

program spotlight

PLAY THERAPY

Play is an important means of communication for children

By Rosie Falls, LCSW

Milestones Therapist

Play is a fun, enjoyable activity that elevates the spirit and brightens one's outlook on life. It also relieves feelings of stress and boredom and connects people in a positive and meaningful way, stimulating both creative thinking and exploration. For children, play is especially important. It is a child's language, and oftentimes toys are a child's words.

An understanding of the effectiveness of play has led to the internationally-used clinical model of Play Therapy in the addressing of children's emotional and behavioral needs. Play Therapy is a form of psychotherapy that uses play and toys to assist children in expressing themselves at moments when verbal language fails them. This approach allows children to use a form of self-expression that is most comfortable and familiar to them.

Play Therapy is known to be most effective with children ages 3-12, but elements are often beneficial for people across a lifespan. Play therapy helps children become aware of their thoughts, express feelings safely, gain a sense of control, show a mastery of their fears, develop creative solutions, accept responsibility for their behaviors, improve problem solving skills, and learn new ways of relating to family and peers.

It is with this understanding that Milestones Clinical & Health Resources — a division of Stone Belt serving children with developmental and emotional challenges, as well as adults with developmental disabilities — has created its Play Therapy program as an addition to the counseling approaches offered through the agency. Trained Play Therapists observe and interact with children with the goal of helping them work through emotional, social and behavioral difficulties and address family or school problems.

Each play therapy session at Milestones varies in length, but most last approximately 30 to 50 minutes. Sessions are typically held weekly over a period of time. Research has shown that an average of 20 play therapy sessions is required to resolve the problems of the typical child referred for treatment. Approximately 40 clients use Milestones' Play Therapy program each week, averaging eight sessions taking place daily.

Through the generosity of visionary donors Ray and Marcy Tichenor and the estate of the late Dorothy Dugdale, Milestones therapists have been able to establish two Play Therapy rooms in the Adams Street facility in Bloomington, each equipped with toys and materials that have been carefully selected for therapeutic purposes.

Play Therapy items fall into several basic categories: Real Life, Creative, Aggressive, Nurturing, Accomplishment, Regression, and Role-Play. Both of Milestones' Play Therapy rooms contain items such as books, art supplies, sand, dolls, dollhouses, kitchens, puppets, dress-up clothes, aggressive toys, miniatures, and toy animals. In addition, each room is equipped with disposable materials that can be manipulated by the children (egg cartons, magazines, etc.).

Currently, six trained therapists share the rooms, which are available for use by all clinical staff members.

With the establishment of these new spaces in the clinic, Milestones therapists have sought continuing education in the area of Play Therapy. Heather Maritano, LCSW, RPT-S — a local Play Therapy expert — has been conducting weekly clinical supervision sessions with several staff members, focusing on developing and strengthening their Play Therapy techniques.

Milestones Therapists Bree Russo and Rosie Falls recently attended the National Association for Play Therapy conference in Los Angeles. This four day event included sessions on "Play Therapy with Children with Autism Spectrum Disorders," and "Play Therapy Developmental Assessments."

Play Therapy success stories are abundant at Milestones.

"Claire," an 8-year-old girl, was first brought to therapy at Milestones because of severe emotional and behavioral issues, which included destroying property, violent behavior toward caregivers, fear of the dark, and tantrums. She had a history of abuse, neglect and inconsistent caregivers. She had never been in therapy before. She began weekly Play Therapy sessions to process her feelings of sadness, anger, fear, and confusion. Within three months, her family reported improved mood, an end to tantrums, a decrease in aggressive behaviors, and an increase in compliance with caregivers. Both Claire and her family expressed their belief that therapy was largely responsible for the positive changes.

Stone Belt and Milestones are honored to be a leading provider of Play Therapy services in the region.

✉ For more information on Milestones' Play Therapy program visit their website at www.milestonesclinic.org.

staff spotlight

Meet Dr. Lia Kettenis

Dr. Lia Kettenis' enthusiasm for her work at Milestones Clinical & Health Resources is contagious. Her energy, excitement and dedication are a perfect fit for this young but rapidly growing program.

Having just concluded a psychiatric residency through the University of Iowa, Dr. Kettenis looks forward to now having the opportunity to interact with individuals and families in order to help them experience happier and healthier lives.

When Stone Belt established Milestones in 2005, Director Maureen Gahan had a vision for a complete out-patient mental health clinic with Psychiatrists, Therapists, Social Workers and Nurses providing a broad spectrum of care. Her vision began to become reality when Dr. Mindy Weakley joined the agency in that same year. Only two years later, with the addition of Dr. Kettenis and an array of other health-care professionals, the dream of Milestones is being fully realized.

Milestones had been searching for a second psychiatrist for several months when Dr. Kettenis' resume came across Dr. Weakley's desk. The timing of the opening was perfect for Dr. Kettenis, who had been investigating positions in the Bloomington area in order to be closer to family. After speaking with Dr. Weakley and Maureen Gahan, Dr. Kettenis became excited at the prospect of joining the Milestones team.

"I enjoyed hearing Maureen's ideas about serving the community at many levels, especially focusing on the mental health needs of children and adolescents," said Dr. Kettenis. "As a non-profit agency, the focus of Milestones' services reflects maximizing people's strengths and providing supports and interventions to allow individuals and their families to thrive."

Dr. Kettenis was born and raised in Indianapolis. She received her Bachelor of Arts degree in Biology from Brown University and her Medical Doctor degree from the Washington University School of Medicine in St. Louis, Missouri. She completed her residency in both general and child/adolescent psychiatry at the University of Iowa Hospitals and Clinics in Iowa City in 2007. Dr. Kettenis' practice specializes in assessment, evaluation and medication management of children, adolescents and individuals with intellectual and cognitive disabilities of all ages.

In October of this year, Dr. Kettenis hit the ground running when she began seeing patients and was a guest of honor at a community reception.

One area of interest Dr. Kettenis would like to develop is in the education of care providers and parents of pre-school aged children. "Education is so important. If providers and parents are taught what to notice and how to assess, appropriate referrals and effective interventions can be implemented. The earlier this happens, the better the chances for success."

Dr. Kettenis enjoys spending her personal time with her husband and two young children. She also enjoys painting, drawing, jewelry-making, dancing and outdoor activities.

celebration

Milestones celebrated a renovated facility and introduced new psychiatrist Lia Kettenis, MD at an Open House on October 15.



Milestones Administrative Assistants. L/R: Dixie Jenkins, Shay Gooden and Phil Lyons.



L/R: Dr. Mindy Weakley; Brad Gahn, Stone Belt Human Resources Director; Barry Lessow, United Way of Monroe County Director; Iris Kesting, County Council Commissioner.



Milestones Director Maureen Gahan (center) is flanked by Psychiatrist Lia Kettenis, MD (left) and Medical Director Mindy Weakley, MD.



Milestones Nurses. L/R: Bobbi Wigley, BJ Bennett and Tammy Barger.



Milestones Behavior Therapists. L/R: Craig Barnhart, Mari Shawcroft, Jennifer Buckley, Pam Larr and Connie Thornton

Change: Threat or Opportunity?

Change is an inevitable part of life. There is a variety of possible response to change — resistance, denial, acceptance, or charging forward as a change agent. It is usually an advantage to recognize the need for change and to be involved in proactively facilitating it, rather than waiting for a situation in which an external circumstance forces the change into being.

At Stone Belt we regularly face a great deal of change — it seems we always have. The State will soon change the way we are reimbursed for many of the services we provide. The service delivery models are changing to give service recipients more choice and control. The demographics of the population are changing, putting a squeeze on the workforce. We face all of these factors and myriad others.

Admittedly, it is sometimes difficult to keep the “ship” facing forward and not get caught up in the turmoil of change. However, it helps that we stay anchored through strong beliefs in our mission and values. We work to embrace change as an opportunity when possible, and we maintain a strong advocacy role when change poses a

threat. We utilize both an internal and external perspective to see what changes we need to make from within, and we strive to make the best decisions — ones that will promote successful outcomes for our constituents.

We look for ways we can make the most of the opportunities that surround us, while taking necessary steps to mitigate the threats that also exist — realizing that sometimes it is the same thing that can be both threat and opportunity. That’s the nature of change, isn’t it?

This issue of *Touchstone* details some recent and upcoming changes for our organization. Our Milestones program is experiencing very positive change, including the addition of new staff and new therapeutic settings. We are looking at a new way to organize our resources to achieve the most positive outcomes for clients. And we have made some critical decisions regarding where we are able to most



effectively provide supports, which has led to us making changes in our service delivery area.

In addition to change, this issue of *Touchstone* also illustrates some of the traditions and values we continue to embrace — celebration, recognition, and the sharing of the client’s perspective on life. Thank you for taking your time to learn more about Stone Belt. We hope you are inspired by the outstanding accomplishments of our clients and the unwavering dedication of their support staff. We wish you and yours the very best of the holiday season, and we look forward to many opportunities to celebrate together in the coming year.

Cheers,

Leslie Green, Chief Executive Officer

upcoming events

JANUARY 17 / 4 – 5 PM JOB CLUB MEETING

Stone Belt 10th Street, Main Conference Room
Job Club kicks off its 2008 schedule with this first meeting of the year.
• For more information contact Joyce Resler at 812-335-3507, ext. 229 / jresler@stonebelt.org

JANUARY 31 / 5:30 – 7 PM MONROE BANK GALLERY ART & CRAFT RECEPTION

Monroe Bank, 210 East Kirkwood Avenue, Bloomington
Join us for an opening reception for Stone Belt’s Art & Craft mixed media mosaics.
• For more information contact Leslie Green at 812-332-2168, ext. 249 / lgreen@stonebelt.org

MARCH 4 / 2 – 3:30 PM BUSINESS RECOGNITION CEREMONY

Bloomington Convention Center, 302 South College Avenue, Bloomington
Help us recognize area businesses that have made outstanding contributions in the employment of persons with disabilities.
• For more information contact Elizabeth Hall at 812-332-2168, ext. 234 / ehall@stonebelt.org

MARCH 26 / 11:30 AM – 1:30 PM AWARDS FOR EXCELLENCE

Terry’s, 3124 Canterbury Drive
We will recognize five staff members who have made outstanding contributions.
• For more information contact Brad Galin at 812-332-2168, ext. 274 / bgalin@stonebelt.org

APRIL 26 / 9 AM RUN WITH ME 5K RUN / WALK

Stone Belt Tenth Street
Start training now for Stone Belt’ annual run/walk fund-raiser.
• For more information contact Amy Jackson at 812-332-2168, ext. 314 / ajackson@stonebelt.org

quarterly donors

Stone Belt extends appreciation to all our generous donors from September 1 to November 31, 2007. We are grateful for their continued support.

CAPSTONE LEVEL GIFTS (\$10,000+): Robert Burton*

PILLAR LEVEL GIFTS (\$5,000 — \$9,999): Davee Foundation

CORNERSTONE LEVEL GIFTS (\$2,500 — \$4,999): Donald & Caroline Snyder

BUILDER LEVEL GIFTS (\$1,000 — \$2,499): Forest Pharmaceuticals, Inc; Tim & Mary Ann Hines; Charles Webb; A. John & Judith Rose/Textilery Weavers; Jim & Joyce Grandorf.

ADVOCATE LEVEL GIFTS (\$500 — \$999): Maureen Gahan; Beth Gazley; Ken Gros Louis.

STEWARDSHIP LEVEL GIFTS (\$100 — \$499): Anonymous; Arc of Indiana; Mildred Cowling; David Higgins; Clifton & Janna Hocker; Ikon Office Solutions; Indiana Steel & Engineering; Gary & Helen Ingersoll; David & Janet James; Kappa, Kappa Sigma; Jean Langbak; Jim & Kathie Lazewitz; Lennie’s Restaurant; Russell Lyons; John Mannion; Edwin Cochran Marshall; Ed Maxedon & Leslie Green; Phil & Elaine Meyer; Grant Miller; Kathie Moh; Lou & Denny Moir; Monroe Bank; Daniel Mueller; Stuart & Cookie Mufson; Dorcas Porter; Anass Sentissi & Anne Roemer-Sentissi; Bob & Lori Shaw; Bonnie Smith; Peg Stice; Cliff & Joan Travis; Trinity Episcopal Church; Betty Underwood; Edward Wenstrup Jr; John West, Jr.

FRIEND LEVEL GIFTS (\$1 — \$99): Vicki Baker; Marge Belisle; Stephen Bonowski; Rich & Judy Buckmaster; Robert Burton; June Bush; Dixie Chaney; Curry Buick, Cadillac, Pontiac, GMC Truck, Inc; Kathryn Davidson; Bitta DeWees; Downtown Bloomington, Inc; Doyle & Sandy Ehlers; Georgia Emmert; Samantha Figley; Paul & Karen Flicker; Barbara Gifford; John & Elizabeth Hall; Barbara Harris; Debra Hoesman; Linda Holsapple; Betty Lou Horton; Kappa, Kappa, Kappa; Tina Khuzkian; Iris Kiesling; Maureen Kipp; Randall & Rae Kirk; Paul & Georgia Klindt; Neva Laraway; Long’s Leather; Pat Lundy; Lila Massa; Ron & Diana McGovern; Mary McGrayel; Nancy Metcalf; Ruth Miller; Lawrence & Brenda Mitchell; Christopher Molloy; Dale Mullins; Ray & Marie Murphy; Ed & Mary Lou Otting; Allison Pack; Jerry Prince; Nancy Rayfield; Don Robinson; Susan Russ; Nancy Smith; Don & Jane Summitt; TSI; Joseph & Cheri Taylor; Al & Bonnie Tinsley; Henry & Celicia Upper; Ron & Maria Walker; Helen Warmouth; Western-Southern Financial Group; Erich & Julia Wiegand; Joseph & Tonya Vandivier; Mary Alice Veal; Julie Vehslage-Hinton; Paul & Charlotte Zietlow.

IN-KIND GIFTS: Rich & Judy Buckmaster; Alan de Veritch; IU Auditorium; Kim Jewell; Don Lewis; Markey’s; Walnut Grove Spring Water

* Denotes gifts given through the Community Foundation of Bloomington and Monroe County.



Panels from WTIU’s *The Friday Zone* set depict six topics that children can learn about inside and outside of school: Indiana history, math, nature, performing arts, science and visual arts. Stone Belt clients designed and built the new set.

CLIENTS COMPLETE SET FOR WTIU SHOW

WTIU (public television, Bloomington) children’s show, *The Friday Zone*, has a new look, thanks to the vision and creativity of several inspiring Stone Belt artists.

Local collaborative artist, Joe LaMantia, headed the project and partnered with Stone Belt Art Teacher Karen Holtzclaw and several client artists. The finished set panels were installed in the Bloomington studio in September.

The 10 foot high panels began as small black and white drawings created by Stone Belt artists. Drawings were based on the six core subjects of the WTIU program, including: Indiana history, math, nature, performing arts, science and visual arts.

The drawings were next made into overhead transparencies from which they were projected and traced onto large sheets of butcher paper. These full-size tracings were then transferred onto signboard.

Once the tracing and cutting steps were complete, LaMantia worked alongside the artists to cover each piece of board with primer and then bright coats of paint. Additionally, some of the drawings were traced onto magnetic rolls, cut out and decorated with peel and stick vinyl. As a final touch, each magnet was outlined with black chenille and stuck onto the backdrop.

“The success of such an artistic process can only be attributed to the creativity, collaboration, hard work and trust of an entire community of people,” said Katie Sullivan, *Friday Zone* host and producer. “We are honored to incorporate the work of Joe and the artisans of Stone Belt into our show.”

The Friday Zone is an Emmy award-winning children’s series. It airs weekly on two PBS stations in Indiana, WTIU and WFYI. It is produced by WTIU and has been on the air since 1999.

The Friday Zone caters to children who are between the ages of 7 – 12 years old, as well as their parents. The show’s mission is to challenge children to explore, investigate and experience the world around them.

▶ The *Friday Zone* airs *Fridays at 4:30pm on WTIU and 4pm on WFYI. It repeats Saturdays at 10am on WTIU.*

STONE BELT COMPLETES NAP AHEAD OF SCHEDULE

Stone Belt received an allocation of \$20,500 in Neighborhood Assistance Program (NAP) tax credits from the State of Indiana for 2007-2008. This established a fund-raising goal of \$41,000 to be raised between July 1, 2007 and June 1, 2008. We are pleased to announce that Stone Belt donors utilized the entire allocation in less than a six month period, raising \$41,000 in support of *Milestones Clinical & Health Resources* — a Stone Belt program of excellence that provides much needed psychological and psychiatric services to individuals with developmental disabilities. Because of this generosity, *Milestones* will be able to provide approximately 2000 more hours of clinical services during 2008, enhancing individuals’ efforts to become more independent and active members of our community.

STONE BELT CLIENT, FAMILY, EMPLOYER HONORED

The City of Bloomington Council for Community Accessibility (CCA) presented awards to organizations and individuals at its annual awards ceremony on October 15 at the Hilton Garden Inn. Three of the honorees included a Stone Belt client, a Stone Belt family and a Stone Belt employer.

“I congratulate all the award nominees and recipients and thank these individuals and organizations for their significant contributions to making life easier for people with disabilities,” said Mayor Mark Krizan at the event.

See more about Stone Belt’s honorees at right. Other recipients included Elizabeth Lyons (Special Recognition), Daniel Grundmann (Professional and Community Service Award), Jo Gilbertson and Dixie Patterson (Kristen Willison Volunteer Service Award), and Karen Thomas (Mayor’s Award).



babette hall self-advocacy award

Babette Hall received the Self-Advocacy Award for advocacy on behalf of herself and others. Babette is the client-representative on the Stone Belt board of directors and also active in the Self-Advocates of Indiana group. Upon receiving her award she went to the microphone with tears in her eyes and said, “I want to thank you all for this, because I worked so hard for it and now I think I’m going to work harder.”



hossler family special recognition award

Don, Carol-Anne and Jonathan Hossler received a Special Recognition Award for the Hand ’n Hand project. Hand ’n Hand involves daily collections of non-perishable food donations — contributed by family members and collected by Stone Belt client volunteers — that are then donated to area food pantries. The project began as an effort to create a productive outlet for their son Jonathan, a Stone Belt client, and is now shared with other clients.



vickie davison business service award

Bloomington Hardware owner Vickie Davison received the Business Service Award for her outstanding efforts in hiring persons with disabilities. She has employed Lennon Beasley, a Stone Belt client, at Bloomington Hardware for almost four years. Vickie is a long-term supporter of Stone Belt. In 2005 she received the Stone Belt Business Recognition Award for her support to Lennon on the job.

ART & CRAFT ROUNDUP

Stone Belt Art & Craft ends 2007 on a high note with several successful events.

In October a custom-designed mixed-media mosaic was created for the Internal Medicine Associates’ new office building on Sare Road in Bloomington. The piece was commissioned for display in the lobby. Images of the new building and its patients gave the 4x6 piece a realistic feel.

In November a three-month exhibition of Art & Craft mosaics at Lennie’s Restaurant in Bloomington concluded. Feedback from the show was overwhelmingly positive with a total of 26 mosaics sold, totaling over \$3,800. Proceeds go toward Stone Belt programming, with a commission on each piece paid to the artist.

In December Stone Belt held a special Art & Craft Gallery Holiday Sale on two Saturdays. The sale featured mixed-media banners and mosaics, greeting cards, leather items and seasonal items such as holiday ornaments and candles. The Art & Craft Gallery is located at Stone Belt’s Tenth Street offices in Bloomington. The gallery is open Monday through Friday, 9 am to 4 pm.

Stone Belt sold over \$15,000 worth of Art & Craft products in 2007 and client artists were paid approximately \$5,000 for their designs.

2008 is already looking to be a busy year. Upcoming events include a spring show at Monroe Bank’s Kirkwood Headquarters in Bloomington. An opening reception for this four-month exhibit is scheduled for Thursday, January 31 from 5:30 to 7 pm.

▶ For more information about Stone Belt Art & Craft email artandcraft@stonebelt.org

touchstone

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agency-wide awards



steve warren hero award

On July 18, 2007, a resident at Elliott House, a Stone Belt Group Home, had an unfortunate choking incident. Staff members Brandy Quillen and Judy Philpott reacted in just the way we would want anyone to react in such a situation. One immediately began to perform the Heimlich Maneuver, while the second called 911. Rescue breaths were also performed. There was no air flow, no pulse and the resident was cyanotic. These two brave staff members then began to administer full treatment CPR and were able to complete two full rounds by the time the ambulance arrived. Had it not been for these two courageous staff members, there is no doubt that the resident would not have survived this traumatic event. They worked together as a team to save this individual's life.



visionary leadership award

A good leader builds trust, inspires, models an example for all to follow, empowers his/her followers, develops innovative solutions, and aligns with the agency mission. Susan Russ has demonstrated her outstanding capabilities in all of these ways and much more. Ten years ago, there was a request for Stone Belt to begin offering services to a new group of clients. She stepped forward, blazed a trail into a new service area and began to offer high-quality services to a small group of clients desiring community employment. Today, Stone Belt's East Region supports over 110 clients with employment, life skills enrichment, high school transition, supported living and Milestones services. The success and vitality of these services can all be traced back to a brave and ambitious woman who was willing to use her mini-van, parked under a shade tree, as an office for several months until we established an office in Columbus.

celebrations Annual Awards 2007

Each year Stone Belt is proud to hold Annual Celebrations across its four areas of service including: Monroe County, Lawrence County, Owen County and the East Region. These meetings are a time to reflect upon the previous year, discuss future plans and recognize the wonderful clients, staff and community members who make a difference in the lives of so many.

Beginning this year, awards from all Stone Belt locations are being unified, with the same categories recognized at each location (Owen County and the East Region will transition with their 2008 year awards).

Client and staff winners from the most recent awards ceremony in each region were all considered for this year's agency-wide awards for Employee of the Year and Client of the Year, presented at the Monroe County/Agency-Wide celebration in September. This tradition will continue in future years, as well.

In each Fiscal Year the first Annual Celebration will be held in Owen County in November.

The next celebration will be held in the East region in April, followed by the Lawrence celebration in early September. The award season will conclude at the end of September with the agency-wide celebration during which Monroe County staff, client and community members - in addition to overall agency winners - will be recognized.

There were several highlights of this year's awards season. At the Lawrence County celebration, both a mother and daughter were honored for their work for Stone Belt. Brandy Quillen, Associate Manager for Elliott House, received the *Home Life Must Be Self Directed* award and her daughter Dee Bordeleau, Manufacturing Services Specialist, received the *Learning Creates Empowerment* Award. This mother and daughter duo are an inspirational example of a family tradition of excellent service to others and they represent a great instance of individuals truly living Stone Belt's values.

At the Monroe County celebration, retiring member of the Stone Belt Board of Directors, Ed

Otting - who completed ten years of volunteer service to the agency - was presented with a special custom-created Art & Craft Mosaic depicting the house and residents of Miller House, the Group Home of his daughter, Angela. "I am incredibly touched by this personal tribute," said Otting.

Owen County's meeting once again featured a silent auction of several baskets filled with goods donated from generous area merchants. Proceeds from this annual tradition benefit client programming.

In the East region, this year's celebration was held at a community location for the first time. With recent growth in client services, the timing was right to move the event from program offices into the Columbus City Hall. The move was met with resounding excitement from staff and clients.

As Stone Belt has moved well into its 2008 fiscal year, there will surely be more stories of success and progress to celebrate. We look forward to sharing them!

agency-wide awards



employee of the year

Rose Dickerson was selected from among all other employee award winners in all counties as the most outstanding employee. She works with clients in their homes helping them to develop independence, increase their involvement in self-advocacy activities and to develop friendships in the community. Rose's communication skills are exemplary. The success of support teams in which she is involved can often be attributed to her ability to accurately and effectively communicate a snapshot of the life of those whom she supports. She is organized, plans ahead and often leaves co-workers information about upcoming community events to facilitate the client's participation in those events. With a calm and reassuring demeanor, this outstanding staff supports both clients, and co-workers, and embraces Stone Belt's mission. She shares her passion with all.



client of the year

Kelly Draus was chosen from winners in all counties. She has worked very hard over the past two years to increase her overall stamina. She has changed her dietary habits, which in turn has increased her mobility and health. She no longer uses her wheel chair and has also been taken off of the continuous supply of oxygen she once used. As her health has improved, so has her outlook on life. Although she can be counted on for her wry viewpoint at times, she is smiling a lot more these days and enjoying her life to a much greater degree. With her newfound stamina and mental outlook, her next goal is to return to work. The community of Bedford will certainly appreciate her hard work and dedication.

owen county

November 4, 2006
IGA Building Spencer



Client of the Year: *Electa Holsapple*
Ms. Congeniality: *Richelle Hartman*
Mr. Congeniality: *Dennis Heyen*
Client-Selected Staff: *Becky Smith*
Outstanding Group Living Employee: *David Furr*
Outstanding Supported Living Employee: *Rose Dickerson*
Outstanding Employment & Day Services Employee: *Amanda Hodges*
Community Partners: *World Arts Printing & Plywood King*

east region

April 24, 2007
Bartholomew County City Hall



Outstanding Supported Living Employee: *Carol McMurtrey*
Outstanding Day Services Employee: *Mary Brown*
Day Services Client-Selected Staff: *Joel Allison*
Supported Living Client-Selected Staff:
Matthew Holland & Darlene Erwin
Day Services Outstanding Client: *Melissa Bishop*
Supported Living Visionary Leadership: *Lora Vanosdol*
Day Services Visionary Leadership: *Debra Barnes*
Residential Program of the Year: *Holland/King Residence*
Educator of the Year: *Faith Thomas*
Community Partner: *Rural King*
Volunteer of the Year: *Randy McCarty*

lawrence county

September 13, 2007
Lawrence County Fairgrounds



Self-Determination is Essential: *Jack Quackenbush (client)*
Learning Creates Empowerment: *Joe Underwood (client)*
All People Have Contributions to Make: *Jimmy Stiffler (client)*
Home Life Must Be Self-Directed: *Kelly Draus (client)*
Positive Supports Provide the Best Long-Term Results:
Amie Scherschel (staff)
Employment is a Fundamental Part of Adult Life:
Dee Dee Bordeleau (staff)
Social Life and Relationships Help Create Quality of Life:
Carolyn Hawkins (staff)
Home Life Must Be Self-Directed: *Brandy Quillen (staff)*

monroe county

September 24, 2007
Bloomington Convention Center



Self-Determination is Essential: *Angie Ehlers (client)*
Learning Creates Empowerment: *Babette Hall (client)*
All People Have Contributions to Make: *Johnathan Hossler (client)*
Home Life Must Be Self-Directed: *Lisa Hackney (client)*
Positive Supports Provide the Best Long-Term Results: *Miriam Budarz (staff)*
Employment is a Fundamental Part of Adult Life: *Kassie George (staff)*
Social Life and Relationships Help Create Quality of Life: *Josh Jackson (staff)*
Community Partner Awards:
Indiana Institute on Disability and Community
Bureau of Developmental Disabilities Services, District 4 Field Office
Volunteer of the Year: *Retired and Senior Volunteer Program*
(Area 10 Agency on Aging)

development

Grants awarded, donors appreciated

recent grants awarded

Stone Belt is honored to have received two grants that recognize the outstanding potential which exists in its programming. The United Way of Monroe County has awarded Stone Belt \$5,620 in an Agency Capacity Building Grant. Stone Belt was one of only three agencies awarded funds during a highly competitive grant cycle. The funds will be utilized in the purchase of a stamping machine and a dye cutter for use in Stone Belt's Leather Works and Art & Craft production. Stone Belt was recognized by United Way for its innovative businesses that provide creative and dynamic work opportunities to individuals with disabilities while creating an excellent revenue stream for the agency. The new machinery will allow Leather Works and Art & Craft to greatly expand their lines of merchandise, and will provide clients with the development of exciting new professional skills.

Stone Belt also received a \$5,000 grant from the Davee Foundation in support of its Career Advancement Services (CAS), a program which assists clients in developing work and professional skills in order to increase their potential for finding and maintaining community employment. Clients explore concepts such as listening to supervisors, attendance, task completion, problem solving and safety through both classroom and experiential trainings that promote self-determination. Stone Belt will utilize the grant to expand upon the existing programmatic vision through the research and purchase of cutting-edge, nationally-developed curricular materials.

ira giving opportunity

Did you know that your IRA can now be used as an immediate source of gifting as well as tax savings? If you are 70½ or older, the IRS requires you to take a mandatory distribution from your retirement account, or face a penalty of 50% on the amount that should have been withdrawn. However, thanks to the Pension Act of 2006, there is temporary tax relief on these distributions. The provision, which expires at the end of December of this year, allows those individuals required to withdraw money from their IRAs to send these distributions directly to qualifying charitable organizations such as Stone Belt, thereby avoiding taxes. IRA owners can make tax-free gifts of up to \$100,000 during 2007 directly from their IRA, with the dollars donated not considered to be taxable income. This act is a potential breakthrough in charitable giving, as givers can avoid tax liability, and instead increase the amounts directed to charitable causes.

stone belt donors make the difference

Because of the visionary giving of each of our donors, Stone Belt was able to remain an agency of excellence in 2007, providing quality supports to individuals with developmental disabilities as they strive to reach their full potential. Through generous contributions, Stone Belt

- provided services for more than 1,500 clients
- offered support to over 180 individuals living independently and in group residential sites
- served over 600 clients in life skills educational programs
- supported over 200 individuals in employment positions within the community
- provided over 2,500 out-patient visits for psychological, behavioral and clinical support
- employed over 300 clients in agency-based manufacturing employment

Each day Stone Belt helps people with disabilities fulfill their dreams. For some, it is a career in the arts world; for others, it might be moving into their first apartment independently. Whatever the goals, Stone Belt's client-centered supports are designed to help people with disabilities realize their personal vision of success.

As the holiday season approaches, we hope that you will consider Stone Belt in your end-of-year giving. A gift to Stone Belt allows every aspect of our agency to flourish. With your help, we can stretch our diminishing funding much further and promote the highest quality of services. Your gift will go directly to programs of excellence that support people with disabilities in their quest for personal fulfillment.

✉ To discuss giving opportunities to Stone Belt please contact Development Director, Amy Jackson, at 812-332-2168 etc. 314 / ajackson@stonebelt.org.

first person

Get to know Marcella Eller

By Marcella Eller

Told to Jenny Austin, Life Skills Enrichment Coordinator

I was born at my granddad's old place. My Granddad is dead now. I went to school up above our house on the pike. I liked school. I liked to be with my good friends. We liked to play dolls. I still like dolls; I have a big collection of baby dolls at home. We lived on a farm. I helped with chores. I cleaned my bedroom. I can't do that as well now since I'm in the [wheel] chair.

My mom and dad are dead now. I had a brother who was killed in the war. That made us all real sad. My sister died a few years ago from a heart attack. I'm going to call my niece to see about Thanksgiving. I like to spend the holidays with her. I get homesick sometimes, and I miss my mom and my sister.

After living with my mom and dad, I came to Stone Belt. I used to have a job in the community. I worked at Pizza Hut, Grisanti's and Macri's. I hated to give those jobs up. I wish I could have another community job. I like working in the workshop. I wish I could work every day. I hate those old classes.

My birthday is coming up soon. I'm going to be 83 years old. I talked to my girlfriend the other day. We're going to have a big birthday party! I like Thanksgiving and my birthday. I like going Christmas shopping. But I hate this old cold weather! It makes my nose stop up!



Joan Burton was the first Executive Director of Stone Belt Arc, serving in this capacity from 1965-1985. Her husband Robert recently honored her memory with a \$10,000 donation to the Joan Burton Memorial Fund.

development

The Joan Burton Memorial Fund

Stone Belt is pleased to announce a recent gift of \$10,000 given by Mr. Robert Burton to the Joan Burton Memorial Fund in the Community Foundation of Bloomington and Monroe County. All revenue from the Joan Burton Memorial Fund benefits the programs of Stone Belt.

Mrs. Burton was the first Executive Director of Stone Belt Arc, serving in this capacity from 1965-1985. During her years of service, Mrs. Burton saw the transformation of the agency. She was instrumental in the establishment of Stone Belt's residential programs, and she pioneered the first cooperative arrangements with the Monroe County Community School Corporation for special education programs. Mrs. Burton oversaw the development of Stone Belt's adult vocational program, including both community recycle and manufacturing, and she initiated the fund-raising and construction efforts of Stone Belt's 10th Street facility in Bloomington.

Mrs. Burton's impact on Stone Belt — and on the entire community — was truly significant. Her advocacy work on behalf of individuals with developmental disabilities was inspirational in an era when there were very few people dedicated to this cause. Joan Burton was highly regarded and widely known throughout Bloomington and Monroe County during her Stone Belt tenure and beyond. Her legacy echoes throughout the halls of Stone Belt even today.

In keeping with her vision for Stone Belt, Mrs. Burton encouraged the leadership of the organization to create an endowment fund which would provide a permanent income stream for the agency. Upon her death in October of 2001, her husband Robert Burton honored this wish through the establishment of the Joan Burton Memorial Fund in the Community Foundation of Bloomington and Monroe County. Revenue from this fund is utilized today to support programs of excellence, including the Stone Belt Awards of Excellence as well as tuition scholarships offered to staff wishing to continue their education toward advancing their career in the field. Both of these programs provide significant and lasting impact for the clients served by Stone Belt.

Gifts to the Joan Burton Memorial Fund support Stone Belt into perpetuity. The Fund provides donors with an outstanding vehicle for advancing Stone Belt as an agency of excellence, and serves as part of Stone Belt's greater endowment efforts being undertaken as the agency moves toward fifty years of service in the community. Stone Belt is privileged to be a part of the honoring of Mrs. Burton's legacy. Her impact on the whole of the community will continue to be realized for many years to come.

✉ For more information on giving opportunities to Stone Belt's endowment efforts, please contact Amy Jackson, Stone Belt's Development Director, at 812-332-2168, ext. 314 / ajackson@stonebelt.org or Pete Rhoda, Development Director of the Community Foundation of Bloomington and Monroe County, at 812-333-9016 / cfdonor@insightbb.com.

restructure

Services to be organized by location

Stone Belt is dedicated to providing comprehensive services to our clients; the agency strives to empower clients to experience the greatest level of self-determination and the highest quality of life. To this end, Stone Belt is in the process of implementing a new organizational structure in order to achieve the most positive outcomes for the individuals served.

The foundation of the agency-wide restructure — to be implemented beginning in January of 2008 — is built around a wholistic approach to providing supports for clients' lives. Rather than offering services to an individual through segmented departments such as residential, day programming and employment, services will now be offered to each client by a cohesive staffing unit that will work with the individual to create a comprehensive picture of his or her goals, desires and needs. Additional objectives of the new agency structure include staffing of day programs with skilled subject-specific instructors equipped with cutting-edge curricular materials, and provision of the highest levels of supervision, training and leadership for staff.

Stone Belt will be organized around four regions of service delivery: Central (Monroe County), West (Owen County and West Monroe County), South (Lawrence County) and East (Bartholomew and Jackson Counties). In addition, the agency has created a position of Director of Program Supports and Community Employment. This position will entail the offering of resources to each region, and will also be responsible for community employment, follow-along job supports, and on-going community-based Stone Belt programs of excellence.

The restructuring efforts have been guided by Stone Belt's Senior Director of Programs, Kim Hodges. An eighteen year veteran of Stone Belt who formerly served as the director of both Lawrence and Owen County's programming and manufacturing, Kim was promoted to Senior Director of Programs in the spring of 2006 with the mandate from agency leadership to create a whole-agency approach to the offering of services. Kim brings to the position a wealth of knowledge, experience and vision. As Senior Director of Programs, Kim will oversee each of the Regional Directors, as well as the Director of Program Supports and Community Employment.

The board of directors and executive staff of Stone Belt greatly look forward to the implementation of this new agency-wide organizational structure, which fully compliments Stone Belt's mission to prepare, empower and support individuals with developmental disabilities to fully participate in the life of the community.

offices

Jennings County services relocated

As part of an evaluative effort of the quality of services Stone Belt strives to provide for all its clients, the difficult decision was made to discontinue the offering of services in Jennings County. Many considerations went into the making of this change; most importantly was recognition that it is not possible, due to on-going staffing constraints, to support services of excellence in that part of the state. The agency leadership felt it best for the clients being supported to offer them services in Lawrence or Bartholomew Counties, locations where Stone Belt's support systems remain substantive and consistent.

Stone Belt began serving individuals in the Jennings County area in 2004 when Muscatatuck State Developmental Center closed its doors. It was at that time that State officials, in search of a qualified service provider for some of the final individuals to leave the facility, contacted Stone Belt to request assistance.

The Jennings County clients served by Stone Belt since 2004 have made great progress in their transition from institutional to community life. Stone Belt believes that serving them now in either Bartholomew or Lawrence Counties will afford them even greater vocational and leisure opportunities. The change in service location began to be implemented in November and will continue over the next few months. The Jennings County office closed on December 1, and all administrative staff and functions were moved to Stone Belt's Columbus (Bartholomew County) office.

Clients and families affected by the change were offered the choice of continuation of Stone Belt services in one of the two alternate locations, Bartholomew or Lawrence Counties. For those clients and their families who chose to continue services within the Jennings County area, arrangements were made to support their smooth and successful transition to new service providers. Stone Belt demonstrated commitment to assisting and supporting clients in their self-determined choice.

Stone Belt also worked closely with staff affected by this decision, some of whom were able to transfer as employees to an alternate Stone Belt location. Where necessary, Stone Belt assisted staff in seeking employment with other providers in the area; many employment opportunities existed for staff members choosing to remain in Jennings County.

Stone Belt remains dedicated to providing programs of excellence throughout all regions where the agency is located. The decision to focus services in the five core agency counties (Bartholomew, Jackson, Lawrence, Monroe and Owen) will have a truly positive and lasting impact on the clients, their families and staff.

regional directors

Each of the five Director positions has been filled by a highly-qualified staff from within the agency:



senior director of programs
Kim Hodges



central region director
Tonya Vandivier
formerly the Director of Group Homes



west region director
Matt Jackson
formerly the Interim Director of Supported Living



south region director
Shawn Halter
formerly the Associate Director of Group Homes



east region director
Susan Russ
formerly the Director of East Day Programs



director of program supports & employment
Bitta DeWees
formerly the Director of Monroe County Employment and Day Program

human resources

Two new staff training programs begin

By Brad Galin

Senior Director of Human Resources and

It is said that the key to success in any organization is its people. That is certainly true for Stone Belt, which employs over 500 unique individuals who work each day to make a difference in the lives of our clients, in our partner agencies and businesses, and in our community. In an effort to support our staff in reaching toward ever greater levels of excellence, Stone Belt has initiated two new leadership development programs: ASPIRE and VOICE.

The ASPIRE series is open to all Stone Belt employees and is designed to allow for exploration of new concepts, a strengthening of current skills, and meaningful engagement between current and future leaders of the organization. Topics in the series have been selected from feedback received on various employee surveys as well as from on-going conversations that take place through both formal meetings and informal gatherings. Participation is voluntary, and sessions take place in various Stone Belt locations and at differing times in order to accommodate the many schedules of our employees. As an incentive, a small cash award is offered to employees who complete the entire eight course series over two years. The first session (on Time Management) brought over 30 employees to Stone Belt's Central Office in November. Upcoming sessions in the series include "Exploring your Leadership Style," "Effective Communication," and "Understanding Financial Reports and Funding for Services."

VOICE, our second leadership development initiative, has been designed for individuals holding current supervisory positions within the agency. Covering topics ranging from "Diversity," "Conflict Resolution," and "Managerial Work Ethics," the VOICE program seeks to develop and enhance the skills that our supervisors possess as they lead their groups and teams in the delivery of services. The program has been in place for over one year for individuals who are just beginning their role in supervisory positions. Stone Belt is committed to now have all current supervisors experience the nine-session course by the conclusion of 2008. Many studies have been conducted which conclude that employees most often choose to leave a work place because they have experienced a lack of support from their supervisors. Through the implementation of VOICE agency-wide, Stone Belt is committed to building strong leaders who consistently provide support, guidance and encouragement for those they supervise. In turn, this will have significant and lasting impact on the agency's overall quality of service for our clients.

Both the ASPIRE and VOICE initiatives represent additional training opportunities that exist beyond those conducted for all new employees. Upon hire, new employees receive more than 40 hours of training in areas that include "CPR/First Aid," "Principles of Service," "Core A (medication administration)," and "Positive Behavior Supports." Central to all Stone Belt training is an interactive format that allows employees to role play and dialogue about real-world situations which may be encountered in their work throughout the agency. A dedicated group of agency trainers regularly evaluates Stone Belt's training courses in an effort to provide the most effective and meaningful learning possible.

An exciting opportunity exists on the horizon in a new state-wide program being developed through a partnership between Ivy Tech, the Indiana Institute on Disability and Community, and the State of Indiana. Stone Belt is honored to have been selected as one of only nine "Phase One" agencies throughout the state that will be able to offer employees advanced training opportunities which earn participants college credit. In the initial phase, Stone Belt will send ten employees through this program free of charge; at their successful conclusion participants will receive a Certificate in Human Behavior which can then be applied to a future Associates Degree through Ivy Tech. Stone Belt looks forward to sharing more information as this exciting new program takes shape in 2008.

✉ For more information about Stone Belt's training programs log on to www.stonebelt.org.

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



Fall-o-ween

Clients, staff and their families celebrated at Stone Belt's annual Fall-o-ween festivities on October 19 at the Lawrence County Fairgrounds where there was food, games and dancing.

PLAY TIME

Milestones' Play Therapy program helps children communicate.

page 1

ART ROUNDUP

Artists complete set for WTIU show, display mosaics at local restaurant.

page 2

CELEBRATING STONE BELT

Events recognize clients, staff and community members.

pages 4-5

STAFF EXCELLENCE

Stone Belt launches two new leadership development programs.

page 7

OUR MISSION

We believe in the uniqueness, worth and right to self-determination of every individual. Therefore, it is our mission, in partnership with the community, to prepare, empower and support persons with developmental disabilities and their families to participate fully in the life of the community.



Clients and staff celebrate at Stone Belt's 2007 Annual Celebration on September 24. From L/R: Ginele Galloway, Tasia Tanier-Gesner, Susie White and Amy Headings.