



Stone Belt
Annual Report 2016

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 persons with developmental disabilities and their families to participate fully in the life of the community.

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ON THE COVER:

Top Left: Brandon Kerfoot, musician Reggie Harris, Stephanie Weber and Jessica Walker pose after a Lotus World Music and Arts Festival concert for Stone Belt clients.

Bottom Left: Brandon Kerfoot shows off the greenhouse.

Top Right: Shirley Freeman strikes a pose.

Bottom Right: Dennis Oakley and Adrienne Stinson enjoy Monster Jam.



A Letter from our CEO and Board President



Looking at Stone Belt in Fiscal Year 2016 from the 20,000-foot view, things looked pretty good. The vibrancy of the programs was evident with clients remaining involved in jobs, classes, volunteer activities and community living. Programs started to grow as we were able to bring on additional staff. Funding improvements, in part brought about by our advocacy efforts, have enabled us to provide much needed wage enhancements to our dedicated staff. We were actively engaged in a myriad of community partnerships and saw increases in the number of donors and sponsors that support us.

Coming in for a closer view of the year, there are many notable highlights that you will learn about in this report. Once again we presented I AM YOU that showcased the powerful stories of 10 individuals with disabilities. We hosted a forum featuring former Congressman Lee Hamilton and offered "It Matters to Me" to educate clients, families and other advocates about upcoming changes in supports and services for people with disabilities.

Our programs are also growing and excelling. We have expanded our behavior management services, particularly in the Columbus region. Our Employment Program supported 48 people to become employed, while workers in our Manufacturing Program produced almost six million pieces of medical supplies. Twelve individuals now have a new place to call home in our residential programs. The Lifelong Learning program has been in high demand and added a record 38 people to the program, requiring reconfiguration of space and resources.

A closer inspection shows that despite the good news, and there is a lot of it, we need to keep our focus on the direct support professional (DSP) staff shortages. Though we have been able to enhance our starting wages and benefits, our DSPs need better pay. This will continue to be our number one advocacy goal in Fiscal Year 2017 and beyond, if needed.

We thank all of you that offer your talents, supports and contributions to Stone Belt. Collectively we make a world of difference to over 2,400+ individuals that we serve and to our communities at large. Our belief that everyone has a contribution to make couldn't be truer or more relevant than it has been in the last year. We look to the challenges and the inevitable successes of the future with much appreciation.

Best Regards,



A handwritten signature in cursive script, appearing to read "Leslie Green".

Leslie Green
CEO

A handwritten signature in cursive script, appearing to read "Justin Harrison".

Justin Harrison
Board President FY 2016



Self-Determination is Essential

People have the right to self-determination. They must have opportunities and experiences that enable them to exert control in their lives and to advocate on their own behalf. In addition, we emphasize that rights and responsibilities are connected. We teach and provide information for people to make choices, as well as take responsibility for their own decisions.

A Letter from Our Clients

Thank you for all your support throughout the year. We appreciate you.

We at Stone Belt are individually different people. We have a wide range of personalities, stories, interests, goals and abilities. We want to be treated with respect and dignity just like you.

We have the right to make choices about our lives and advocate on our own behalf. We can make decisions about our own lives and the services we receive. We deserve to have a visible, respected and meaningful place in meetings, at conferences and with task forces to ensure issues important to us are discussed.

When you interact and support us at Stone Belt or in the community, we want you to know a few things:

- Listen to us, and if you don't understand, ask us to repeat ourselves. We would rather repeat ourselves than risk being misunderstood. Ask for help if you still don't understand.
- Take time to appreciate that we all have different skills, talents and goals.
- Remember that you can be a role model to us, so pay attention to your tone, volume and body language and notice how they affect us.
- Treat us the way you want to be treated.
- Be patient with us as we gain and retain new skills and information. Offer encouragement for us to make choices for ourselves.

Together, we can learn a lot from each other.





Mary Blake
 Jeffery Laycox Mike
 Susan Knight Britany
 Jody Deckard
 Brandy
 JESSICA
 RHEA
 JAMES MITA
 JIMMY
 PATTY
 RICHIE
 BABBETTE
 HALL
 SHELY
 HACKETT
 SANDRA
 SANDERS
 MINAM
 MICHAEL
 PATTY
 CARL
 JUSTIN
 HAYES



Our Board of Directors

JUSTIN HARRISON, PRESIDENT

Attorney

CATHERINE GRAY, VICE-PRESIDENT

Indiana University School of Education
Family Member

DON HOSSLER, TREASURER/SECRETARY

Indiana University Professor of Educational Leadership
and Policy Studies
Family Member

JANET DECKER

Indiana University Assistant Professor of Educational
Leadership and Policy Studies
Attorney

ANGIE TIMAN

Teacher at Bedford North Lawrence
Lawrence County Representative

DJ MASSON

Kelley School of Business Clinical Professor of Finance
Former Community Volunteer on Finance Committee

CHARLES BURCH

Retired Middle School Teacher and Farmer
Family Member

JACQUELINE HALL

Client Representative
Member of Self Advocates of Monroe County

VICKI BORRELLI

Configuration Management Manager
Former Special Education Teacher

TRISH BUSHEY

Monroe County Prosecutor's Office



DAN LODGE-RIGAL

Partner at Southern Indiana Pathologists, LLP
IU Health Bloomington Hospital

DAVID PRINCE

Kelley Executive Partner

DOUGLAS S. WILSON

Director of Communications and Development,
SCCAP

PATRICK ROBBINS

Retired Business Owner
Lawrence County Representative

TRISH IERINO

Banking Professional
Family Member

ANNE HIGLEY

Communications and Outreach Coordinator
Indiana Institute on Disability and Community
Family Member

ELIZABETH DAVIDSON

Retired Special Education Teacher





John Dickerson gives the keynote address for "It Matters to Me."

Advocacy Matters

This past year, Stone Belt hosted events to inform and educate the public on becoming involved in advocacy.

On October 15, 2015, a public forum gave participants information on making their voices heard in Washington, D.C., especially related to important programs like Social Security Disability and Medicaid, which is the largest provider of healthcare and long-term services and supports for people with disabilities.

The event featured former U.S. Representative Lee Hamilton, who gave a rousing and impassioned appeal to the audience to get involved in advocacy.

"You've got a lot at stake, depending on what the

United States Congress does," Hamilton said. "You've got a wonderful cause to fight for, and you want to let everyone know how important it is to you."

Nicole Jarwic, from The Arc, provided an overview of the potential threats to Medicaid and other programs, and Hal Turner, district office manager for Representative Todd Young's office, gave practical tips on how to get involved and contact legislators.

On April 18, 2016, Stone Belt Board's Advocacy Committee hosted an education and advocacy event called "It Matters to Me," to keep people informed about what is happening on the local and national levels with important issues that affect people

with disabilities, their friends and family, and the community as a whole.

John Dickerson, former executive director of The Arc of Indiana, gave a keynote speech about taking action and advocating for change.

Breakout sessions focused on specific issues, such as employment for people with disabilities and proposed changes to workshop programs, as well as the push for more community-based services.

The event included updates on the ABLA Act and how an ABLA Account helps clients and family members, as well as a discussion on the importance of voting.



Learning Creates Empowerment

Obtaining information and skills gives a person more personal power. All of our services emphasize learning and skill acquisition in areas that are suitable to each person's interests, age and cultural background. We emphasize activities that provide for growth and opportunity and are purposeful to the creation of a fulfilling life.



Crystal Becker and Lonnie Weible perform "Somewhere Over the Rainbow."



Staff Jonas Ehudin and Carmen Levasseur



All I AM YOU presenters are stars!



Tasia Tanier-Gesner shows off her artwork.

I AM YOU

The annual I AM YOU performance gives clients an opportunity to share powerful stories and demonstrate their talents and gifts. This year's show featured 10 of Stone Belt's inspiring clients: Crystal Becker, Ashley Clark, Tasia Tanier-Gesner, Aaron Burch, Lyle Freeman and Michael Ely of Bloomington; Cathy and Kermit Johnson of Bedford; and Jason Harris and Isaac Spears of Columbus.

This I AM YOU featured a series of inspirational client-written vignettes that captured

the scope of human condition through self-determination, love, friendship, loss, hopes and dreams. The performances were unique because clients chose to share their stories with the flare of theatrical vignettes using musical and acting techniques.

"I AM YOU is one of the most significant ways that Stone Belt has found to empower clients to show the community who they are and what they believe," said Leslie Green, CEO.



Non-Stop: "I plan to keep going and to find other ways to help people."

My name is Jason Harris, and when I was in second grade, I was very social and talkative. I would follow my teacher around and talk to her all the time. I really like to talk with people. Anyway, my endless energy caused my teacher to give me a nickname: Non-Stop.

One way I'm nonstop is that I've always worked hard.

Beginning in 1998, I worked at Walter Lawson's Children's Home in Love's Park, Illinois, which housed about 80 kids with multiple disabilities, many of whom used wheelchairs and were nonverbal. My job was to help kids get on and off the bus, and also to fold laundry.

When the attacks happened on 9/11, no one knew what was going on. I was nervous, but I focused on helping the kids get on the bus and go to school, just like it was a regular day. We decided to go about our day and hope for the best.

My next job was at Homebridge Center in Belvedere, where I really improved my laundry skills by learning how to time the washers and dryers so they finished

their cycles at the right time. I was also in charge of the fuse box, which was a first for me. I liked the job because it was fun and not too hard, and all the staff were nice to me. That was my last job in Illinois before I moved to Indiana in 2008.

And then I got the biggest scare of my life: a cancer diagnosis. Even though we caught it when it was still in Stage One, it made me very afraid. Luckily, I was able to get by without radiation, chemotherapy or a long hospital stay. This experience made me realize that you never know when your time will be up, and I was grateful to have a second chance.

So after that brief pause, I came to Stone Belt and got back to being non-stop. Since moving into Simpson House, I've learned a lot of skills. I work at the Bedford and Bloomington workshops, and also hold down a part-time job in Mitchell, where I clean up the offices and the break room at SteelTech, a welding company. I love that job.

Even before my cancer diagnosis, I've always been interested in volunteering to help people. My first volunteer job



Jason Harris

was with a nonprofit that advocates for people with disabilities, where I did office work. Later, when I was a board member, I noticed that money was disappearing from the budget. I told a fellow board member and together we presented the information to the board. It turned out that the fiscal manager was stealing from the agency. I was angry and felt betrayed.

In 2009, I first learned about the Indiana Association for People Supporting Employment, or IN-APSE, through my friend India Anderson. I was so impressed with IN-APSE that I became

a board member and have been one ever since. At board meetings, we plan outreach projects, discuss issues related to employment for people with disabilities and engage our politicians in talks about funding.

I'm also a member of Stone Belt's Human Rights Committee. We meet every month to review behavior plans, restrictions and other safety issues for group homes and supported living sites. If the Human Rights Committee didn't exist and restrictions and behavior plans were just put in place without review, client's rights could be violated. I feel like I'm doing an important service for all the other clients.

I'd like to be remembered as a person who helped people. As I look back, I see that I've helped people with employment, made sure people have clean surroundings and clothing, gotten kids with disabilities the help they needed and made sure my fellow clients are treated with respect. I plan to keep going and to find other ways to help people.

My name is Jason Harris, and I am Non-Stop.



All People Have Contributions to Make

Each person has unique capacities, gifts and talents. It is the aim of our services to further develop these assets in each person served and employed. We strive to provide opportunities for self-advancement, as well as to enhance each person's capacities to contribute to the greater good of the community.



Columbus Buddy Walk



Tasier Tanier-Gesner & Dr. Jami Bales



Headstart Tour



Hand in Hand Food Collection



United Way Day of Caring – Bartholomew County



Be a Hero for Zero - Meadows Suicide Prevention 5K

Agency honors five as top employees

Five outstanding employees were honored this past spring with Awards for Excellence. At the ceremony, CEO Leslie Green explained that Georgia Emmert, Michael Douglas, Katie Sichtung, Louise Helm and Sara Sonheim were considered to be the top 1 percent of employees at Stone Belt.

"These five people, out of 500 employees, have demonstrated exceptional qualities of professionalism, ambition and reliability in each of their respective fields," she said.

Georgia Emmert

Emmert has been a direct support professional for 17 years. She daily provides professional and expert support for clients to build lives within their community. She also exhibits a slow and steady approach to achieving the next steps and goals for the individuals she supports. She celebrates these milestones, always focusing on their efforts, not her own. She is humble and positive and gives thoughtful attention to her clients' needs.

Michael Douglas

Douglas works as a day aide in one of the Bloomington group homes that has faced challenges in the past year. His perseverance and positive attitude help



Georgia Emmert, Michael Douglas, Katie Sichtung, Louise Helm and Sara Sonheim

clients set and achieve new goals. He works day in and day out to make sure the clients in this house are taken care of. They are always prepared and ready for the day with him around.

Douglas is often seen laughing and joking while on the job. He takes important tasks and makes them fun, which improves the clients' attitudes toward necessary activities. He is reliable, dedicated, compassionate and more than willing to go the extra mile.

Katie Sichtung

Sichtung is as a skills development clinician in Columbus. She works continuously to increase her clients'

abilities to deal with behavioral issues and become more independent.

Sichtung recognizes the value in taking clients out into the community to work on skills in a public setting to help them adjust to functioning while being surrounded by people. She uses these opportunities to participate in fun activities to fill her clients' lives with purpose. She encourages her clients to be active in the community by providing them with meaningful opportunities.

Louise Helm

Helm began her time at Stone Belt as an employment consultant because she wanted to make a difference.

Everything she does, she does with the client's outcome in mind. She assists clients in finding jobs in the community and taking steps to reach their goals.

Helm sees the clients she serves as more than just their disability. She sees each one as an individual able to contribute to the community in a positive way. Thanks to her willingness to take the extra steps to support her clients, these individuals have more chances for employment. Louise recognizes how important a job is to a person's identity.

Sara Sonheim

Sara Sonheim has been a direct support professional with Stone Belt for over 13 years. She is described as many things: empathetic, reliable and ethical, but most certainly dedicated, which was especially evident when a client went through a medically troubling time. She smoothly navigated the constantly changing medical orders and continually updated the rest of the team on all of the changes.

Sonheim has shown true leadership skills by taking the lead on this client's recovery and coordinating with the team, all while making sure to support her other clients as well. She exhibits dedication and ambition when faced with challenges.

Positive Supports Provide the Best Long-Term Results

When people exhibit behaviors that are challenging, they should have access to supports that are individually designed and positive, help them learn new skills and responsibilities, provide alternatives to challenging behaviors, offer opportunities for choice and social integration and allow for environmental modifications. Stone Belt policies and staff training are aimed at these positive outcomes.



Tonya Vandivier speaks.



Richard Laraway performs for Maureen at the piano.



Ron Dunigan and Dixie Chaney serenade Maureen.



Dennis Oakley escorts her.



Marcella Eller crowns her.

Goodbye Maureen...

After more than 30 years at Stone Belt, Milestones director Maureen Gahan retired in Fall 2015. Staff and clients gathered together to honor her and recognize her service to the agency. CEO Leslie Green shared the following words:

“Maureen Gahan dedicated 31 years of her professional life to Stone Belt Arc, Incorporated. During that time, she toiled countless hours to build, perfect and expertly lead programs of excellence. Never one to shy away from hard work, Maureen was instrumental in the creation of one of Indiana’s best group homes in the 1980s and 1990s. As the times changed, Maureen embraced the new paradigm of self-determination and developed the supported living program. Both of these residential services gave individuals with disabilities, many coming from institutions,

the opportunity to create a home and to have meaningful lives. Over the past 15 or more years, Maureen’s driving passion has been the creation of mental health and behavior support services for those with intellectual and developmental disabilities. The creation of Milestones, which was uniquely Maureen’s vision, later embraced by the organization, was an effort of love, dedication and sheer determination. Because of her vision, today thousands of individuals and families are given the opportunity to overcome mental health challenges and live more productive and happy lives.

“Stone Belt cannot begin to thank Maureen enough for the amazing contributions she has made to the organization, its mission and the people it supports. The agency will continue to be shaped by her enduring legacy.”





Christiana Redman talks with Gary "Gary-o" Taylor.

Program supports staying social

Christiana Redman, a Milestones behavior clinician, recognized unique challenges facing clients who may become depressed or isolated as they grow older. To address this, she established a casual get-together for some clients whose health or aging challenges have prevented them from socializing with peers.

Fridays with Friends is a social drop-in-type group for clients who receive Stone Belt residential services, but whose day services are home-based. The group meets at Stone Belt in Bloomington for an hour on a weekly basis. As a group, six to eight clients enjoy activities and socializing at each meeting. Favorite activities include Bingo and Uno, as well as activities centered around sharing positive memories from the past, which is an element brought to the group by the reminiscence therapy model. Attention is paid to ensure that group activities match the level of need for the clients participating, including accounting for memory loss and other processing concerns.

Reminiscence therapy is a type of therapy often used with older adults to decrease feelings of depression and isolation by talking about positive experiences from the participants' past. While Fridays with Friends is a casual social group, elements of reminiscence therapy are used to encourage conversation and positive reflection among the friends in attendance.

Gary "Gary-o" Taylor, a long-time Stone Belt client and recently retired janitorial employee, has been coming to the group since it first started in July 2015. Gary says that he enjoys playing Uno and seeing his friends. He said he thinks coming to the weekly group helps him keep connected with his Stone Belt community of clients and staff.

Changes at Milestones

The past year saw many changes and expansion of services at Milestones, starting with the retirement of Maureen Gahan and appointment of her successor, James Wiltz, Ph.D.



Jim Wiltz

Wiltz holds master's and doctorate degrees from Ohio State University in clinical and intellectual/developmental disabilities and a bachelor's degree in psychology and German from Indiana University.

With the change in leadership, Stone Belt started expanding the Behavior Support Services Program to reach more people in southern Indiana. Milestones also launched a new partnership with Centerstone, aimed at providing quality skills development services to improve daily functioning.

Home Life Must Be Self-Directed

People should be empowered to live in community housing of their own choosing, which is accessible and affordable. Stone Belt provides flexible services that follow the person in his/her chosen home, including supported living arrangements, group homes or the person's family home. Supports provided by Stone Belt within those settings are arranged around the individuals' wants and needs.



Brian Roedl



Michael Ely



Bobby Pate

A Home of Their Own

In a partnership with Habitat for Humanity of Monroe County, clients Bobby Pate, Brian Roedl and Michael Ely got the keys to their own home during a dedication ceremony in April 2016. The house is wheelchair-friendly, with three bedrooms, a no-step back entry, ramps, two large baths with roll-in showers and 36-inch doors throughout.

Their journey began when Roedl's parents decided to pursue more stable housing for him after five moves in 12 years because of funding changes for adults with disabilities. They shared their concerns with Ely and his mother and decided that home ownership would be the best option for them.

Habitat's mission is to eliminate poverty housing by building simple, decent, affordable homes with qualifying families, selected based on their need for housing, ability to repay the no-interest mortgage and willingness to partner with Habitat by earning 250 hours of their "sweat equity" or volunteer time.

Pate and Roedl worked at the Habitat ReStore to contribute their sweat equity hours, and Ely worked on Habitat's website and built a computer database for the ReStore. Their families also provided sweat equity. The Self-Advocates of Monroe County had a fundraiser to help make this home a reality for the guys.



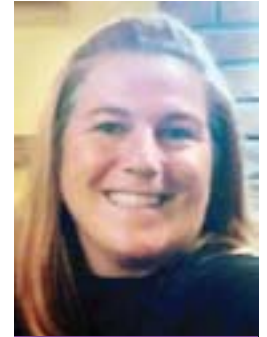


Stone Belt serves 66 individuals in 11 group home settings in Monroe and Lawrence counties. The homes include Blackstone, Bridgwaters, Deckard, Elliott, Festive, Hite, Maxwell, Miller, Simpson, Southern and Wedgewood houses.

New SGL Director

Beginning at the end of February 2016, Carmen Levasseur assumed a new role with Stone Belt's Program Leadership Team – director of Supervised Group Living.

In her new capacity, she is responsible for the development, maintenance and direction of programs serving adults with disabilities in the SGL program, and for the supervision and development of staff in this program area.



Carmen Levasseur

During her tenure at Stone Belt, Levasseur started a therapeutic group at Lifelong Learning called Bouncing Back, where clients learn to increase their resilience through self-expression and group interaction. To help support this group, she spearheaded a partnership with the Indiana Coalition Against Domestic Violence in order to promote social inclusion as a means of preventing violence against people with disabilities.

Employment is a Fundamental Part of Adult Life

Our culture strongly values work, and one's identity is often closely associated with one's career. People with disabilities have the right to rewarding and successful careers that demonstrate their competencies and give them opportunities to be successful in their desired employment. Stone Belt offers a variety of work opportunities and supports, which include assistance moving from school to work, career planning, skill development, job advancement and retirement planning.



Mike McCleery works on the LARC cleaning crew.

Community Employment grows, supports clients seeking jobs

In Fiscal Year 2016, Community Employment placed 48 clients into jobs within the community. With more than 200 people in the program, the job retention is about 4.3 years, meaning once clients achieve successful job placement, they often stay with those jobs.

Community Employment serves people with developmental and learning disabilities, mental health diagnoses and physical limitations. Clients usually receive either supported employment, focusing on clients who need job placement and long-term supports, or placement assistance, only helping clients find jobs and achieve successful placement.

"In theory, our job is to work ourselves out of a job," said Director of Community Employment Bitta DeWees. "My staff certainly has to know how to work with people with disabilities, but they also have to have strong understanding of the business community and their needs. They've got to teach people to be independent."

Each of the three Stone Belt locations has a Community Employment program, with six employment consultants in Bloomington, three in Bedford and one in Columbus, and a coordinator at each site.

An exciting venture for Community Employment is Project SEARCH, an eight-

month program for 18- to 24-year-olds that combines learning soft employment skills with paid and unpaid internship experiences. Students work three jobs and, by the end, have valuable experience to list on their resumes. The main goal of Project SEARCH is permanent employment.

Cook Medical, Ivy Tech and Stone Belt work with Project SEARCH interns – Cook and Stone Belt pay students a wage, while Ivy Tech gives them a free college course when they graduate. About 83 percent of people who finish find permanent employment.

Stone Belt also operates Indiana School to Careers Collaborative at Bedford North Lawrence High School. This program employs one person at the school to support students as they sign up, learn about employment services, select a provider and start services from Vocational Rehabilitation.

Students are taught curriculum on self-determination and complete two to three paid work experiences before they complete high school. As with Project SEARCH, the goal is permanent employment. All students last year finished those experiences before graduation, and several found jobs.

This program – a partnership with LIFE Designs and Centerstone – is part of a five-year research grant through Indiana University.

Manufacturing provides success for clients, valuable service to businesses

In Fiscal Year 2016, Stone Belt's Manufacturing Services shipped out more than 5.8 million pieces assembled in facilities in Bloomington and Lawrence County.

Almost 100 clients in the two locations – four new in FY2016 – fulfilled contracts with the federal government, Oliver Winery, Cook Medical and many other companies for light-assembly work.

Workers are paid based on productivity, which allows them to work full-time, part-time or as much or little as they want. Some may complete 20 pieces in a day, and others 2,000.

According to Karen Freeman, director of Manufacturing Services, operating in this way is "a beautiful thing" for clients, because they can be successful and feel good about their progress.

"This gives clients the opportunity

to make their own money, which is very empowering," Freeman said. "I think it's the pride of knowing that you did something that you got paid for. It's not charity. It's not a gift. You earned it. I think, in all of us, there's something very gratifying about that. In any stage of your life, that's very empowering."

This program gives individuals with developmental disabilities an opportunity to work and expand professional skills while providing valuable subcontract manufacturing to businesses. Employees are trained in machine operation, materials and small-parts handling, sub-assembly, packaging, warehousing, quality control and industrial hygiene.

They also learn employment skills, like dealing with coworkers and arriving on time at the beginning of the day and after lunch.

Manufacturing employees take



Clients weigh pieces in the workshop.

great pride in their workmanship, the quality of the products they produce and their ability to provide "just-in-time" delivery. This flexible, fast and effective workforce is capable of providing outsourcing opportunities for companies who need to control inventory, increase production, lower production costs and control distribution.

"(The clients) are needed, it's an important job, and we couldn't do it without them," Freeman added. "Again, that's very empowering."

The Stone Belt program has achieved ISO certification for the past two years, "which is a big deal in the manufacturing world," Freeman said, adding that her program is always looking for new jobs to acquire.

Workshop Production in Number of Pieces*

BLOOMINGTON

Cook Inc: **4,028,460**
 Cook Uro: **1,735,161**
COOK TOTAL: 5,763,621

Microscopes: **960**

TOTAL:
5,764,581

LARC

K&K Items: **33,500**
 Roto-Hinges: **13,720**
 Cardinal Cards: **4,382**
 Bowen Belts: **2,903**
 MP Belts: **1,800**
 Oliver Boxes: **1,312**
 Coasters: **1,202**
 Toolbelts: **149**
 Deer Cages: **56**

TOTAL:
59,024

**July 1, 2015, to June 30, 2016*

Social Life & Relationships Help Create Quality of Life

A great deal of one's emotional fulfillment is due to relationships with family, friends and co-workers. People with disabilities often have a disproportionate number of close relationships with people paid to support them. We are committed to supporting clients to develop and maintain fulfilling, independent relationships, ranging from acquaintances to life partners, as well as strong relationships with family members when desirable and appropriate.



Kathy Hunter and her son, Dave Byrns.



Jeff Stillions prepares to paint at Best Buddies.



Richard Laraway poses with bicyclist at Fun Day.



Shirley Freeman gets a hug from Charles Morrison.





Stacey Draves plays the trombone with help from an IU music student.



Cheryl Thompson and Carl Lowes hit the dance floor.



Stephanie Weber gets in the Halloween spirit.



Friends spend time together.



Mike McCleery, Jason Harris, Timothy McCullough and Burton Franklin work together.



Clients support a good cause at the Buddy Walk.



We promote from within

At Stone Belt, we believe in developing and educating our employees to encourage and support careers with ample opportunities for advancement – just ask CEO Leslie Green, who started with Stone Belt as a direct support professional.

In Fiscal Year 2016, employee totals showed 67 percent of all supervisors advanced to their leadership positions from within the company. Also, five of the 12 senior leaders in the company started in direct services.



Instructor Christine Urbanowski leads the Supervisory and Management Training course for residential supervisors.

Supervisors learn extra management skills

In Fiscal Year 2016, several of Stone Belt's residential supervisors participated in a management course funded by the Jack Hopkins Fund, awarded by the City of Bloomington and executed in coordination with LIFE Designs.

Employees, instructed by Christine Urbanowski, evaluated their management styles to gain understanding of the type of supervisors they are, and then met once a month to learn resources to grow as leaders. They evaluated themselves to gain a

better understanding of the type of supervisors they are.

Throughout the course, supervisors shared their experiences and brainstormed solutions for some of the problems they faced as part of their day-to-day activities. They also learned about best communications practices for good results, tools of management and conflict-resolution skills. The last class had a discussion of how to apply the learned skills to their daily activities.



Why do we train, develop employees?

Stone Belt places a high priority on the training and development of employees, but why is this so important?

Ask yourself: If you were given the choice between two different individuals to fly you to your destination – one a trained pilot, the other not – which one would you chose? What if the cost for the untrained pilot was cheaper? Still wouldn't do it?

There is enormous importance and value in training and developing employees. It provides the agency as a whole and the individual employees with benefits that make the cost and time a worthwhile investment. Most employees have some workplace skills upon which they can improve. Employee development allows an employee to strengthen the skills they need to improve and brings all employees to a higher level.

Providing continuous training and development creates an overall knowledgeable staff with employees who can take over for one another as needed, and who can work on teams or work independently without constant help and supervision from others. An employee who receives continuous training and development is better able to perform a job

and becomes more aware of safe practices and proper procedures for basic tasks.

Continuous training and development may also build an employee's confidence because they have a stronger understanding of the work and the responsibilities of their job. This confidence may push them to perform even better and think of new ideas that help them, their team and the agency as a whole excel.

Continuous training and development also keeps employees up to date with new technology and better use of existing technology, which goes a long way in getting things done efficiently and in the most productive way.

Training and development presents a prime opportunity to expand the knowledge base of all Stone Belt employees. It allows employees to acquire new skills, sharpen existing ones, amplify their strengths, perform better, increase productivity and be better leaders. When our employees are continuously trained and developed, the quality of our workforce and subsequently the quality of the programs we provide improve substantially.

–Michele Shepherd,
Director of Human Resources

DSP APPRECIATION WEEK



CFO Ward Brown washes the car of a direct support professional during DSP Week.



One of our DSPs gets pampered with a massage.

Thank You Donors

Every gift to Stone Belt makes a huge difference. Contributions go directly toward achieving excellence in client supports, innovation in staff training and development and 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.

Thank you for helping Stone Belt make our community a better place for us all.

These gifts were received from July 1, 2015 to June 30, 2016. Every effort is made to ensure accuracy of this listing. If you think there has been an omission, please accept our apology and contact Derek Richey at (812) 332-2168, ext. 214 or drichey@stonebelt.org.

Summit Society **\$25,000+ lifetime giving**

Ameritech Foundation
Charles & Rhonda Burch
Community Foundation of
Bloomington & Monroe County
Cook Group
Art & Kay Dahlgren
The Davee Foundation
Dorothy Dugdale
Pat & Steve Freeman
Jim & Joyce Grandorf
Don, Carol-Anne, & Jonathon Hossler
Innovative Financial Solutions
Mary Lou Otting
Richard Sanders
Donald & Caroline Snyder
Betty Underwood
Anonymous (2)

Capstone Society **\$50,000 - \$99,000**

Anonymous (1)

Cornerstone Society

\$10,000+
Smithville Charitable Foundation

Pillar Society **\$5,000 - \$9,999**

CFC Properties
Innovative Financial Solutions
Richard Sanders

Limestone Society **\$2,500 - \$4,999**

Charles & Rhonda Burch
Art & Kay Dahlgren

Jim & Joyce Grandorf
Donald & Carolyn Snyder

Builders Society **\$1,000 - \$2,499**

Diana Baker & Tom Carter
Bill & Michelle Bartley
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Charles Stewart Mott Foundation
Crowder's Healthcare Pharmacy
Larry & Betty Davidson
Brian & Danica D'Onofrio
First Insurance Group
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Ken Gros-Louis
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Cynthia Higgins
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INTIMECO Productions
Dan & Beth Lodge-Rigal
Stuart & Cookie Mufson
Salesforce
Harold Turner
Betty Underwood
Henry & Celicia Upper
Kurt & Lisa Zorn
Anonymous (1)

Advocates

\$500 - \$999

Agra Placements of Indiana
Andrew & Kimberly Allard
Bill C. Brown Associates
Victoria Borrelli
Clendening Johnson & Bohrer
Susan Cote
Charlotte Daniel
Michael & Betty Davis
ExxonMobil Foundation
First United Church
Lori & Preston Garraghty
John & Nancy Gilliland
Catherine Gray & John Turner
Henry Gray
Margaret Hathaway
ISU/The May Agency
IU Credit Union
Kappa Kappa Sigma Sorority
Robert & Andra Klemkosky
Jeff Main
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Charlie Nelms
Old National Bank
Diane Pelrine & Patrick McNaughton
Leonard & Mary Phillips
Joseph Rezits

Winston & Sue Shindell
Bonnie Smith
St. John Associates
Saundra Taylor
The Ability Experience
Charlotte Zietlow
Anonymous (1)

Stewards **\$100 - \$499**

James & Shirley Abbitt
Venus Abbitt
Ann Armstrong
Ivo Austin
Mark & Mary Clare Bauman
Cheryl Baumgart & Terry Sloan
Sarah Baumgart & Bill Lozowski
Basil & Jane Bennett
Shirley Boardman
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Chuck Bonser
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Doris Burton
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Richard & Rosemary Dever
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Joe & Gloria Emerson
Elaine Finnegan
Sara Frommer
Maureen Gahan
Mary & Joseph Gajewski
Carla Gardner
German American Bank
Penny Githens & Edward Buffie
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Heather Grindstaff
David & Judy Haas
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Justin & Emily Harrison
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Tim Hines & Rebecca Philippsen
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Kappa Kappa Kappa Alpha Chapter
John Kaser
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Susan Klein & Robert Agranoff
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Sertoma Club of Broad Ripple
Kathleen Sidel
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Nancy Smith
Santiago & Ashley Sotomayor
Malcolm & Ellen Stern
The Arc of Lawrence County
Tim & Beth Thrasher
Angie Timan
Bill Van Tine
Albert Velasquez
Albert & Marie Vendel
Michael & Gina Wimmenauer
Wayne & Vivian Winston
Kathy & Irv Wise
Anonymous (19)

Friends

\$1 - \$99

Miriam Alpert
Kathryn Trout Anderson
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Robert Arthur
James & Margery Belisle
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Tracey Bradley
Fred Brumley
Burnham Rentals
Sandy Burton
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Ray Culp
Joseph & Betty Deckard
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First Christian Church of Hanover
Malcolm Fleming
Steven Floyd
Thomas & Lori Forrester
Brad & Susanne Galin
Sandy Garrett
Rich & Lois Gehrman
Patricia Gibbs
Global Gifts

Grant Street Inn
Lavern Hudson
David & Anne Johnson
Johnnie & Evelyn Jones
George Keller
Robert & Rebecca Kreuzberger
Alice Leake
Barry & Denise Lessow
Susan Lidell
Elizabeth Mann
David, Nancy, & Melinda Martin
Ron, Diana, Billy, & Steve McGovern
Dan & Paula McQuillen
Myla Jean Meadows
Nancy Metcalf
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Larry & Brenda Mitchell
Robert & Bridget Morgan
Jerrold & Virginia Myerson
Leonard & Lou Newman
Ben Niehoff
Donna Oswald
Carolyn Otto
Terry & Dixie Patterson
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Jerry & Nancy Ruff
Catherine Simmons
Catherine Smith
Jim Spore
Springhill Suites
Sue Stillions
Susan Jane Summitt & Mark Summitt
Nila Sunday
Ron & Lori Thomas
Cliff & Joan Travis
Lee Van Buskirk & Bonnie Gordon-Lucas
Fred & Shirley Watkins
Randy & Diane West
Doug Wilson & Julie Nizamoff
Jim & Kate Wiltz
Judy Lynn Wolfe
Paul Wolfe
Russell Working
Martha Young
Anonymous (45)

In-Kind Gifts

\$1 - \$99
Bloomington/Monroe County
Convention Center
Erik Davis
Robert & Sally Ellison
Anne-Marie Farrow
Paula Gordon
Tyler Hamacher
Craig & Lisa Haseman
Jeffrey & Angela Holt
Don & Carol-Anne Hossler
Sondra & Todd Inman

Don & Sharon Keele
Klaiber's Sewing Center
Markey's Rental & Staging
Eric Watson
Janet Worland
World Arts Printing
Anonymous (1)

Jewel Society Planned Gifts

Charles & Rhonda Burch
Tim Hines
Don & Carol-Anne Hossler
Kirk Lundy
Nancy Metcalf
P.E.A.C.E. Meyer
Mary Lou Otting
Henry & Celia Upper
Bill & Pat Verhagen

Gifts in Honor Of

Carolyn Abbitt
Venus Abbitt

Aaron Burch
Charles & Rhonda Burch
Dallas Burch

Leslie Green
Tim & Sara Laughlin
Brad & Susanne Galin

Jonathon Hossler
Rich & Lois Gehrman
David & Anne Johnson
Robert & Bridget Morgan

Noah Lazerwitz
Katherine Lazerwitz

Miles Main
Jeff Main

Jill W. Olson
Art & Kay Dahlgren

Angela Otting
Tom & Shirley Goodman

Stone Belt Client
Alice Leake

Isaac Strain
Sandor Development

David Weber & Krista Deter
Kathy & Irv Wise

Jim Wiltz
Anonymous Donor

Gifts in Memory Of

Margaret Brown
Michael & Natalie Brewington

Penny Brown
Terry & Dixie Patterson

Joan Burton

Doris Burton

Leonard Byers

Trish & Louie Ierino

Julie Ann Elliott

Ray Culp (Ray & Mike at Kidspace)

Ernie Hamm

Fred & Shirley Watkins

Kenny P. Inman

Nila Sunday

Elbert John

Christina Johns

George Kirles

David Sabbagh

Edith Marksohn

Kathleen Sideli

Julie Miller

Donna Miller

Dennis Polley

Martha Young

Thomas Simmons

Catherine Simmons

Charles Stillions

Sue Stillions

Donald Sunday

Theresa & Dean Crouch
Johnnie & Evelyn Jones
Donna Oswald
Judy Lynn Wolfe
Paul Wolfe

Betty J. Thompson & Robert Chevalier

Michael & Natalie Brewington

Betty J. Thompson

Sandy Burton
Heather Grindstaff on behalf of
IUCU Management
Trish & Louie Ierino
IU Credit Union
Susan Lidell
Santiago & Ashley Sotomayor

Betty Underwood

Robert & Rebecca Kreuzberger
Dave & Laura Martin

Andy Upper

Leonard & Lou Newman

Richard Wimmenauer

Lanny & Elaine Apple
Jim & Heidi Blevins
Fred Brumley
Michael & Gina Wimmenauer

Paul Zietlow

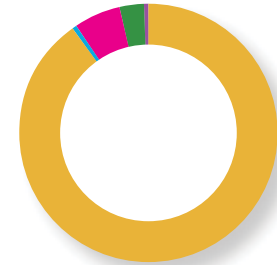
Charlotte Zietlow

Financial Highlights

Fiscal Year 2015-2016

Revenue by Source

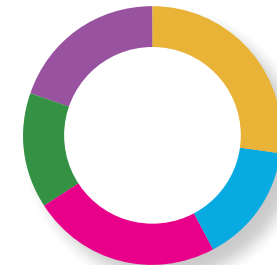
July 1, 2015, to
June 30, 2016
(\$ in million)



● Fee for Services	\$17,121,853
● Community Support	756,798
● Manufacturing	541,226
● Grants	47,690
● Other	43,585
Total Revenue	\$18,511,152

Program Expenses

July 1, 2015, to
June 30, 2016
(\$ in million)



● Supported Living Program	\$4,956,703
● Supervised Group Living	4,344,913
● Day Program	3,561,429
● Agency Support	2,486,118
● Milestones	2,551,796
Total Expenses	\$17,900,959

Special Thanks to our 2016 Sponsors!

PLATINUM



GOLD



SILVER



BRONZE

Bloomington/Monroe County Convention Center
Crowder's Pharmacy
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INTIMECO Productions
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Stone Belt

2815 East Tenth Street
Bloomington, IN 47408

phone 812.332.2168
toll free 888.332.2168
fax 812.323.4610
TTD 812.323.4632

www.stonebelt.org

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