albert & Bonnie Tinsley; William Lee Van Buskirk; Joseph & Tonya Vandivier; Albert Velasquez; Jim & Danell Witmer.

**IN KIND GIFTS:** B97/Hoosier Country; Bloomingsoods; CFC, Inc.; City of Bloomington; Ruth Ann Daniel; Indiana Running Co.; Oliver Winery Company, Inc.; Starbuck's Coffee; Taylor Imprinted Sportswear; Verizon Wireless; Paul & Charlotte Zietlow.

## people make the difference

**Congratulations Stone Belt!**  
We're proud to announce that Stone Belt won the grand prize in the *Dancing With the Celebrities* event held at the Buskirk-Chumley Theater in Bloomington on May 23.

Six area personalities competed in a dance competition similar to the television hit *Dancing With the Stars*. Each year, in addition to working hundreds of hours with a professional dance instructor, participating celebrities select a charitable organization to support through their efforts. Phil Meyer – Station Manager of WTTU (the local PBS television affiliate) and a Stone Belt board member – danced on behalf of Stone Belt this year. The event itself was a sold-out performance, with an audience of well over 600.

He was pitted against: Angelo Pizzo, a screenwriter whose credits include Rudy and Hoosiers; Maria Heslin, Bloomington's Deputy Mayor; Charlotte Zietlow, former head of the city council; Jim Inman, Director of Marketing for Comprehensive Financial Consultants; and Gigi Larmour-Goldin, a local Realtor. Each competitor was paired with an Arthur Murray instructor to perform a swing dance, a foxtrot and one other dance of their choice.

Participants were judged on the night of the event based on their dancing abilities. These points were then added to the total dollars raised by each agency in order to declare the winner. Stone Belt had the greatest number of dollars raised – \$20,430! – and was declared the overall winner! These dollars will be put toward Stone Belt's programs of excellence.

Phil (along with his dance partner Mary Alice Powell) and Stone Belt were awarded a trophy (both are pictured here with the "Mirror Ball") as the winner.

Thanks to Phil for all of his incredible dedication, and thanks to all of the many donors who helped us take the big prize!



### Stone Belt Recognized at Be More Awards

On April 21, 2009, WTTU – in conjunction with the City of Bloomington Volunteer Network, the Community Foundation of Bloomington and Monroe county, and the United Way of Monroe County – presented the Be More Awards at the Buskirk-Chumley Theater in Bloomington. A sold out audience of 600 people filled the theater to applaud the efforts of the 9 recipients and 102 nominees for this year's awards. Each organization for which the recipients volunteered received a \$500 prize. Stone Belt is proud to have been recognized in two categories:

- Hand in Hand, a Stone Belt project**  
The Hand in Hand Project was awarded the Be More Collaborative Award (the group/family award), for the impact their volunteers, who are Stone Belt clients with developmental disabilities, have on Community Kitchen of Monroe County. In 2008 alone, these volunteers collected almost 10,000 food items from the community, accounting for 16% of Community Kitchen's in-kind food donations.
- Michelle Davenport**  
Michelle Davenport, an IU student studying theater and therapeutic recreation, was presented the Be More Creative Award for her work creating the I AM YOU Monologue Performance featuring clients from Stone Belt.



**Staff Members Graduate**  
Stone Belt employees Shannon Gilbert and Betsy Marshall took center stage, Friday, May 15 during a "Virtual" Graduation when they became the first graduates of Indiana's new Direct Support Professional (DSP) Development Training & Education program.

Stone Belt salutes Shannon and Betsy; they received 17 credit hours at Ivy Tech, paid for by the project, and are now receiving a \$1 per hour pay increase at Stone Belt. In addition to college credit, they also earned their Human Services Certificate and are eligible for national credentials. The education and skills they gained from participation in the program have an immediate impact on the quality of services they deliver to clients.

**Shannon Gilbert** is the Associate Manager of Festive House Group Home in Bloomington. She has worked at Stone Belt for 4 years, originally starting out as a DSP in the East region. "The individuals I work with have inspired me to expand my knowledge in this field," she said. Shannon would eventually like to complete the Nursing Program at Ivy Tech.

**Betsy Marshall** is the Food Management Purchasing Specialist (FMPS) at Blackstone House Group Home in Bloomington. She has worked at Stone Belt for almost 7 years, originally starting out as a Substitute, then as a Behavior Technician at Deckard House. "I know that a better education can only make me a better advocate for the clients of Stone Belt," she said. Betsy also holds a Bachelor's degree in Psychology from IU. Her career goals include continuing on in the DSP program and finishing a nursing degree.

☑ *Direct Support Professional Development is an initiative created by a partnership of the Division of Disability & Rehabilitative Services (DDRS), individuals with disabilities and their families, Ivy Tech, Indiana provider organizations and the Indiana Institute's Center on Community Living & Careers which coordinates the program. The effort focuses on improving quality of life for people with disabilities while improving professionalism and career opportunities for DSPs.*



Have you seen **Stone Belt's 50th Anniversary Display** at Bloomington's College Mall? If not check it out. It features historical information, client-created art pieces and a posting of upcoming anniversary events. Stop by the West Entrance between Sears and Applebees to see it today!

## of note

**New Manufacturing Area Opens**  
Stone Belt is pleased to announce the opening of our new, expanded Life Sciences Manufacturing Area in our 10<sup>th</sup> Street facility in Bloomington.

For more than twenty years we have partnered with Cook Medical and Cook Urological to provide professional biomedical manufacturing opportunities for individuals with disabilities. Stone Belt clients have been involved in the production of life-saving devices that are shipped around the globe.

Stone Belt recently relocated its life sciences manufacturing program from Owen County to its Bloomington facility, with the installation of 4,000 square feet of environmentally controlled space. The new manufacturing area more than triples the amount of space Stone Belt has available for life sciences manufacturing and creates myriad new growth opportunities for the agency. Many more individuals will now have the opportunity to be employed in this cutting edge field and Stone Belt will be able to enhance the work experience with contracts from throughout the life sciences business community. The installation also creates increased opportunities for clients engaged in work in our Lawrence County facility.

☑ *The community is invited to join us for a ribbon cutting ceremony, tour and reception for the new Life Sciences manufacturing area on July 16 at 4:30 pm. For more information, contact Amy Jackson, Development Director, at 812-332-2168 ext. 314 / [ajackson@stonebelt.org](mailto:ajackson@stonebelt.org).*



**Congressman Baron Hill Tours Stone Belt**  
Baron Hill, US Congressman from Indiana's Ninth District, visited Stone Belt's 10th Street headquarters in Bloomington on March 27. He toured the facility and met several clients.

**Stone Belt Receives Three-Year CARF-CCAC Accreditation**  
CARF-CCAC announced that Stone Belt has been awarded a three-year term of accreditation. This latest accreditation is the seventh consecutive 3-year accreditation that CARF-CCAC has been awarded to Stone Belt.

An organization receiving a three-year term of accreditation has voluntarily put itself through a rigorous peer review process and demonstrated to a team of surveyors during an on-site survey that it is committed to conforming to CARF-CCAC's accreditation conditions and standards. Furthermore, an organization that earns CARF-CCAC accreditation is commended on its quest for quality programs and services.

The Continuing Care Accreditation Commission (CCAC) was founded in 1985 as the nation's only accrediting body for continuing care retirement communities and similar organizations. In January 2003, CCAC merged with the Commission on Accreditation of Rehabilitation Facilities (CARF), a nonprofit accreditor founded in 1966 that touches close to 6 million individuals served in a wide range of human service organizations.

☑ *For more information about the accreditation process, please visit the CARF Web site at [www.carf.org](http://www.carf.org), the CARF-CCAC Web site at [www.carf.org/aging](http://www.carf.org/aging), or the CARF Canada Web site at [www.carfcanada.ca](http://www.carfcanada.ca). To view Stone Belt's complete CARF report visit [www.stonebelt.org](http://www.stonebelt.org).*

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# Partner with Stone Belt to make a difference

### Thank You to all our Generous Contributors

What a great year to be connected to Stone Belt! We are halfway through our year-long 50<sup>th</sup> anniversary celebration and so many generous donors have partnered with us to tell our story of excellence to the community. We are proud of the social and economic impact that Stone Belt has made on the community during our first half century. And we are grateful that so many of you have been inspired to help our next fifty years shine just as brightly.

Thank you to all our wonderful 50<sup>th</sup> anniversary corporate sponsors. We are experiencing a record year in support from our friends in the business community, with over \$75,000 in corporate gifts. These gifts have enabled us to celebrate our milestone anniversary in style, while also bringing in much needed dollars to support our programs of excellence. We encourage you to look for the names of businesses in our donor list, and to then frequent them and thank them for their support.

Thank you to all of the many generous donors who supported Stone Belt's participation in the Bloomington-wide fundraising effort, *Dancing with the Celebrities* (see page 3 for a story about the event). Because of your generosity, Stone Belt raised more than \$20,000 in four months to put toward our programming and was declared the grand prize winner!

### Your gift to Stone Belt touches lives each day!

Every gift to Stone Belt makes a huge difference. Contributions go toward achieving excellence in client supports, innovation in staff training and development, and the creation of substantive programs that impact thousands of lives. Our community is stronger when every individual experiences success.

Visionary donors help empower people with disabilities to form meaningful relationships, live independently, experience professional employment, contribute to the building of community and develop new life skills.

As we celebrate fifty years in the community, Stone Belt is stronger than ever. However, we face regular cutbacks in federal and state funding making it more and more challenging to provide programs of excellence. We rely on generous contributors and recurring gifts to ensure that Stone Belt will remain at the forefront of our field for the next fifty years!

We invite you to partner with Stone Belt to make our community a better place for us all. Each dollar helps Stone Belt advance its mission to prepare and empower individuals to fully participate in the life of the community. Gifts can be made through the mail or through our secure Web site. All annual donors of \$25 or more receive complimentary membership in the local, state and national Arc organizations. Please share a gift with our Annual Fund today.

### Did You Know?

If you are an American Express card holder, you can support Stone Belt through their GIVINGExpress program. By signing up for American Express' Points Program, you can earn redeemable points for every dollar you spend on the card. These points can then be donated to Stone Belt as a cash gift. For more information on the program, or to find out if you already have unredeemed points available for charitable giving, visit [www.americanexpress.com/give](http://www.americanexpress.com/give).

### JO-ANN FABRICS



Beth Simpkins, Store Manager & Polly Scroggin, Team Member.

Jo Ann Fabrics in Bloomington has shown great care for their employees, supporting individuals with disabilities for nearly two decades. They offer flexible scheduling, assist with transportation needs and create reasonable accommodations. Polly Scroggin is a perfect match for the company. She is an artistic, friendly woman who is very organized and detail oriented. Polly has taken on the job of straightening all of the store's fabric and replenishing merchandise — a huge endeavor. She also assists customers in finding specific patterns and materials. Other Jo Ann team members have adjusted Polly's working hours to better suit her transportation needs and have also trained her to use the computer to input information. Over the years, Jo Ann's has exhibited dedication and support towards all of their employees. It has been a joy to work with an employer that provides such wonderful opportunities.

### LOWE'S



Tom Barger & Mark Kaufeld flank Store Manager Dave Wade.

Lowe's opened their Bloomington store in 1998 and since then has provided continuous, successful employment opportunities for individuals with disabilities. Tom Barger (Custodian) and Mark Kaufeld (Truck Unloader) are two of these employees. Their success is a reflection of the dedication of the Lowe's team that has made several accommodations in areas like training and scheduling to allow them to be successful in their positions. Both Tom and Mark have commented that this is the first job they have ever had where they receive paid vacation and holiday time, a perk they appreciate. When Tom and Mark enter the doors of Lowe's and walk its giant aisles, they are always welcomed by co-workers, and they understand the importance of their job and of being a part of the Lowe's team. We would like to extend our thanks to Lowe's for their progressive employment opportunities.

### MACY'S



Kimberly Bechtel, Richard Livingston and Michele Cooper support Michael Griffith (second from left).

For the past eight years Macy's, at College Mall in Bloomington, has influenced the life of Michael Griffith. Michael began his career with L.S. Ayres in 2001; management worked closely with him and Stone Belt to implement a structured schedule to enhance his abilities in performing required duties. In 2006, L.S. Ayres was purchased by Macy's. This transition went smoothly. Macy's management team recognized that Michael was a valuable employee; he is responsible, efficient, and dedicated to his work. The support Macy's provides is why Michael is the longest employed member of the Housekeeping Department. In this time of downsizing, Macy's provides continuous job opportunities for the community. They value a diversified work force and go beyond the normal guidelines in supporting individuals with disabilities. Macy's continues to create an environment that allows for growth and advancement.

### IRON PIT GYM



Shawn King, Custodian; Doug Ballard, co-owner; Rita Eggeman, Office Assistant; Matt Andrews, co-owner.

Matt Andrews and Doug Ballard, who co-own and operate the Iron Pit Gym in Bloomington, may not be aware of the daily impact they have on their employees, Shawn King (Custodian) and Rita Eggeman (Office Assistant). They arrive every morning to joyfully greet Shawn, unlock the door, and start him on his day. At work Shawn has a routine that is not only filled with tasks that specifically fit his interests, but also that provide a healthy challenge so that he enjoys his work and finds pride when he accomplishes something new. Rita acts as a personal assistant, keeping the office organized and preventing the large desk from becoming a sea of paperwork. In addition to being a great workplace, the Iron Pit also contains an amazing social atmosphere. Both Shawn and Rita have made many friends and formed some lasting relationships.

### BLOOMINGTON HOSPITAL



Amy Dillman, Cafeteria Supervisor; Carlos Mason, Tray Line Associate; Jessica Chandler, Tray Line Supervisor.

Positive, Caring, Patient, Reliable and Flexible — all words that describe a good employer. When an employer possesses these qualities they create a wonderful working culture for their employees; and having good employees creates a productive environment. Bloomington Hospital's Food Service Department is a prime example of this. Carlos Mason has been employed with Bloomington Hospital since 2000. This setting has allowed him growth opportunities, structure and the support he needs to be successful on the job. Amy Dillman, Carlos' supervisor, has been an advocate for him at work and in other areas of his life. She has gone beyond her role as supervisor to support Carlos and to ensure progress in his job. Other staff members have been supportive of Carlos' transition times of his life when he has relied on his co-workers as his support system; they have shown a commitment that has been without fail.

# Business Recognition Awards

*Stone Belt honored 10 Bloomington employers at its annual Business Recognition Award Ceremony on March 3 at the Bloomington Convention Center. The awards were presented in conjunction with Disabilities Awareness Month to recognize outstanding contributions in promoting employment opportunities for persons with disabilities. Businesses were chosen after a selection process in which staff members nominated employers they felt excelled in providing employment opportunities and support to employees with disabilities. Nominations were then screened by a selection committee who choose the recipients. The narratives seen here were written by Employment Services staff members that support these clients. Read on to meet this year's winners.*

*Written By Mark Summitt, Stone Belt Client & IU Credit Union Employee*  
During a recent remodeling project, my safety and comfort level was of utmost importance. My co-workers explained things and physically helped me throughout the day. They also encouraged me to take time off to alleviate job stress, especially when the "mess" was in my path. I work with a great group of caring people who always include me in activities and keep me informed. They have also supported my independence by teaching me security key codes so I can enter the workplace independently. My co-workers also made special shelving for my shredding supplies and — to help me feel at home — they supplied me with a fan and radio. This year is my 10<sup>th</sup> anniversary and I still love working at the IU Credit Union. I have a great job and wonderful colleagues.

Jennifer May, Joni Brown & Malinda Knowlton surround fellow employee, Mark Summitt, Shredder Operator.



### IU CREDIT UNION

For 11-years, TIS College Bookstore has been a wonderful example of a community business that has a great influence on the community itself. Servicing customers that are students at IU, TIS is able to raise awareness of the benefits of having a diversified workplace. Since 1997, Betsy Higgins has been employed as a Front End Clerk, collecting students' bags and stamping books to be returned. Betsy is also responsible for delivering mail. Melanie Griffith and Cindy Westfall have been excellent advocates and supervisors, training Betsy on new duties and ensuring that she is successful in her job. They are also always available to assist with extra training and accommodations to support her. We thank TIS for their outstanding support of their employees and their added effort of promoting meaningful employment for persons with disabilities.

Cindy Westfall and Melanie Griffith flank Front End Clerk Betsy Higgins.



### TIS BOOKSTORE

Brianna Gooch's career dreams came true two years ago when she walked through the doors of Children's Village Child Development & Education Center and was offered a job. Brianna has always received recognition for her quality of work and feels appreciated. From the beginning, her co-workers have been very accommodating to ensure her success. She has received "Employee of the Month" several times, and she regularly finds gift certificates and notes in her mailbox from her supervisors. Children's Village has also provided Brianna opportunities for further training on the job. She has participated in a series of in-house trainings as well as at Ivy Tech. Stone Belt recognizes Children's Village for their remarkable contribution to the community in caring for our young children and in giving Brianna Gooch the opportunity to play a vital role in such greatness.

Elizabeth Chupp, Assistant Director & Brianna Gooch, Teacher's Assistant.



### CHILDREN'S VILLAGE

Upland Brewing Company has worked with Stone Belt since June 2007 when they hired Nick Warrick. Upland quickly noticed his potential and rewarded him with increased hours and pay. Nick is now a full-time employee with benefits. Upland deserves recognition for their devotion to the professional development of their staff; they have provided an environment for Nick that allows him to contribute as an employee and a co-worker. Nick fits in well socially, and the small team knows each other well. His inclusion as an equal part of the Upland team means that he is also held to the same standards as other employees. The supportive environment at Upland is an excellent example of the way that Supported Employment can thrive in an organization that is dedicated and informed about hiring employees with disabilities.

Doug Dayhoff, President; Nick Warrick, Packaging Assistant; Mike Lahti, Cellarman



### UPLAND BREWING COMPANY

Walmart supports several individuals with disabilities (including Bobby Fiscus, Lawn & Garden Associate and Billy Setser, Courtesy Cart Associate) in a range of successful positions at their Bloomington store. By providing a diverse workplace and hands-on training programs, this large company has provided the chance for employees to be successful in their jobs. From the first orientation day to the employee's last day on the sales floor, the personnel department is available to assist with forms, computer-based learning and scheduling needs. Taking a key interest in his employees, Store Manager Scott Guffey has ensured that all are given opportunities and tools to be successful. When employees have had a need for an accommodation, the store manager has been a strong advocate by communicating directly with managers to make that possible.

Cara Perrian; Jason Thacker; Bobby Fiscus; Tammy Christy; Billy Setser; Scott Guffey.



### WALMART

# legislative Indiana Legislature ends session

The rumors proved true: Indiana State Legislators are facing a special session to finish work on the state's 2-year budget bill that will take effect on July 1st.

The Arc of Indiana is continuing to talk with legislators about the importance of items that have an impact on people with disabilities. Funding for the Indiana Guardianship Project and the State-Wide Self Advocacy Program were part of the budget that failed to pass the House the last night of session.

Despite this, there were numerous other bills passed this session that are positive for people with disabilities and their families.

• **HB 1028 — Self-Directed In-Home Care Study:** Requires agencies on aging to study and report certain information concerning self-directed in-home care to the Division of Aging to improve the delivery of care.

• **HB 1049 — Change the name of the MRDD Commission:** Removed the terminology "mental retardation" from the name of the commission. The commission is renamed the Commission on Developmental Disabilities.

• **HB 131 — Hearing Aid Assistance:** Establishes a hearing aid assistance fund and assistance program to be administered by the Department of Health to assist certain children with purchasing hearing aids and to create a refurbishing program.

• **HB 1376 — Licensing Automotive Mobility Dealers:** Provides that automobile dealers must be licensed with the state in order to sell, service or install adapted vehicles.

• **HB 1419 — Student Discipline:** Requires schools to develop an evidence-based plan for improving behavior and discipline in schools. Incorporates a graduated system of discipline which includes actions in lieu of suspension or expulsion.

• **HB 1455 — Autism Training:** Adds autism to the training curriculum that firefighters and law enforcement personnel receive. Requires the Department of Education to create and distribute to school corporations, for non-certified employees, a document that explains autism including behavior that students with autism may exhibit.

• **HB 1572 — Medicaid Studies:** Includes numerous provisions regarding Medicaid. The bill was amended to address many of the issues regarding the Medicaid Modernization/Privatization Project. The Select Joint Commission on Medicaid Oversight will receive detailed information on the further implementation of the project.

• **HB 1603 — Service Animals:** Provides a person with a physical and mental disability, accompanied by a service dog, be allowed in any public accommodation without an extra charge, expands the definition of public accommodation to include various educational settings and provides that an employer must allow an employee with a disability to keep a guide dog with the employee at all times.

• **SB 57 — Sign Language Interpreters in Schools:** Requires the advisory board of the Department of Education to adopt rules setting standards for sign language interpreters working in an educational setting.

• **SB 301 — Medicaid Transfer of Assets and Trusts:** Beginning 10/1/09, the Office of Medicaid Policy and Planning, in determining eligibility, may not consider a total of \$1,200 per year in contributions by an individual to a family member or nonprofit organization as an improper transfer and may disregard certain contributions. Also a trustee may not distribute trust property, except for taxes, to any person entitled to a payment from the trust until the state has been fully reimbursed for rendered assistance.

• **SB 304 — Communication of Medicaid Notices & Bulletins:** Specifies that a notice from the office of Medicaid or a contractor of the office may be communicated instead of mailed to a party affected. Requires written notice to be provided within a specified time frame.

• **SB 438 — Self-Directed Care:** Adds self-directed care as an available service under the CHOICE and Waiver programs. Also requires certain Medicaid funds to follow a recipient transferring from institutional care to Medicaid home and community-based care.

• **HB 1136 — Testing of Special Education Students:** Allows a student with a disability to participate in: (1) the ISTEP test; or (2) an alternate assessment approved by the state board and as determined by the student's case conference committee. Provides that the case conference committee may determine that the student is eligible to graduate if the student:

(1) passes an appropriate alternative assessment approved by the state board; (2) maintains at least a 95% attendance rate; (3) maintains a "C" average and (4) satisfies all other nonacademic graduation requirements. This bill passed the House but did not receive a committee hearing in the Senate.

• **HB 1447 — Taxation Matters:** Contains the language from SB 388, pertaining to the local funding community mental health centers and community developmental disability centers receive to help deliver services to people. This bill had some late errors that caused it to not be able to be called down on the last night of session. Representatives are working to make sure this language gets addressed.

• **SB 14 — Accessibility of Satellite Voting Locations:** Requires that all locations where a voter is entitled to cast an absentee ballot before Election Day meet the same accessibility requirements that apply to a polling place. Unfortunately this bill did not have a conference committee and therefore died. Fortunately, there are no elections this fall and this bill can be taken up next session.



# The Awards for Excellence

Five employees who have made outstanding contributions to Stone Belt in five categories were honored at the second annual Awards for Excellence luncheon, March 25, at Chapman's in Bloomington.

"It's the work of our dedicated employees that gives Stone Belt the success it has today," said CEO Leslie Green. "It is a pleasure to recognize some of our truly outstanding employees with these awards."

Award recipients were chosen through an internal nomination process by Stone Belt employees and board members. A team consisting of CEO Leslie Green, Stone Belt Human Resources Director Brad Galin and Board President Beth Gazley and Board Vice President Margaret Gilbride determined the winners.

Recipients received a \$1,000 award, a leather portfolio and were assigned as a "reverse" mentor to a member of the Executive Team for one year. Their purpose as a mentor will be to provide ongoing insight to the executives on the employees perspective, the quality of services and opportunities for organizational improvement.

This program was funded through Stone Belt's development department. Board member Ed Otting and his wife Mary Lou issued a challenge grant to raise funds for the program. To date this has been matched by donors Betty Underwood and the IU Evans Scholars.

For more information on donating to the Awards for Excellence program contact Development Director, Amy Jackson, at 812-332-2168, ext. 314 / [ajackson@stonebelt.org](mailto:ajackson@stonebelt.org).



**BILL MARSH**  
RESOURCE EFFICIENCY

Always an outstanding Direct Support Professional, Bill is one of the main pillars of support for the Miller Group Home. The influence that Bill has on this agency extends into many areas. Bill's supervisor describes him as one of the very best staff that Stone Belt has and we cannot find anyone to disagree with that assessment. His position as a Food Management Purchasing Specialist places a great deal of responsibility for the home for shopping and planning meals, while conforming to menu and nutritional requirements. His 11 years of Stone Belt experience have also made him a great resource to find mistakes in budgets, balancing client finances, and knowing where to find resources to help fellow employees or those he serves. During this last year, Bill took over the duties of the group home manager while she was out for an extended medical leave. This time allowed Bill to train a new Day Aide for the home as well as numerous other DSPs. Stone Belt and the residents of Miller are fortunate to have Bill.



**FRANCES THAYER**  
QUALITY OF SERVICE

Frances' work at Stone Belt primarily revolves around one particular client. The list of their accomplishments is great. Frances has assisted this young man in gaining independence by reducing reliance on staff transportation and increasing use of Bloomington Transit. She has also helped him develop a fitness routine at the YMCA, which has lead to new friendships. Frances also continues to facilitate other social activities like lunch downtown with a friend from high school every Tuesday, drum lessons, and happy hour with his Diet Coke every Thursday at Kilroy's. Frances has also demonstrated great teamwork with other staff members who she has worked with to combine trips to maximize efficiency and increase learning opportunities. She is also active in Stone Belt's volunteer efforts on the food route, guiding clients in the packaging and delivery of food. Frances always seeks new ways to increase the quality of life that Stone Belt assists others to achieve.



**LORA VANOSDOL**  
POSITIVE CLIENT OUTCOMES

Lora provides excellent service to clients as well as her co-workers in the East region. Her dedication has resulted in enhanced quality of life for many of those we serve. No matter what, the needs of her clients come first; even in the midst of a meeting, she will ensure that if a client comes to her needing something that they have her full attention. One of the traits that makes Lora so successful is her down-to-earth mannerism. She is a supervisor that will dive in and do whatever needs to be done. As a coordinator, Lora has a very challenging caseload to manage. Lora has been successful in managing transitions for Stone Belt clients ensuring great stability and the best possible results in meeting challenges and grasping opportunities. Lora's ability to get to know client's needs and their family's expectations is essential to maximizing success. She puts her heart into every aspect of her job and it shows, as we celebrate many positive client outcomes.



**MELISSA ROEMER**  
COMMUNITY OUTREACH

Melissa has the innate ability to get along very well with everyone. Those she has worked with have a deep respect for her kind and caring demeanor, loyalty, dedication, and professionalism. Despite the fact that Melissa has been at her job for a relatively short time period, she has created new partnerships with many employers in the community and has continued to extend Stone Belt's partnerships with existing employers, such as Walmart and JoAnn Fabrics. One of the main things that sticks out that truly reflects upon Melissa being so deserving of this recognition is her mission to educate employers about the importance of diversifying their work-force and hiring individuals with disabilities, while also understanding the urgency of accommodations to help individuals be successful in the work-force while meeting employer needs and work expectations at the same time. She seeks and has shown that she can find "win-win" arrangements for everyone involved.



**PHIL LYONS**  
OPERATIONAL EXCELLENCE

Phil is often the first contact that a client/patient/parent or Direct Service Professional makes with Milestones. Individuals using Milestones' services may be in crisis or may be facing a difficult life situation and Phil has a special way of connecting that helps ease fears. Phil always demonstrates the highest level of customer service to all. His day is filled with many interactions and he always shows respect, kindness, and compassion. He is wildly popular with the children, teens and adults who frequent the office. He greets everyone by name and remarkably remembers to inquire about interests or activities or whatever it is that an individual has shared with him on the previous visit. Many of our smaller clients affectionately call him "Mr. Phil," and a visit to the office is not complete without getting to have a moment to check in with him. There is a gallery of pictures on the wall behind his station to display the many drawings that children have made especially for him. Phil is an integral part of Milestones' services and enhances and magnifies the out-patient experience.



first person

## What Stone Belt Means to our Family

*Remarks given by Edward Otting, at Stone Belt's 50<sup>th</sup> Anniversary Leadership Dinner, at which all current and past board members and agency leaders were recognized. Mr. Otting is a former Stone Belt Board Member, current member of the Development Committee and father to Stone Belt client Angela.*

On this 50<sup>th</sup> Anniversary I want to take a retrospective look back on my family's connection with Stone Belt.

My wife Mary Lou and I welcomed our daughter Angela into our Indianapolis family in 1954. Angela's need for services, programs and development was obvious, but at the time no services were available. A group of parents in the area banded together to start the process of meeting our children's needs.

We formed a new, county-wide organization including all of Indianapolis and Marion County. I was designated as the first president of this association. I served 14 years on that board, including 6 years as president. The group leadership was almost entirely made up of parents. We all invested a lot of sweat equity, and we earned a sense of ownership of both our programs and their challenges.

This organization, today known as Noble of Indiana, served Angela well for over 30 years in their educational and employment programs. Mary Lou and I are thankful for its support.

Eventually, one Noble staff member suggested we develop a "life plan" for Angela. This planning process included Angela, her family, her service providers and her close friends. Angela managed to convince the group that — after living with her parents for 40 years — she was ready for her independence and for freedom to make choices affecting her life. She wanted a life away from her parents, a life with a new direction.

Many members of her planning group suggested Stone Belt as a first-choice option, and we turned to Stone Belt to provide Angela with day services. We had our first meeting with the Stone Belt staff; some of the attendees at that meeting still work for the agency today. Two people from the meeting stand out in my memory: Elbert Johns (Stone Belt's former Executive Director), a devout humanist, who felt those in need should be provided services; and John Dickerson (Executive Director of the Arc of Indiana), who led and continues today to lead a united approach to the state-wide issues affecting those with disabilities.

Mary Lou and I decided to get Angela a home in Bloomington that was independent of a specific service provider. We sought the help of many people, who helped us to establish an independent group home in Bloomington with several other families. This cleared the way for Angela's new life of independence.

After 4 years, Angela's quality of life was improving, but it was clear that our independent group home was not financially sustainable. Mary Lou and I next turned to our friends, Mary Ann and Tim Hines (long-time Stone Belt parents, supporters and board members). Soon we were all discussing the group home options available to Angela in Bloomington. Stone Belt had group homes, but a waiting list, as well. How were we to proceed? Where was Angela going to live if she was to continue to receive Stone Belt education and employment supports?

It all became clear when we met Marcella Padgett — a friend, straight-talker, educator, and Stone Belt social worker. Through Marcella,

Angela was invited for a "tryout weekend" at the Miller Home. Angela thought she was a visitor and behaved like one. This turned out to be the wrong move — her potential housemates wanted to see how she would participate as a roommate, not as a guest! Mary Lou and I explained to her the independence she desired would be available to her at this home, but that she would have to prove to her potential fellow roommates that she would contribute to a positive home life. She had another tryout, and *this* time it turned out to be a success.

Marcella coached us through the process of what we, as parents, needed to do to get Angela eligible for a Stone Belt group home. There were 4 state and federal offices involved. This remains, even today, a complicated process for families. Eventually, after jumping through a number of hoops, Marcella made Angela's Stone Belt placement a reality in 1999. This came as such a relief to our entire family.

Today, after 10 years, Angela is thriving at Miller Home. She is an important part of the home's community; she's also a good employee working at IU and in Stone Belt's manufacturing program. She now experiences independence, a social life, excellent health care and a secure environment. She is a success, and we are very proud of her accomplishments.

As the years have passed, Angela has become increasingly independent, and she makes her wishes and plans very clear. Here is a great example of this independence:

One day I met Angela in the hallway at Stone Belt's 10<sup>th</sup> Street facility in Bloomington. I had not seen her for a couple of weeks. She came down the hall with two of her friends. I knelt down and put out my arms to embrace her; she blew right by me and said, "On Break."

Another example of her independence is demonstrated in her traditional farewell, on the evenings after Mary Lou and I have wine and dined her at Red Lobster (her favorite restaurant). Upon returning to Miller Home after the meal on each of our visits, she soon embraces me with a kiss. This is my signal to leave so she can do her laundry, take a shower and get her lunch ready for the next day. One evening I stayed to visit with Kay Westfall and Bill Marsh, two of Miller Home's dedicated professionals. On this particular evening, Angela checked on me three times, anxious for me to leave. She even interrupted my conversation by asking me, "Going home?" And so I did!

Some might think Angela was being bossy. Not me. She makes her own decisions. She is assertive. I wouldn't have it any other way.

In closing I want to make a couple of points to all of you. First, Angela lives in the Miller *Home*, not the Miller *House*. A home is something you can embrace and it can return your embrace. The Miller Home embraces Angela, Martha, Sandy, Marcella, Brad, Richard and Rocky. *Stone Belt* embraces them.

Finally, what is Stone Belt? It is not a set of buildings, a group of buses, a slate of programs, or a collection of things. WE are Stone Belt! Stone Belt is our clients, staff, families, volunteers and community members — anyone and everyone who is touched by this agency and its mission. All of us are the glue and grease making up its heart. We are strong, we are well-managed, and we do the right things for the right reasons. And as a result, we are preparing many individuals to be meaningful contributors to our community.



## Stone Belt

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**Carolyn Abbitt**

*A flower image taken during a trip to the IU Greenhouse.*



**Stephen Rock**

*Photographed during a trip to the Daisy Garton House.*



**Brian Fiscus**

*Daisy Garton House photographed during a trip.*



**Carolyn Abbitt**

*A plant image taken during a trip to the IU Greenhouse.*



**Teddy Parke**

*Awning of North entrance to Stone Belt 10th Street.*



**Alva Stinson**

*Skull found during a trip to the Daisy Garton House.*



**Teddy Parke**

*Roof of the Daisy Garton House barn.*



**Betsy Higgins**

*Portrait of George Kirles taken during Stone Belt party.*



**Doug Davis**

*Portrait of Marcella Eller taken during Stone Belt party.*



**Angie Ehlers**

*Portrait of Terry Simpson taken at Stone Belt 10th Street.*



**Richard Laraway**

*Portrait of Brian Fiscus taken at the Daisy Garton House.*

## Freeze Frame

*Stone Belt was recently awarded two grants for use in creation of an Artist-in-Residence program. Here, Photography Class students display images taken during the 10-week class. The class provided 10 clients with an education in photography by specialist Pat McManus.*