



Annual Report Fiscal Year 2021

Leadership Report

Throughout the majority of fiscal year 2021, we continued quarantining, embracing technology, and maintaining connections. Although it was a year like no other, we were still able to provide services and managed to keep everyone healthy and safe.

We learned how truly essential our workforce is to the community. Our Employee Services program worked diligently to keep employees working in restaurants, grocery stores and other businesses throughout the community. Our Manufacturing program continued to meet production goals even with new protocols in place. The Lifelong Learning program quickly figured out ways to remain connected using Facebook Live to broadcast favorite activities like Bingo to those unable to join in person. Milestones incorporated Zoom meetings to continue providing behavioral programs to clients and sought out creative activities to keep quarantined individuals entertained

Highlights included the 2020 Annual Awards celebration held in October at the Starlite Drive-In. It was the first-time since Stone Belt closed its facilities earlier in the year that we got together in a safe manner—socially distanced and in separate vehicles—watching the accomplishments of clients and staff shown on the movie screen.

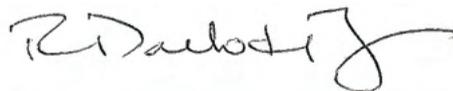
Another significant achievement was establishing vaccine clinics to ensure those individuals supported by Stone Belt could receive a vaccination. In March and April, Milestones nursing staff along with volunteers from Indiana University's Medical Department innoculated more than 200 individuals. In June, Lifelong Learning programs reopened in Bloomington, Bedford, and Columbus, thanks to the herculean effort to get staff and those we support vaccinated.

We continue to embrace our mission to prepare, empower, and support individuals with developmental disabilities, their families, and our communities and can't wait to see you at an upcoming Stone Belt event.

Sincerely,



Leslie Green, CEO
Stone Belt, Inc.



Dan Lodge-Rigal, President
Board of Directors



Direct Support Professionals wage increase

Throughout the 2021 Legislative session, Stone Belt, The Arc of Indiana, and others advocated strongly for a Direct Support Professional (DSP) wage increase in recognition of the invaluable support they provide to Hoosiers with intellectual and developmental disabilities (IDD) and their families.

Thanks to a DSP...



- Mikaela is pursuing her artistic passions
- Mikaela is thriving in a group home environment
- Mikaela is reaching her goal of independence

Mikaela is an advocate!

Nearly 18,000 DSPs in Indiana provide critical supports to people with IDD. Reimbursement rates have not allowed providers to pay DSPs a competitive, livable wage for many years, leading to widespread, ongoing problems in recruiting and retaining quality staff.

Too often, DSPs are forced out of their jobs due to the poor compensation they receive for a very taxing position. Providers have great difficulty finding qualified candidates with the heart to go

the extra mile for those they serve to make them feel cared for, important, and worthy.

The Stone Belt community was encouraged to share personal stories about the important role a DSP plays in the lives of those we serve. Stone Belt's advocacy team responded to this call by creating a public relations campaign featuring individuals making a difference in their community.

Thanks to the tremendous effort of the Stone Belt community and others throughout Indiana, a bill was passed to increase the average DSP wage to \$15 per hour in 2021. This was a big win for Stone Belt employees and the people we support!

In June, Indiana State Senator Eric Koch along with State Representatives Peggy Mayfield and Matt Pierce joined The Arc of Indiana's Public Policy Director Hannah Carlock for a presentation of the Hoosier Direct Support Professional Legislative Proclamation to Stone Belt's Chief Executive Officer Leslie Green. The proclamation, a concurrent resolution passed by both the House of

Representatives and the Senate, thanked Hoosier DSPs for the important work they do on behalf of Hoosiers with IDD.

Thanks to everyone who advocated along with Stone Belt and The Arc of Indiana to support the historic increase in wages for our DSPs.



Shots 4 Stone Belt

In January, thanks in part to Indiana's Family and Social Services Administration (FSSA), Stone Belt was offered the opportunity to host COVID vaccine clinics in Bloomington, Bedford, and Columbus. With guidance from the FSSA, Stone Belt procured refrigerators, medical supplies, and vaccines. In an extremely short amount of time, the clinics were up and running.

In March, Stone Belt began administering vaccinations at its facilities and in group homes throughout Bloomington, Bedford, and Columbus. By the end of April, COVID vaccinations had been administered to more than 200 individuals. The clinic was also made available to LIFE Designs so they could vaccinate those receiving their services.

Getting the clinic set up and staffed in such a short amount of time was a team effort. Stone Belt nurses, Lifelong Learning coordinators, members of the records and maintenance departments along with a team of volunteers from Indiana University's School of Medicine's undergraduate and

graduate programs rose to the challenge, making sure everyone who wanted a vaccination was able to receive one.

"I'm proud of the way Stone Belt has responded to one of the biggest challenges in our 62 year history."
—Leslie Green, CEO



When the clinic was open, it was buzzing with excitement. Every single person scheduled to receive a vaccination showed up. And for the most part, they were happy to get vaccinated. Cheered on by the nursing staff, Stone Belt clients, despite being apprehensive about getting a shot in the arm, faced their fears and got vaccinated. Everyone understood the vaccinations were necessary for things to get back to normal.



We Are Essential

Stone Belt believes employment is an essential part of adult life. And in the last year, the rest of the world began to see how essential we are to those individuals and families we serve as well as the important role we play in keeping our communities and our economy moving, especially during the pandemic.

In July, Stone Belt's Manufacturing services produced a record number of items for Cook Medical in Bloomington while adhering to strict COVID-19 safety protocols. In fact, the medical pieces they produced were instrumental in helping doctors fight the coronavirus in hospitals throughout the world.

Stone Belt's Employee Services program helped several individuals continue working throughout the pandemic. These workers were on the front lines keeping grocery stores, pharmaceutical companies, restaurants, and other businesses opened in Bedford, Bloomington, and Columbus.

In October, Stone Belt and LIFE Designs hosted their annual career workshop for individuals with intellectual and developmental disabilities, Job-A-Palooza via Zoom. The workshops allowed businesses and employees to meet together virtually. They also included videos capturing the work tasks needed by the participating businesses allowing participants to gauge their interest in the job. Employers were then available for a discussion and or interview regarding employment qualifications and related questions about their business.

Throughout 2021, Stone Belt continued to implement *Employment First* (Indiana's statewide employment initiative) strategies throughout the organization.



Meet Our Donors

Cornerstone Society \$10,000 - \$24,999

Jonathan, Carol-Anne & Don Hossler, Lilly Endowment, Smithville Charitable Foundation

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Friend \$1 - \$99

Malcolm Abrams, Ron & Sheryl Barnes, Doug Bauder & Martin Siegel, Catherine Beeker, Carol Bentley, Shirley Boardman, Russell

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- Nancy Poole in honor of Henry & Celicia Upper
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In-Kind

Mary Kate Bristow, Diana Costello, Pat Currie, IHOP, Joe & Meridee Lamantia, Andrew Lambert, MSP Aviation, Olive Leaf, Ron & Deb Smith, Cheryl Thompson, Janine Wagner, World Arts, Inc.

In Memory

- Tim & Jaime Bliven in memory of Jennifer Ball
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- John Clower in memory of Andy Upper
- Ashley Thomasen in memory of Steve Warren
- Neil Yoder in memory of Betty Yoder



Jewel Society

The Jewel Society is an honorary society that recognizes those who have named Stone Belt as a beneficiary in their estate plans. It provides visionary donors with the opportunity to create a lasting legacy in support of individuals with disabilities.

- | | | |
|---------------------------------|----------------------------|----------------------------------|
| • Bill & Mickey Bartley | • Lori & Preston Garraghty | • Rebecca Philippsen & Tim Hines |
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By the Numbers!

Agency Satisfaction

Client Satisfaction 4.46/5
Family/Guardian Satisfaction 4.3/5

Employment Services

Community Employment

110 individuals working in the community
42 placements made in FY 2021
70 different employers

Pre-ETS (Pre-Employment Transition Services)

116 participants

Family Supports

21 families received services

Lifelong Learning Programs

Bedford - 30 participants
Bloomington - 82 participants
Columbus - 33 participants

Manufacturing Services

Bedford - 17 employees
Bloomington - 46 employees

Bedford Manufacturing

Ability One (USA)
78 Tool Belts
Catalent Pharma Solutions (USA)
20,790 Safety Glasses
Constantines Woodworking Supplies (USA)
160 Roto Hinges
Deer Cage Company (USA)
1,118 Deer Cages
Lee Valley Tools (Canada)
6,792 Roto Hinges
Oliver Winery (USA)
634 Box Assembly

Rockler and Hardware Distributors (USA)

5,900 Roto Hinges

Printpack (USA)

387,217 Spool Disassembly

Bloomington Manufacturing

Cook Medical (World Supplier)
5,696,136 medical assembly

Milestones

842 individual clients served

8767 appointments

Behavior Management

269 clients served

Recreation Therapy

106 clients served

Music Therapy

9 clients served

Spiritual Support

Volunteers - 8

Webinar Attendees - 326

Corporate Sponsors

Blue & Co., LLC
CFC Properties, Inc.
Clendening Johnson & Bohrer
Crowder's Healthcare Pharmacy
Hylant
IU Credit Union
Lisa Baker, DDS
Old National Bank
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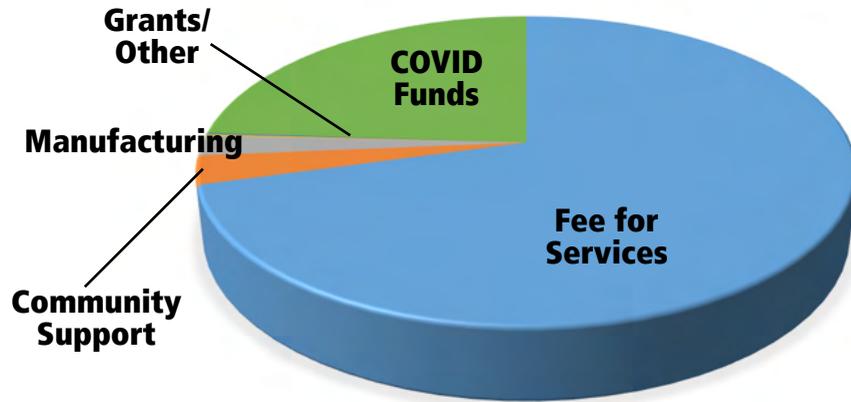


Board of Directors

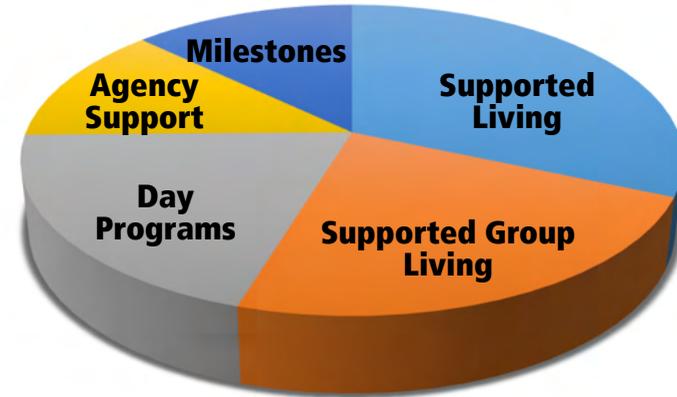
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Fiscal Year 2021 Financial Highlights

Revenue By Source



Program Expenses



Stone Belt received temporary emergency funding in FY 2021 to assist with the financial impact of the COVID-19 pandemic. The funding was used for employee retention and expenses related to the global pandemic.

Revenue By Source

| | |
|--|------------------------|
| Fee for Services | \$19,513,000.00 |
| Community Support | \$825,000.00 |
| Manufacturing | \$581,000.00 |
| Grants | \$37,000.00 |
| Other | \$41,000.00 |
| <i>Federal & State COVID Funds</i> | <i>\$6,619,000.00</i> |
| TOTAL | \$27,616,000.00 |

Program Expenses

| | |
|------------------------|------------------------|
| Supported Living | \$7,138,000.00 |
| Supported Group Living | \$5,233,000.00 |
| Day Programs | \$4,532,000.00 |
| Agency Support | \$2,799,000.00 |
| Milestones | \$2,916,000.00 |
| TOTAL | \$22,618,000.00 |



preparing, empowering and supporting individuals with disabilities

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812.332.2168 | www.stonebelt.org

