

Stone Belt held its annual Fun Day event July 24 featuring a luncheon with the ladies of Kappa Kappa Sigma and dancing with the guys from Push America.



## events

# FUN DAY

Just before noon on July 24, clients and staff gathered in the cafeteria for sloppy joes, baked beans, chips and candy bars generously provided by the ladies of Kappa Kappa Sigma for Stone Belt's Fun Day. The annual event brings clients, staff and family members together for lunch, face painting, dancing and more.

The Kappa Kappa Sigma sorority has been involved with Stone Belt for decades. Each year several women visit Stone Belt to provide and serve lunch to clients and staff. This year's event also coincided with Push America's Journey of Hope Trans America team's ride across the country. Members of Pi Kappa Phi fraternity cycled from Seattle to Washington D.C. to raise money and awareness for people with developmental disabilities. Stone Belt was one stop on their 70 city journey, and we welcomed more than 20 riders on Fun Day.

The cyclists rode up the Stone Belt drive as clients and staff cheered and held signs giving them a warm welcome. The riders lined up alongside their bikes, shook hands and high-fived clients as they introduced themselves. After several minutes, everyone headed indoors for food, dancing and bingo. The riders made their way to the gym where each introduced himself, his university and intended major. Afterward, the organization presented Stone Belt with a check for \$880 for use in our community employment program to help clients find and retain jobs.





from the CEO

# Changes bring opportunity to grow

One of the highlights of our year has been working with a group of 20 visiting European students who are part of Indiana University's Global Social Entrepreneurship Institute (see pages 4 - 5 for article). During one meeting with the students, a young man from Ireland asked me how, over my 34-year career with Stone Belt, I had kept from becoming bored or burned out. Without hesitation, I began to list for him all the reasons I have continually felt excited and renewed by our work.

The 80's brought a great change in the philosophies and approaches to supporting people with disabilities. Rather than creating "centers" for services, we started finding ways to help students and clients move into the mainstream. The beginning of our supported employment program and a new focus on community-based education and lifelong learning programs are but two examples. In the late 80's and 90's there was a great push for more community-based residential programs, beginning with new group homes that helped hundreds of people move out of large institutions. Supported living arrangements later came to be the most client-directed model and eventually the main outcome for those receiving Medicaid supports. All of these changes have been very exciting and have empowered people with disabilities to

become more engaged in their home communities and to experience greater quality of life.

More recently self-advocacy movements have grown. We have seen people with disabilities and their families become much more empowered and more engaged with decision makers at all levels. Currently, the state is shifting its priorities to support children and adults still living with their families with the realization that long-term residential supports for everyone may not be a financial reality. We are working to make sure we can meet the needs and desires of these individuals and their families. We have strengths in this area since Stone Belt was created by families, has involved families throughout our existence, and currently has many relationships with families through our Milestones clinic and our adult programs. We also have several new ideas from our European student groups, whom we asked to help us reach out to and design services to meet the needs of these participants. Over the next year, we will continue to build our family-focused programs, particularly for children.

In addition, recent activities include: starting the Milestones clinic to meet mental health needs of people with developmental disabilities; creating one of the premier

art programs for people with disabilities in the region: expanding our services to new communities; increasing our manufacturers capabilities with a facility upgrade that created a 4000 square foot environmentally controlled production space, and becoming a Project SEARCH site, where over the past three years 78 percent of the young adult interns have successfully found employment at the end of their program.

So while many times our work can be challenging due to financial issues or other obstacles, the excitement of the positive changes has far outweighed the struggles. We've used our mission and our principles of service to keep the focus of our activities aligned with our values. Additionally, the support and partnership of all of our constituents is immeasurable. We couldn't do what we do without the network of clients, families, funders, volunteers, donors and community partners. You make our work so enjoyable and interesting and give us more resilience to face future changes, challenges and opportunities. It won't be boring, I assure you.

All the Best,  
*Leslie Green*  
**Leslie Green**, Chief Executive Officer

## stone belt thanks our 2013 corporate sponsors

Stone Belt extends appreciation to all our generous 2013 corporate sponsors. We are grateful for their continued support.

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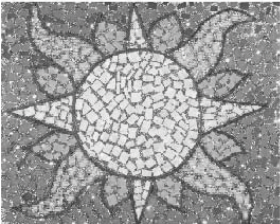
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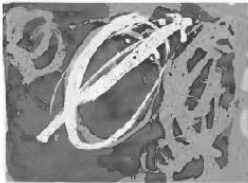
Showcasing the artistry of individuals with developmental disabilities

107 West 9th Street Bloomington, IN  
in the lobby of the Bloomington Playwrights Project

Art Gallery Opening  
and Reception  
Dec. 6, 5–7:30 pm  
HOLIDAY ART SALE  
Dec. 7, 10 am–4 pm



Mon-Fri 10 am-4 pm  
First Fridays, 5-8 pm



www.stonebelt.org/artgallery  
artgallery@stonebelt.org  
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## in brief



Cook Pharmica



IDC - CCLC



Iron Pit Gym



Kroger East



McAllister's Deli



Richland Bean Blossom

### Annual Business Recognition Awards Presented

In March, The Diversity Works Steering Committee, comprised of representatives from Stone Belt, LifeDesigns, Centerstone, Work One and Vocational Rehabilitation, hosted their Annual Business Recognition Event. All nominations came from, and were voted on by, members of the steering committee.

Ten local businesses were selected to receive awards, recognizing them as outstanding in hiring and employing people with disabilities. Daniel Grundmann, director of human resources for the City of Bloomington, led the event and presented awards. Mayor Mark Kruzan read a proclamation during the event.

#### AWARD WINNERS

##### City of Bloomington Animal Care and Control - Laurie Rinquist

For longevity hiring folks since 2005, for hiring from multiple different employment providers and for being wonderful at making accommodations for employees as needed.

##### Richland Bean Blossom - Edgewood High School Cafeteria - Vickie Coffey

For hiring and for their flexibility, moving one employee to two different school jobs before finding the right match at the high school cafeteria.

##### Red Oak Industries - Jeanne Fennel

For really getting to know her employees and going above and beyond to make sure they keep their jobs.

##### Texas Roadhouse - Nick Workman

For being a new employer hiring people, and for being very supportive, even through management changes.

##### Menards

For being a great employer and supportive large corporation.

##### Kroger East - Kyle Corns

For being a wonderful employer, that gives flexible schedules to accommodate transportation needs, and goes above and beyond from top managers to front line staff.

##### Iron Pit Gym - Doug Ballard & Matt Andrews

For being a long term, veteran, small employer who hires from different agencies.

##### Indiana Institute on Disability and Community - Center on Community Living and Careers - Teresa Grossi

For their incredible support, and for restructuring a job to match both their needs, and the client's abilities.

##### McAlister's Deli - Patrick Kelly

For hiring multiple employees and for hiring from more than one agency.

##### Cook Pharmica - Kimberly Helton

For their incredible support of the Project Search Internship Program, and for hiring three people into permanent jobs, two of which are full time with benefits.

### Congratulations to our 2013 Excellence Award Winners

Bree Russo — Quality of Service

Julia Sink — Community Outreach

Ryan Bennett — Resource Efficiency

Lisa Dumond — Operational Excellence

Mark Knowles — Positive Client Outcomes



Bree Russo

### Employment Services Spotlight

**Michelle Calvin** is recent graduate of Project SEARCH in Bloomington. During her internship through the program, Michelle developed many valuable work skills such as creating a resume, learning how to be an efficient and productive employee, and learned about some excellent resources and places where job postings can be found. Michelle is an extremely hardworking, charismatic, and fun person to work with. She would love the opportunity to work as a hostess at a restaurant. An awesome personality like hers would definitely make for a great dining experience!

**Matthew Polley** is a recent graduate of Project SEARCH where he was very successful in all three of his internships, developing skills to become an excellent employee. Matthew is comfortable with electronics and is computer savvy. He built a robot in one of internships! Matthew would like to work 20 hours per week as he continues courses at Ivy Tech. He would be an asset to any organization that's in need of a knowledgeable employee with a pleasant personality.

### Stone Belt Hires New Directors; Creates New Departments

Stone Belt is excited to welcome new Director of Development, Lori Garraghty, and Director of Marketing and Communications, Kim Clements-Johnson, to the Stone Belt family. Previously, Stone Belt's development and marketing efforts made up one department, community engagement, led by one director. In order to make marked gains in fundraising and increase the agency's strategic marketing efforts, the agency decided to hire two new directors to focus exclusively on each area, thus creating two distinct departments. Both directors also joined the executive team. Learn more about them below.



#### Lori Garraghty

Lori Garraghty moved to Indiana in 1998 for school and fell in love with Bloomington. Lori earned her MPA from IU and now teaches Fund Development at SPEA as an adjunct lecturer. While in Bloomington, she has enjoyed volunteering for numerous organizations across the nonprofit sector. Prior to joining the Stone Belt team, Lori spent five years as United Way's development director. She enjoys traveling and attending baseball games with her husband Preston.



#### Kim Clements-Johnson

Kim Clements-Johnson is a Bloomington native and IU alum who graduated with honors earning a bachelor's degree in journalism. Since graduating, Kim has developed strategic integrated marketing communications for some of the state's largest organizations including The Children's Museum of Indianapolis, OneAmerica Financial Partners and most recently for the Indiana Hospital Association. She enjoys spending time with her family, reading and travelling.

# touchstone

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Stone Belt is a member of: and an affiliate of:

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Touchstone is distributed free of charge to families, friends, businesses and community partners of Stone Belt.

If you would like to receive our newsletter or request it in an accessible format contact Kim Clements-Johnson at 812-332-2168, ext. 273 / klclements@stonebelt.org.



service learning

# Stone Belt partners with Kelley School for GSEI project

The Indiana University Kelley School's Institute for International Business Global Social Entrepreneurship Institute (GSEI), sponsored by the U.S. Department of State, brought 20 European undergraduates to the U.S. for a month-long program focused on social entrepreneurship. The inaugural program kicked off in July as the students flew from countries including Hungary, Sweden, Germany and others, arriving in Indiana to begin an intensive learning program that included a project designed around Stone Belt.

The students arrived at Stone Belt early on July 12 for an immersion into all that Stone Belt is and does. CEO Leslie Green kicked off the morning with an introduction of Stone Belt and the project's scope. The task: develop a strategy for Stone Belt to shift to the family support model.

The State seeks to move clients and families to the family support waiver with the goal of alleviating the years-long waiting list, keeping people in the family home and doing it with less money. The expected influx of people coming off the waiting list will largely be minors and Stone Belt's primary services are geared toward adults with developmental disabilities. Stone Belt's objective is to fill the gap for families and young people by diversifying Stone Belt's programs and services to accommodate them.

The students listened as Maureen Gahan, director of Milestones, reflected on Stone Belt's history and the complicated history of care of those with intellectual and developmental disabilities since the 19th century. CFO Ward Brown followed with an in-depth discussion on Stone Belt's finances and how the organization is funded through Medicaid, donors, services and how those funds are allocated.

Leslie then walked the students through the categories of services: habilitation, employment, behavior management, and respite which is the most difficult to service to provide and one of the most needed in the future.

So the challenge left with the students was to answer these questions:  
**What do families want?**  
**What can Stone Belt provide?**  
**How do we let families know?**

The students broke into five teams, discussed the project, considered questions they had, and took a tour of the building. Over the next two weeks, the students would research, ask questions and prepare their presentations, which they successfully delivered to a group of Stone Belt executives and other staff on July 31 at the Kelley School of Business.

Each team developed creative solutions to Stone Belt's needs, but only one team walked away a winner. The judges debated the merits of each team's content, creativity and overall presentation skills before rating each team on a numbered scale.

The winning team developed an innovative idea for the Agency to develop a for-profit business in Bloomington, client-staffed with proceeds going to fund new programs designed to serve families and clients receiving the family supports waiver. While Stone Belt has no plans to start a side business, the Agency can use several ideas each team presented.

Three days following their presentations, the students flew to Washington D.C. where they presented to the U.S. State Department individual projects designed around an issue in their home country. Shortly after touring the city, each said good-bye and headed home with hopefully new perspectives on people with developmental disabilities, insight into social entrepreneurship principles they'll use in their home countries, and new friends across America and Europe.







The 2014 Stone Belt Board of Directors is pictured above.  
Bottom Row: Nola Bloemendaal, Catherine Gray, Anne Higley, Justin Harrison.  
Middle Row: Elizabeth Davidson, Sarah Baumgart, Vicki Borelli, Natalie Brewington, Doug Wilson, Trish Ierino.  
Top Row: Charles Burch, Phil Meyer, Bill Bartley, Don Hossler, Elizabeth Davidson.  
Not pictured: Jacqueline Hall, Patrick Robbins

## development

# Why do I give to Stone Belt?

by Anne Higley, Stone Belt board member

Gotta give.  
To support and celebrate difference.  
To foster understanding and opportunities.  
To build bridges to communities.  
To encourage the creativity that's already there.

Gotta give.  
To open a world to work, productivity and self-satisfaction.  
To see the joy on paycheck day.  
To help others see ability, not disability.  
To create openings where there once were none.

Gotta give.  
To teach, no matter what the age.  
To make sure there are teachers, no matter where the classroom.  
To let voices and hands and technology sing.  
To ensure that supports are always there when we need them.

Gotta give.  
To help someone discover that one and only other person who believes Squidward should receive an Emmy and an Oscar.  
To build homes of warmth, color, caring, laughter and love, where you can always have hot chocolate—with 7 mini marshmallows.  
To keep bowling night/movie night/pizza night/whatever night on the calendar.  
To be sure the life lived, too often taken for granted, is a life to be celebrated.

Gotta give. Gotta keep on giving.

## training

# Safety training provided to all Stone Belt staff, clients

Stone Belt provides comprehensive and ongoing staff and client training to ensure client safety each day. The agency understands the trust and responsibility it has to each client and works to educate employees and clients on safety through training that emphasizes adherence to Stone Belt policies and procedures. Among the health and safety practices that Stone Belt follows:

- Ongoing training for prevention of abuse and neglect, including reinforcement of the responsibilities of all staff to

monitor and report suspected or witnessed incidents of abuse and neglect

- Frequent announced and unannounced site visits by management staff to all program locations

- Routine building inspections and remediation of safety concerns

- Immediate response and/or investigation by management of untoward incidents

## thank you donors

Stone Belt extends appreciation to all our generous donors from February 1 to June 30, 2013. We are grateful for their continued support. Every effort is made to ensure accuracy of this listing. If you think there has been an omission, please accept our apology and call Lori Garraghty at 812-332-2168, ext. 314 / lgarraghty@stonebelt.org.

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IN KIND GIFTS  
Guerbet LLC; Kappa Kappa Kappa Inc., Alpha Chapter; Indiana University Architect's Office; Paul & Charlotte Zietlow; Stone Belt Shrine Club of Monroe County, Kappa Kappa Sigma Sorority, Iota Chapter.

\* indicates all or part of a donation was made through a United Way contribution

- Regular monitoring of negative trends identified by our incident management system

- Access or provision of the policies related to abuse and neglect prevention for each client and employee with designated staff reviewing safety procedures with clients.

For further reference to these policies, read or listen to the client handbook at [www.stonebelt.org/handbooks](http://www.stonebelt.org/handbooks). Anyone with questions or concerns regarding client safety can contact Mary McKinney at 866-569-9127 ext. 288.

## annual meeting

# Award Recipients Embody Principles of Service

### the ELBERT JOHNS award



NIKKI COFFEY

Presented to a client who has demonstrated commitment to advocating for him/herself or others to receive the support needed for success in life. This award was named to honor the memory of Elbert Johns, Stone Belt's second Executive Director.

Stone Belt's Principles of Service provided a perfect theme for this year's Annual Celebration.

The was held on September 30 at the Bloomington/Monroe County Convention Center. It began with a catered reception, followed by an auditorium-format awards ceremony during which excellence in staff, clients, volunteers and community partners was recognized.

Thank you to all who joined us for this wonderful opportunity for our entire Stone Belt community and our friends to celebrate our achievements throughout the past year.

### the THOMAS MIDDLETON award



HENRY UPPER

Presented to an individual who has demonstrated a high level of compassion, caring, and volunteerism. People selected for this award art truly special. They have donated significant time and talent to Stone Belt and its clients over an extended period.

### the COMMUNITY PARTNER award



STONE BELT SHRINE CLUB

Were it not for the community that embraces our purpose and joins us in promoting our principles, we could not be as successful as we are in supporting individuals with disabilities to fully participate in the life of the community.



COOK INC.

### the COMMUNITY PARTNER award



Were it not for the community that embraces our purpose and joins us in promoting our principles, truly we could not be as successful as we are in supporting individuals with disabilities to fully participate in the life of the community.

### the POSITIVE SUPPORTS award



CATHY BANKS & JT PATTERSON

Supportive words, unspoken encouragement, a cheerleader behind the scenes and an advocate on the front lines. All of these are expressions of positive supports that enable an individual to reach his or her full potential.

### the SELF DETERMINATION award



REBECCA JOHNSON & PAUL SMITH (NOT PICTURED)

Self Determination is an expression of independence, confidence, and a desire to direct one's own life. It is a core principle for Stone Belt, and our belief in it guides all of the important work that we do.

### the EMPOWERED LEARNING award



KELSEY PRICE (NOT PICTURED) & KIM FARQUHAR

We learn in many ways. We become empowered learners when we grow as individuals, and then help others reach their fullest potential.

### the CONTRIBUTIONS award



KIM CRAIG (NOT PICTURED) & VICKI WATHEN

Each one of us has skills, talents, interests, passions and time to contribute to making our community a better place. Stone Belt believes in the power of helping people discover the ways that they can make outstanding contributions.

### the SELF DIRECTED HOME LIFE award



MARK ATCHISON & STAR HUCKLEBERRY (NOT PICTURED)

A happy home – what could be more important at the end of a long day? Home is the place where we each have the opportunity to take control; to create a space that brings us joy, comfort, and security.

### the EMPLOYMENT award



PHILIP SMITH & MELANIE HAYS

Employment is a fundamental part of adult life. In our society, our identities are often tied to our careers. We believe that all adults have the right – as well as the skills and talents – to be employed and to help build the economy.

### the QUALITY OF LIFE award



BRANDON KERFOOT & WOODY MCGEE

Although there is not one singular way to evaluate the quality of life someone experiences, it is possible to recognize when quality supports enable others to develop and maintain fulfilling, independent relationships.

### the VOLUNTEER OF THE YEAR award



HALEY SIMMS

Volunteers bring energy, dedication and social opportunities to our clients in ways that truly touch lives. This award is presented to an individual or group that has made outstanding contributions during the previous year.

### the STEVE WARREN HERO award

Presented to a Stone Belt employee or client who took truly heroic actions that saved somebody's life. It was named in honor of Steve Warren, a Stone Belt staff member who was responsible for a very expedient decision that ultimately saved a client's life.

STEVEN GAMBLER (NOT PICTURED)

# touchstone

fall 2013

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



Longtime Stone Belt board member and disability advocate Henry Upper was honored with the prestigious Thomas Middleton Award at Stone Belt's Annual Meeting on September 30. Here he is joined (left to right) by his wife Cécilia, Stone Belt CEO Leslie Green, and Stone Belt Board President Trish Ierino. To learn more about the event and for a complete list of winners see [Page 7](#).

**Why I work at Stone Belt,  
and why you should too!**

**"Stone Belt empowered me to  
become my best self - giving  
me the trust and autonomy to  
achieve more every day."**

**Adam H., 5 years**

**Want to make a significant difference in someone's life?**

**Come work for us!**

Check out our job opportunities at [www.stonebelt.org/workingforus](http://www.stonebelt.org/workingforus)  
For more information, email us at [hireme@stonebelt.org](mailto:hireme@stonebelt.org).

## **Fun Day**

Annual Events showcase community partners. **page 1**

## **Stone Belt Partners with IU's Kelley School**

Learn about the International Business GSEI Institute. **pages 4-5**

## **Columbus Celebrates**

East Region headquarters hosts Open House event. **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.