

touchstone

summer 2006

Stone Belt presents news and information for persons with disabilities, families and friends



Stone Belt hosted "Run With Me" a 5K Run/Walk and 1-Mile Fun Run/Walk on Saturday, April 29. About 200 people participated in the event that raised over \$10,000 for the organization. Pictured above from L/R is Celia Upper, Stone Belt client Keith Lundy, Stone Belt Board Past President Henry Upper, Stone Belt client Mark Summit, and Stone Belt Board Treasurer Charlotte Zietlow.

BUSINESS RECOGNITION CEREMONY

Area businesses honored for supporting clients. **pages 1**

AWARDS FOR EXCELLENCE

Five staff members recognized at inaugural event. **page 4-5**

NEW CFO

Stone Belt veteran named new Chief Financial Officer. **page 6**

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.

Local businesses recognized at annual awards ceremony

Stone Belt recognized 11 area employers at the 12th annual Business Recognition Ceremony sponsored by SIHO Insurance Services on March 7.

The event was held at the Monroe County Convention Center and attended by about 150 people. Stone Belt CEO Leslie Green welcomed guests while Bloomington Mayor Mark Kruzan gave a proclamation announcing March 7, 2006 as Disabilities Awareness Day.

All of the employers recognized were honored for going above and beyond to provide an open and successful work environment to individuals with disabilities. Businesses were chosen from staff nominations that were screened by a selection committee who chose the winners.

This year's winners are pictured here.



IU MOTOR POOL
Employer: Mike Hardesty
Employee: Rosie Fitzpatrick



KROGER SEMINARY SQUARE
Employer: Jeff Matthews and Jim Carroll
Employee: Ben Walls



RED LOBSTER
Employer: Paul Lutz
Employee: Sarah Fox



SCHOLAR'S INN BAKEHOUSE EAST
Employer: Lyle Feigenbaum and Julie Ranz
Employee: Brian Wise



IU PARKING OPERATIONS
Employer: Danielle Keene, Doug Porter, Heather Staggs
Employee: Angie Deel



LOWE'S
Employer: David Wade
Employee: Tom Barger



MCDONALD'S READ CENTER
Employer: Doris Foyut and Kathy Bodle
Employee: Mark Kaufield



IU BIOLOGY GREENHOUSE
Employer: John Lemon and Steve Todd
Employee: Don Robinson



STARBUCKS EAST
Employer: Doug Krise and Jacque Soderquist
Employee: Terry Warren



STARBUCKS WEST
Employer: Scott Deckard
Employee: Denise Hillenburg



STARBUCKS INDIANA
Employer: Paul Owens
Employee: Leslee Payton

from the CEO

Taking time out to say thank you

Appreciation: recognition of the quality, value, significance, or magnitude of people and things.

It is important to take time out of our ordinary activities to recognize and thank people. This past spring, we have hosted several special events to accomplish this. Bestowing recognition on our employees, our community partners and, most importantly, on the people we support, is a testament to the values and beliefs that guide the services we provide. Self-determination, empowerment through learning, and the importance of relationships are but a few of those values held by Stone Belt. The accomplishments and contributions of these individuals are positive examples of our beliefs in action.

The Monroe County employers we recognized in March gave moving testimony to the value of including persons with disabilities in their workforce. While they were modest recipients, it was most impressive to hear about the relationships that have occurred in these employment situations. Without exception, their employees, who happen to have disabilities, are accepted and included with company-wide events, including sharing donuts, staff picnics, birthday celebrations and so forth. This is part of what makes any job worth more



than just the paycheck and contributes greatly to quality of life.

Equally as stirring was the ceremony to honor our Awards for Excellence winners. Five of our outstanding employees were bestowed with recognition and a cash award for their accomplishments in such areas as positive client outcomes and operational excellence. In the presence of their families, friends and co-workers, each recipient accepted his/her award with appropriate gratitude and humility. There was no question that this inaugural event, made possible by donations, must become an annual tradition.

This spring, we also hosted three outstanding events to celebrate the accomplishments of clients in our residential programs. The energy and excitement during the events was palpable as each resident was recognized for his/her unique accomplishments over the past year. The involvement of families and friends, as well as the support of local sponsors, helped to create treasured memories for all those involved.

I believe it is physically and emotionally impossible to leave one of these recognition events without a smile on one's face. For me personally, each ceremony has been a poignant reminder of the impact of the work we do and the joy that comes from doing it.

Congratulations again to the award recipients and thank you to all who made these things possible.

In appreciation,

Leslie Green, Chief Executive Officer

upcoming events

July 1 2007 Fiscal Year Begins

Stone Belt's 2007 Fiscal Year starts. It will end June 30, 2007.

July 4 Independence Day

Stone Belt day programs and administrative offices will be closed.

July 11 Aktion Club Meeting

4 to 5 p.m.

Mt. Gilead Church, 10th Street & Russell Road

- Aktion Club is a client-based group that offers members an opportunity to give back to the community. The group is sponsored by the Kiwanis Club.
- For more information contact Ann Dininger at 812-332-2168, ext. 247 or email adininge@stonebelt.org.

July 20 Job Club Meeting

4 to 5 p.m.

Stone Belt 10th Street Main Conference Room

- Watch us work: Join us to view a picture slide show of members on the job.
- For more information contact Joyce Resler at 812-335-3507, ext. 229 or email jresler@stonebelt.org.



August 1 Self-Advocates Meeting

6 to 7:30 p.m.

Stone Belt 10th Street Main Conference Room

- Self-Advocates Indiana, Inc., is a statewide organization based in Indianapolis. It is comprised of individuals with disabilities active in raising awareness regarding the positive contributions of persons with disabilities in the workplace and community.
- For more information contact Nancy Smith at 812-332-9959 or email nsmith@stonebelt.org.

September 25 Annual Meeting

6 to 9 p.m.

Bloomington Convention Center

- Join Stone Belt in recognizing our valuable clients, volunteers, staff and community members during our 48th Annual Meeting.

touchstone

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IVY TECH RECEIVES STATE APSE AWARD

Ivy Tech Community College was presented with the 2005 Statewide Employer Award from Indiana APSE: The Network on Employment, during Stone Belt's 2006 Business Recognition Ceremony.

Ivy Tech began working with Stone Belt's Employment Services three years ago. Today Mike Murphy, Suzie Deckard and Ray Weber (pictured above L/R with boss Doug Mattick and Stone Belt CEO Leslie Green) work together performing light janitorial duties such as collecting trash, sweeping floors, tidying restrooms and cleaning the Student Commons. Another Stone Belt client, Misha Durham, works 10 hours a week as a clerical assistant.

"This experience has been so positive for all involved," said Ann Dininger, Monroe County Day Services, Team Leader at Stone Belt. "Our staff and clients appreciate the support, acceptance and affection that have been expressed by all at Ivy Tech. We are thrilled to be in partnership with this great institution."

APSE: The Network on Employment is a membership organization formed in 1988 as the Association for Persons in Supported Employment to improve and expand integrated employment opportunities, service, and outcomes for persons with disabilities.

CLIENT GRADUATES FROM STATE ACADEMY

Angie Ehlers graduated from the Partners in Policymaking Academy on May 6.

The Partners in Policymaking Academy is a leadership training program for adults with disabilities and parents of children with disabilities. It is funded by the Governor's Council for People with Disabilities. The program teaches leadership skills and techniques to develop positive partnerships with elected officials, school personnel and other individuals who make policy decisions about services for persons with developmental disabilities.

Ehlers, a resident of Stone Belt's Southern House group home, has been active in self-advocacy causes for over 10 years. She is President of the Monroe County Self-Advocacy Group.

To participate in the Academy, Ehlers had to apply and travel to Indianapolis monthly to participate in two all-day sessions. She was also responsible for completing homework assignments and a final community project.

"The Academy challenged me to think about the future," Ehlers said. "One of my goals is to improve accessibility in Monroe County. We need more wheelchair ramps and accessible restrooms."



STONE BELT AWARDED CARF ACCREDITATION

Stone Belt has been informed by CARE, formerly the Commission on Accreditation of Rehabilitation Facilities, that we have been accredited for a period of three-years for our group home and day services programs.

A survey team from CARE visited Stone Belt from April 24 to April 26. The surveyors evaluated how well Stone Belt services meet international standards for quality. They visited all locations including group homes and employment sites. They also interviewed many people including those who use Stone Belt's services, their families, staff and others.

"The survey went very smoothly," said Stone Belt CEO Leslie Green. "It is a fairly intense process, with all programs and services getting diligent assessments."

This accreditation outcome, which represents the highest level of accreditation, is awarded to organizations that show substantial fulfillment of the standards established by CARE. Being accredited for three years clearly indicates that present conditions and practices represent an established pattern of operations that is likely to be maintained or improved.

This latest accreditation marks the fifth consecutive three-year Accreditation outcome awarded to Stone Belt by CARE.

Surveyors commended what the organization is doing well and advised on what might be improved. They were very complimentary of Stone Belt's group homes calling them "homes not facilities." They were also impressed with how well Stone Belt provides person-centered services and makes accommodations for each person's interest and ability levels. Surveyors had a few recommendations for improvements, mostly in the administrative areas, that should be easy to integrate.

CARE is an independent not-for-profit accrediting body, promoting quality, value and optimal outcomes of services through a consultative accreditation process that centers around enhancing the lives of persons served. Since 1966, CARE has established client-focused standards to help organizations measure and improve the quality of their programs and services.



STONE BELT CONSOLIDATES LAWRENCE COUNTY OFFICES

Stone Belt has closed two of its three offices in Lawrence County. All Stone Belt of Lawrence County business is now being conducted out of the LARC office located at 712 Stars Boulevard in Bedford. This building is owned by the Lawrence County Arc (LARC) who allows Stone Belt to use the facility at no charge.

One of the closed offices was used for Employment and Retirement Services. The other was for Residential Services and Milestones. The primary reason for the closings was financial, but an additional benefit of the consolidation is the grouping of all staff at one location which will allow for better collaboration.

There have been a few changes to the LARC building to prepare for the influx of staff. A small storage closet has been expanded into a large records room. Many offices have been painted and new carpet has been installed. The LARC board was willing and ready to make these changes.

"We are working together as a team to meet the needs of clients," said Kim Hodges Director of Day Services for Owen and Lawrence counties.



LOTUS MUSICIAN PERFORMS AT 10TH STREET

Native American musician Kevin Locke entertained and enchanted Stone Belt 10th Street clients and staff during a performance on March 2.

The performance was part of the Lotus Festival's sixth annual educational program called Lotus Blossoms. Lotus Blossoms brings world music artists and educators to schools to help nurture an understanding of cultural differences.

Locke is known throughout the world as the pre-eminent player of the indigenous Northern Plains flute, as well as inspiring hoop dancer, traditional storyteller, cultural ambassador and educator.

His goal is to raise awareness of the oneness we share as human beings. "All people have the same impulses, spirits and goals," he said. "Through my music and dance I want to create a positive awareness of the oneness of humanity."

The Stone Belt audience was captivated by Locke's flute songs and participated in the traditional hoop dance which reflects the unity of human kind. "The roles and responsibilities that all human beings have within the hoops (or circles) of life," he said.

"The clients' favorite part was the interactive hoop dance. Kevin was very supportive of the large number who participated and of their efforts," said Jenny Austin, Stone Belt Life Skills Enrichment Coordinator who planned the event.

STONE BELT EAST CLIENTS VOLUNTEER IN COMMUNITY

Several Stone Belt clients participated in the Jennings County United Way's Day of Caring event on April 15.

The Day of Caring provided an opportunity for people across the community to join forces and reach out to others in need. It was a day to devote time, energy, resources and skills to help others in the community.

This was Stone Belt's second year of participation. Several staff and clients cleaned outside the Jennings County Senior Citizen building. Participants helped pick up trash, pull weeds and rake leaves. All debris was bagged and disposed of and the parking lot was swept clean.

"It was a great day for everyone involved," said Stone Belt East Coordinator Camela Garrett.

BANQUETS CELEBRATE CLIENT ACHIEVEMENTS

Stone Belt's Supported Living and Supervised Group Living programs held their annual Client Awards banquets in March.

With everything from improved sign language skills to independence in budgeting, more than 150 clients were recognized.

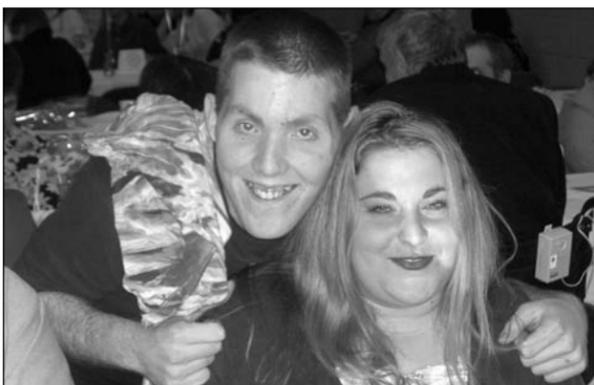
The Supported Living banquet was held at Southside Christian Church on March 10. Everyone munched on healthy snacks and watched their tickets for door prize drawings while cheering on family and friends.

The Supervised Group Living banquet was held at Stone Belt 10th Street gym on March 23. Attendees enjoyed a buffet meal while awards were handed out. After the banquet many clients stayed for the "Welcome Spring" dance.

Congratulations to all the hard-working clients recognized.



L/R: SLP clients Gary Taylor, Sheila Boyles and Jeff Bowman.



SGL client Nathan Priest with Stone Belt staff Laura McCammon.

Five staff members honored

Five employees who have made outstanding contributions to Stone Belt in five categories were recognized at the inaugural Awards for Excellence luncheon ceremony on April 12 at Terry's. Winners are pictured at right.

"It's the work of our dedicated employees that gives Stone Belt the success it has today," said Brad Galin, Director of Human Resources. "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 Stone Belt CEO Leslie Green, Stone Belt Human Resources Director Brad Galin, Board President Don Hossler and Board Vice President Ed Otting then determined the winners.

Recipients received a \$1,000 award, a leather portfolio and were assigned as a "reverse" mentor to a member of the senior management 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 activities. Board member Ed Otting and his wife Mary Lou issued a challenge grant to raise funds for the program over the next two years. This year, Betty Underwood, grandmother of client Betsy Higgins, donated the match money.



QUALITY OF SERVICE, MARY LOPOSSA
Manufacturing Services Supervisor, Owen County

Patient, kind, positive, a saint to our clients; these are words used in the multiple nominations received for Mary Lopoessa.

Since starting at Stone Belt of Owen County in November of 1995, Mary has dedicated her work to providing the best possible support to clients working on the manufacturing floor at Sweet Owen Industries. This is not the first, nor will it likely be the last award Mary receives, as she is frequently presented with a Client Selected Staff award.

Mary has a very positive effect on our clients. They will take direction from her on any subject. There are many times when another staff will seek out Mary's assistance to guide a client who may not want to do something. When Mary suggests to them they should do that particular activity, even after refusing for an hour, they will say "Oh, OK," and go without complaint. She achieves this by being calm, consistent, and always willing to listen.

Mary's high quality of work goes beyond her rapport with clients. The quality of product produced at Sweet Owen for our client, Cook Urological, must meet exacting standards. Mary is again a "go-to" person for her fellow co-workers. When needing to know how to check a connector, Mary has taught many staff the right way to ensure the highest quality.

Mary is such an integral part of the manufacturing operation that when she is gone, which thankfully happens rarely and only when scheduled, the floor doesn't run with its usual smoothness and consistency. Yet, when she is covering the floor for someone else, no one misses a beat and everything works as it is supposed to.



POSITIVE CLIENT OUTCOMES, KIRK WILLIAMS
Supported Living Caseworker, Monroe County

Kirk Williams has worked with Stone Belt clients since August 2000. On his second day of employment, Kirk received his first of many thank you/merit reports. In January 2003, Kirk transferred to Supported Living where he works with two gentlemen, Mike Grubb and Shawn King. He works daily supporting them to increase their independence in multiple areas, including community involvement. Kirk always has a positive attitude and works through any challenges. He finds ways to make things happen for the clients he supports.

Kirk knows that both Mike and Shawn like to go fishing. Last year he volunteered his time to take them on a weekend fishing and hiking trip. He is planning a similar volunteer trip for this spring.

Kirk stops by on the weekends and takes Shawn to church. He routinely checks in on his days off to offer support to new staff and comes in to support Mike or Shawn as needs arise. For example, he will flex his schedule or volunteer to take the guys to doctor's appointments and in April took Mike to his father's funeral.

Kirk deals with behavioral and medical challenges with ease. He personally trains new staff to ensure consistency. This contributes to the positive outcomes for both individuals. Kirk demonstrates a "can do" attitude which is a positive example for clients and staff alike.

It is with pleasure to recognize Kirk Williams for the work he does at Stone Belt on a daily basis. We appreciate and honor his dependability and dedication.



OPERATIONAL EXCELLENCE, JAMI
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community spotlight

Art helps bring communities together

Joe LaMantia, a local collaborative artist, has made what used to be a cluttered storage space into a creative arts studio. About four years ago he set up shop in the giant warehouse space at Stone Belt 10th Street. His first day there, a Stone Belt client stood next to him and silently rested her head on his shoulder. This tender moment is etched in his mind, and many more like it share space in his heart.

"What I realize working here is just that the humanity is so precious," LaMantia said. "As a human being, you have to learn how to listen differently, and be with people differently."

LaMantia has worked with Stone Belt on many community projects including several large fabric banners that hang throughout the building and an oversized belt created in honor of Stone Belt's 45th Anniversary. His most recent project is

"Directionals."

"Directionals" was an ArtsWeek 2006 project, for which various local organizations designed and painted wooden signs reflecting concepts, real or imagined, about Bloomington. Sustainability, aging, peace, homelessness and diversity are some words featured on the signs that were mounted on light posts on Kirkwood Avenue for two weeks in March.

"My mission is to get people together, helping one another, somehow, someday," said LaMantia. That's what art says to me. It is a vehicle of communication and sharing."

Inviting community groups to Stone Belt allows them to see a part of the community they otherwise might not, and allowing Stone Belt clients to participate with such projects empowers them, he said.

"It's a wonderful way for (clients) to interact with the community," said Leslie Green, Stone Belt CEO.

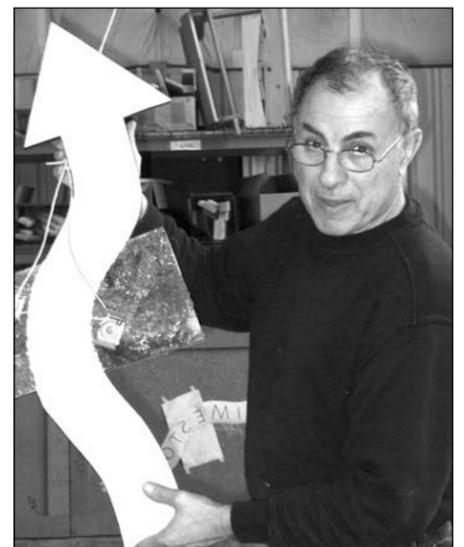
Stone Belt clients Billy Setser and Marcus Cagle collaborated on "Sk8Park."

"I got my idea from the skate park because I used to go hang out at the skate park when I was a kid," said Setser, 24.

LaMantia's version of "Our Town," was one he saw become a reality as he stood in the warehouse in his paint-splattered clothes and watched area residents and Stone Belt clients collaborate.

"What happens in this society is that we separate, and we miss out on it," he said. "By trying to get more organizations together, young and old, it's my way of trying to change that."

Portions of this article excerpted from one that appeared in the Herald-Times.



Joe LaMantia is a local collaborative artist who works out of Stone Belt's warehouse and involves clients in creating his designs.

and at Awards for Excellence



**OPERATIONAL EXCELLENCE,
JAMI GENT**
Manager, Milestones

Jami Gent began working for Stone Belt in January 2005 as a Group Manager for Milestones, Clinical and Health Services. She brought professional business office expertise to Stone Belt. Her leadership and skills in this area have been instrumental in the establishment and early success of Milestones. Her responsibilities include billing, front office management, credentialing insurance companies, scheduling and many other duties.

Her goal is to keep her focus on those we serve while at the same time identifying and correcting practices that are inefficient. Some examples of this include:

- Implementing features of the billing system to eliminate redundancy of information
- Implementing the most efficient appointment schedules for staff and making the best use of this precious resource
- Reducing the number of “no shows” for appointments, moving people along the waiting list and managing emergency and crisis needs
- Better coordination of all office activities of the treatment facility creating efficient and effective system delivery, managing office equipment, and managing office supplies.

Jami is completely dedicated to client and patient care. Due to Jami’s outstanding skills and positive attitude, the professional staff has been able to concentrate on providing the services that the details are being handled by a highly efficient administrative professional.



**RESOURCE EFFICIENCY,
BARRY CRANE**
Supported Living Coordinator, Lawrence County

Barry Crane has worked in a variety of positions since he came to work for Stone Belt nearly 13 years ago. Barry has been a Group Home Manager, an Employment Support Consultant and a Team Leader at Stone Belt of Lawrence County. Currently he is the Lawrence County Supported Living Coordinator, a position he has held since June 2002. Not only does he supervise all Supported Living Program (SLP) staff, he is responsible for 17 clients virtually, 24 hours per day, 7 days a week.

While it is clear that his first focus is on the clients he supports, Barry is responsible for Lawrence County’s overall performance. As a previous supervisor said a few years ago, “Barry is maintenance free, needs minimal supervision, and can work most people under the ground.” Barry watches his financial performance closely and thru February 2006 was \$40,000 ahead of plan.

Barry knew that the state planned to change funding and that there was a potential negative impact on the clients he supports. Prior to the Annual Plan changes, Barry redefined the responsibilities of the Lawrence County Administrative Staffing Assistant. The changes reduced overtime caused by clients’ medical appointments. Additionally, Barry took on ICLBs for Monroe County, when recent changes caused SLP to lose the capacity to complete and submit the data for this state funded program.

Barry is a long-term Stone Belt employee with cross-departmental experience. He is an awesome team player, a leader within SLP and is Stone Belt to the core of his being.



**COMMUNITY OUTREACH,
KIMBERLY BROWN**
Employment Consultant, Monroe County

Kimberly Brown has worked at Stone Belt for over six years. She is one of the most organized and professional staff at Stone Belt, as noted by all of the people who nominated her for this award. Through her belief in our mission, it has become Kimberly’s second nature to empower and support not only the clients she serves, but employers throughout the community. During her first year of employment, Kimberly made a dream come true for seventeen clients by getting them jobs. She has continued these efforts over the past five years, by placing clients in community jobs and helping them overcome numerous hurdles to successfully maintain their jobs.

Kimberly is well known with many of our local employers and is very responsive to their needs and concerns. Kimberly is very easy to talk to and always confidential and respectful of information she learns not only from clients, but employers as well. Kimberly treats clients as her equal, and is very good at gaining their trust. She has the ability to recognize someone’s strengths, rather than deficits, and is successful at finding jobs that maximize their strengths and abilities. Her positive attitude is uplifting, not only to clients, but to coworkers, family members, and the community.

Kimberly consistently goes above and beyond. Her work ethic is where she really excels. She recently helped one client with significant medical concerns get out of a nursing home, get a job, and find residential support. She is also outstanding in her support of co-workers. Although her position is more concentrated on employment, her imprint has been felt by all who work with her.

arc spotlight

Help The Arc fulfill its mission

Stone Belt’s official business name is Stone Belt Arc, Inc. Have you ever wondered what the Arc means?

The Arc is the national organization of and for people with mental retardation and related developmental disabilities and their families. It is devoted to promoting and improving supports and services for people with mental retardation and their families.

Stone Belt is an Arc member. The Arc has about 140,000 members who are affiliated through approximately 1,000 state and local chapters across the nation. Stone Belt is a local chapter within the Arc of Indiana and the National Arc.

The Arc works to ensure that

the estimated 7.2 million Americans with cognitive and intellectual disabilities have the services and supports they need to grow, develop and live in communities across the nation. The Arc exists because these people need help to ensure that their rights as citizens of this country are protected, and they are supported to live as they choose.

At the national level, advocacy opportunities exist with Congress, executive branch agencies, federal courts and organizations representing entities that interact daily with people with mental retardation.

At the State level, advocacy occurs with the executive and legislative branches of

government, administrative agencies, school districts and other providers and provider organizations. This year the Arc of Indiana is celebrating its 50th Anniversary.

Local chapters, like Stone Belt carry out advocacy on an individual level and support clients on a daily basis. Chapters differ in their services and interests. Stone Belt offers many programs that enable clients to be involved and valued members of their community.

“The Arc is the preeminent voice for people with cognitive and intellectual disabilities,” said Leslie Green, Stone Belt CEO. “It is recognized nationally and statewide for effective advocacy,



support to individuals and families, and as a resource to local chapters, like Stone Belt.”

To be an Arc member Stone Belt pays an annual affiliation fee for the State and National organizations. In return Stone Belt gets a lot of indirect support. The advocacy work that is done at the State and National levels help the organization by encouraging legislators to appropriate funding for disability services.

Arc of Indiana Executive

Director John Dickerson said many may not know that the Arc is the fourth largest national health organization in the country behind such vanguards like the American Cancer Society and the American Heart Association. With this distinction comes many challenges.

“Today one of the Arc’s biggest challenges is how to translate our philosophy into action while funding is tightened,” said Dickerson.

➤ Stone Belt encourages supporters to become Arc members. To find out more see the remittance envelope in this newsletter. If you have any questions contact Leslie Green at 332-2168, ext. 249 or email lgreen@stonebelt.org.

program spotlight

Changes announced to children's programs

By Leslie Green
Stone Belt CEO

Since our beginnings, Stone Belt has served children with disabilities and their families. We are very proud of the children's programs we operate and have recently increased the number of school-aged children that we serve through Milestones' programs. However, we have made the difficult decision to stop providing services through the Infant and Child Developmental Services (ICDS) department.

There have been a number of changes in the First Steps program that serves children ages 0-3 who have disabilities or who are at risk of developing them. These changes, which started more than eight years ago, have made it increasingly harder for us to sustain the program. Some recent changes have led us to the conclusion that it is no longer viable for us to offer the program and we will discontinue the program effective June 30.

There are two staff effected by this; one person will continue to provide Service Coordination with the new First Steps regional fiscal agent. We will work with the other person on a transition plan, which may include her being able to continue with First Steps in an independent

Infant & Child Developmental Services

capacity.

With the loss of First Steps services, we also concluded that our Healthy Families program, which is a child abuse prevention program, could be better supported by an organization with abuse prevention as its core mission. Therefore, we have asked the State to look for another provider. It is our intention to have this program move "intact" to the next provider. Fortunately, there are a number of organizations who already provide Healthy Families in surrounding counties. We should know in the next month where the program will be housed and will work toward a smooth transition with the least possible disruption to staff and the families they are serving. This change will take place on September 1, which is the end of the contract year.

Shirley Stumpner, our ICDS director, has accepted a position as Director of Monroe County Head Start. This is

very fortunate as Shirley has a wealth of program management experience and early childhood expertise. She will be taking that position in mid-June, but will assist us with the transition of ICDS programs after that. We congratulate Shirley and thank her for the excellent service she has provided to Stone Belt's programs.

This decision was made after difficult consideration. I have many sad feelings, as do others involved. We will miss providing these programs. However, we will remain involved at the local and State level in children's services. We hope to have future opportunities to influence and shape the First Steps program. We believe it is a very important program and our mission requires that we advocate for these children and families. In addition, we will be expanding the number of children and families we serve through Milestones' programs.

I want to acknowledge Shirley and all the ICDS staff. They do a terrific job providing support and resources to local families in need. Stone Belt will do everything possible to make the upcoming transitions as seamless as possible and to continue providing excellent services until we cease to provide them.

fund-raising

Inaugural 5K raises \$10,000

Stone Belt client Aaron Birch symbolized the spirit and dedication of Stone Belt clients when he completed the 1-mile Fun Run at Stone Belt's "Run With Me" fundraiser on crutches.

Birch, a Bridgwaters House Group Home resident, was one of about 40 clients who participated in Stone Belt's inaugural "Run With Me" event on April 29. He was joined by about 160 other participants including Stone Belt staff, community members and running enthusiasts.

The 1-Mile Fun Run was kicked off at 9 a.m. by Stone Belt board members Charlotte Zietlow and Henry Upper along with Stone Belt clients Keith Lundy and Mark Summitt. The 5K was kicked off at 10 a.m. by Stone Belt CEO Leslie Green, Stone Belt client Laurie Metcalf and IU Director of Community Relations Kirk White. Brett Hamilton placed first in the male group with a time of 15:45 while Lindsay Bruick placed first in the female group with a time of 18:04.

Feedback about the event was very positive. "This was my first 5K and Stone Belt made me and everyone else feel so welcome," said participant Vernie Kirkman. "Words cannot express how pleased I was to place third in my age group, but even had that not happened, I still would have enjoyed the event immensely."

From a financial standpoint the event was a huge success. "It was better than I expected. When we started planning we had a \$5,000 goal, but we raised over \$10,000 with a lot of community and board support," said Stone Belt Records Manager and event coordinator Kyong Ge Williams.

Stone Belt thanks its sponsors for helping make this event possible. These include: \$2,500 Gold Sponsor: Winters Associates. \$1,000 Silver Sponsors: Bloomington Paint and Wallpaper, Cinergy, Carlisle Brakes, Taylor Imprinted Sportswear and WBWB 96.7. \$500 Bronze Sponsors: Smithville Telephone, Budget Blinds, Nationwide, United Commerce Bank, Edward Jones, First Insurance Group, Monroe Bank and Applebee's.

➤ For a complete list of 5K Results log on to www.stonebelt.org.



Stone Belt group home resident Samantha Figley (center) walks with staff member Aaron Kapuscinski (L) and Best Buddies volunteer Julia Veldman (R).

client spotlight

Billy McGovern: Dedicated employee

By Kimberly Brown
Stone Belt Employment Consultant

William McGovern, also known as "Billy" to everyone, has been a devoted employee at the Marsh Supermarket in North Bloomington for over 11 years. He has flourished professionally under the supervision of a supportive employer that has paved the way for him to be an intricate part of the community.

Billy looks forward to walking through Marsh's doors everyday. Upon arrival he greets his fellow co-workers with a wave and a hearty smile, along with a joke or two. Regardless of what department he passes through employees call out, "Hey Billy. How's it going guy? Did you see the game last night? That was some game!"

Besides staff, there are also many customers that have grown to know Billy over the years as he bags their groceries and takes them out to their vehicles. Billy has truly become an intricate part of the overall atmosphere of the store.

Billy can be bashful at times, but when asked about his career at Marsh, he will smile and point out the many shiny pins that adorn his uniform. He is proud of these Marsh pins that signify his years of dedicated service. He received his 11-year pin in October 2005 in Indianapolis at an annual ceremony. A long-term career goal is to receive his 20-year pin.

Billy's parents, Ron and Diana McGovern, are very proud of their son and the great accomplishments he's made. They are happy that he's part of such a warm, caring, and friendly work environment where he has had the opportunity to have a job that has provided longevity and personal growth for him. Most importantly they are glad he likes going to work everyday.

When Billy is not at work, he enjoys riding Bloomington Transit buses, riding his bike, working out at the YMCA and going on camping and fishing trips with his brother Steve and his parents. Billy is also active in various Special Olympic sports, like bowling, basketball and softball. He is an avid sports fan and enjoys playing, watching on TV or going to an actual game.

Billy McGovern is a true success story in Stone Belt Employment Services and has made a positive impact on the lives of others in the community.



Billy McGovern has worked at the Marsh Supermarket in North Bloomington for 11 years. He bags groceries and assists customers with their groceries to their cars.

Looking to Stone Belt's financial future

By Ward Brown
Stone Belt CFO

Stone Belt has faced many challenges in the last several years. We have seen rapid growth in our Supported Living and Milestones programs. We have seen key agency leaders leave for other opportunities. We have endured several changes in funding formulas and reporting requirements. All of these challenges have in one way or another had a tremendous impact on the way Stone Belt operates. They have stretched our infrastructure and caused us to operate in a reactive manner.

In the last several months Stone Belt has taken steps toward an agency-wide re-organization that will allow us to continue to provide high-quality services while making more effective use of our resources. There are still many more steps that need to be taken to complete the changes, but in the end we feel Stone Belt will be better prepared to respond to future needs.

We have undertaken these steps in an effort to ensure the quality of services through financial stability. By organizing resources in a manner that allows for the effective sharing of talent and experience, Stone Belt can create environments for our clients that maximize their opportunities to make progress.

The key concept behind all of the changes that we are making is whole agency thinking. Stone Belt is striving to become one unified organization moving in the same direction, as opposed to a collection of departments moving independently of each other. This movement to whole agency thinking is allowing Stone Belt to become more creative in how we allocate resources, how we market services, and how we provide quality outcomes to our clients.

As a not-for-profit Stone Belt measures its success by much more than financial returns. Our ability to provide quality outcomes for those we serve, our efficient utilization of resources, our position and reputation within the community, and our commitment to staff should be the indicators of success for our organization. Focusing on initiatives within these key areas allows us to measure progress towards our mission and identify potential barriers and opportunities.

Coupling the whole agency concept with this balanced approach to organization management allows Stone Belt to not only gauge its progress in a single area, but as a whole agency. We believe that this systematic approach will position Stone Belt to be able to proactively meet the needs of our clients as opposed to reactively responding to changes from external forces. The balancing of these ideas will be Stone Belt's challenge regardless of the financial conditions that we are presented with in the future.



Ward Brown, an 11-year veteran of Stone Belt, has recently been named Stone Belt's new CFO. Here he helps Stone Belt client Marcella Eller in the 10th Street warehouse.

Stone Belt veteran named new CFO

Stone Belt didn't have to look far to find its new CFO.

In March, long-term Stone Belt veteran Ward Brown was named the organization's new Chief Financial Officer after a competitive search and multiple interviews.

Since graduating from Huntington University with a degree in Sociology Brown has worked at Stone Belt for 11 years.

In 1995, Brown was hired as Residential Relief for Elliot House group home in Bedford. Later that year he transferred to Stone Belt of Owen County where he became an Employment Support Coordinator and eventually a Team Leader.

In 2000, Brown joined Stone Belt's Management Information Systems (MIS) team after he was outspoken in suggesting the department needed some changes. In MIS he took on the challenge of learning an entirely new skill set.

Over the next four years Brown worked his way up through MIS and in 2005 he was named Director of Financial Operations, which is the last position he held before becoming CFO.

"Ward has proven his worth to Stone Belt time and time again through the diversity of jobs he has held here," said Leslie Green Stone Belt CEO. "Ward has always been a top notch performer and I could see he had a 'fire in his belly' for this job and great ideas for how to help Stone Belt continue to build on our success."

Previous CFO Mark Osborn resigned after being with the organization only 6 months. Osborn's short stint in the position helped focus the organization and point it in the right direction.

"Mark was like a consultant to us. His immense experience in the corporate world helped us focus on areas where change was needed," said Green. "Ward's experience within the organization will continue to take us to the next level."

A year ago Brown would have never thought he would be CFO of Stone Belt. "I had never really considered the position as a long-term goal," he said. But today he is excited about the chance to influence the direction of the organization.



"Over the last 11 years I have developed such a love for the mission of Stone Belt that I can see myself here forever," said Brown. "I look forward to seeing Stone Belt continue to grow and be able to prepare, empower and support more clients and families every year. I cannot think of a more fulfilling way to spend the rest of my professional life."

As CFO Brown is responsible for many aspects of the organization including financial services, MIS and Leather Works. He has spent the early days of his transition trying to learn all the new things that come with the position. Currently he is reworking Stone Belt's ScoreCard and developing the 2007 Fiscal Year plan.

One of the biggest challenges facing Stone Belt's 2007 budget is government rate cuts to programming. Long-term Brown would like to establish consistency to off-set these changes. "If we can continue to have all core programs cover cost and we can start to generate free cash flow, we will be able to develop contingency funds to help off-set our reliance on ever changing government funding," he said.

In his spare time Brown likes to golf and spend time with his wife Amanda and daughter Lilly.

➤ If you have any questions about finances contact Stone Belt CFO Ward Brown at 812-332-2168, ext. 306 or email wbrown@stonebelt.org.

Stone Belt

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5K Fun

Clients, staff and community members came together for the first annual "Run With Me" fund-raiser

