

Local businesses recognized during awards ceremony



O'MALIA'S MARKETPLACE

Employees Steve McGovern and Rebecca Allerhand flank their Supervisor Steve Hurt.



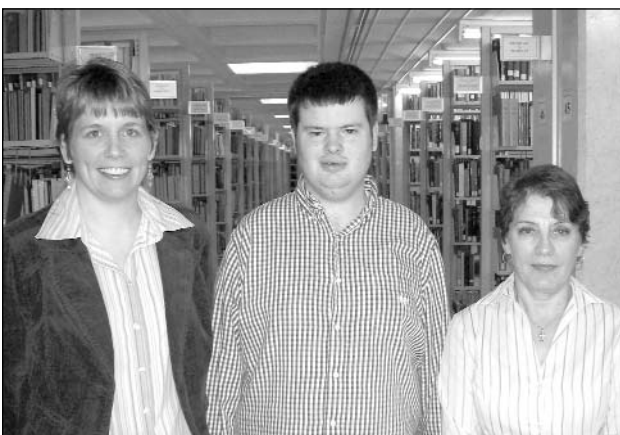
IU POLICE DEPARTMENT

Employee Ernie Hamm (front) is surrounded by his supervisors (L/R): Nancy Talbott, Lt. Greg Butler, Lt. Laury Flint.



GOODY'S FAMILY CLOTHING

Employee Sandy Gaskins (center) is flanked by her supervisors John Senac and Kathie Coleman.



IU HERMAN B. WELLS LIBRARY CUSTOMER & SERVICE ACCESS CENTER

Employee Michael Tibbs is flanked by his supervisors Sherri Michaels (at left) and Fran Sturgis.

Stone Belt recognized ten area employers at its annual Business Recognition Ceremony, sponsored by SIHO Insurance Services, March 4.

The awards were presented in conjunction with Disabilities Awareness Month to recognize outstanding contributions in promoting employment opportunities for persons with developmental disabilities.

The event was held at the Bloomington Convention Center and attended by approximately 150 people. Stone Belt CEO Leslie Green welcomed employers, clients and guests while Bloomington Mayor Krusan's office gave a proclamation announcing March 4, 2008 as Disabilities Awareness Day in Monroe County.

All of the employers at this year's event were honored for going above and beyond to provide an open and successful work environment to individuals with developmental disabilities.

Businesses were chosen after a selection process in which staff members nominated employers they felt excelled in providing employment opportunities and support to employees with disabilities. Nominations were then screened by a selection committee who narrowed down the field to choose the recipients.

During the event Stone Belt staff presented the award to the business they nominated. Their speeches included reasons why the business was being honored. Client employees were also given the chance to thank their employers.

Representatives from the individual businesses accepted the award. Read on to find out about businesses that were honored.



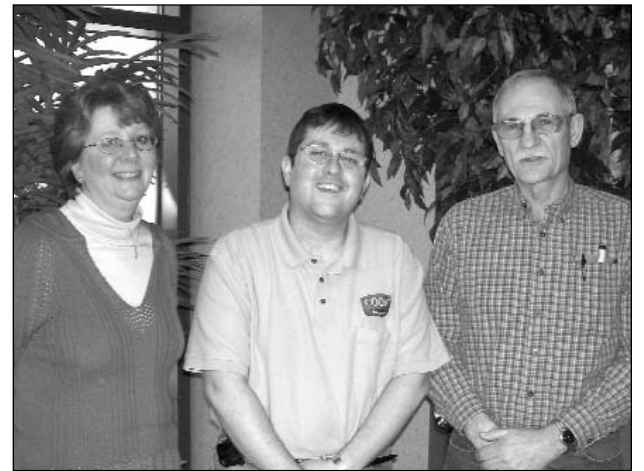
INDIANA MEMORIAL UNION HOUSEKEEPING & LAUNDRY

Supervisor Donna Brown is flanked by employees Philip Smith and Wes Daniel.



PIZZA HUT EAST

Supervisor Misty Pemberton (back center) is surrounded by employees (L/R) Glenn DeVane, Janice Martin and Karla Ficker.



COOK PHARMICA

Employee Jeremy Fleetwood is flanked by his supervisors Kelly Callahan and Rick Naftzger.



IIDC EARLY CHILDHOOD CENTER

George Kirles is surrounded by his co-workers (from L/R): Jackie Dutkowski, Lois Hutter-Pishgahi, Cathy Beard, Pat Cole and Alice Cross.



TACO BELL WEST

Ron Tyrie is surrounded by his supervisors (from L/R): Nikki Mishler, Debbie Langley, Sandy Huntsman.



IU CENTER FOR SURVEY RESEARCH

Employees Don Robinson (left) and Michael Tibbs are flanked by their supervisors Jamie Roberts (far left) and Lilian Yahng.

from the CEO

Spring brings numerous success stories

I consider myself very fortunate. I have worked in the field of disability services during a very exciting period and I have lived to see many dreams and visions brought to life. While we once only imagined a world in which people with disabilities would fill a variety of important social roles, it now exists all around us. Stone Belt has a mission to prepare, empower and support individuals with disabilities to fully participate in the life of the community. For almost 50 years — with support from our constituents and the community at large — we have helped to facilitate many exciting accomplishments. Support is available for individuals to live in the community instead of institutions. Artists with disabilities create inspirational works that are enthusiastically admired and collected by the public. Businesses embrace the contributions of employees with disabilities.

This issue of the *Touchstone* highlights numerous success stories.

We celebrated together in our annual Business Recognition Ceremony earlier this month, during which 10 area companies were held up as examples of the incredible impact that can be made when individuals with disabilities are



given the opportunity to excel. We are proud of the role that we have played in engaging the community in employing our clients, and we know that we have yet to play an even bigger role in this burgeoning field. Inside these pages you'll have the opportunity to read about the difference being made by the energy and enthusiasm of student volunteers. And in this issue you'll also be introduced to a fun and important Stone Belt fund-raising opportunity hosted in part with the Down Syndrome Family Connection. We know that Stone Belt is a success because of our clients, our staff, our volunteers and our supporters. Every one of us plays an essential role in providing for an exciting future.

The list of meaningful achievements made by members of our Stone Belt family goes on and on, yet we are not finished with this good work. We eagerly await the opportunity to continue our efforts and to enhance our role in helping our clients, current and future, to build fulfilling lives and actualize their dreams. There is much more that needs to be done, but the rewards of our work embolden us to carry on, to advocate for appropriate funding and public policies, and to collaborate with all of you as our partners in this success.

Leslie Green, Chief Executive Officer

upcoming events

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

Terry's, 3124 Canterbury Drive. Five staff members who have made outstanding contributions will be recognized.
• For more information contact Human Resources Director, Brad Galin at 812-332-2168, ext. 274 / bgalin@stonebelt.org

MARCH 29 / ALL DAY / 4 – 5:30 PM STORY HOUR & COMMUNITY ART PROJECT BARNES & NOBLE FUND-RAISER AND STONE BELT ART DISPLAY

Bloomington Barnes & Noble. Stone Belt is pleased to be partnering with the Down Syndrome Family Connection to hold a special educational and fund-raising event as part of Down Syndrome Awareness Day and Disabilities Awareness Month. Find out how you can be a part of this important event on Page 7.

• For more information contact Stone Belt Development Director, Amy Jackson, at 812-332-2168, ext. 314 / ajackson@stonebelt.org

MARCH 29 / 1 – 3 PM "INCLUDING SAMUEL" MOVIE PREMIERE

Jackson Creek Middle School, (3980 S. Sare Road, Bloomington).

In honor of Disability Awareness Month the Monroe County Community School Corporation Parent Teacher Advisory Council for Special Education – in partnership with Stone Belt – presents the Indiana statewide premiere of the film "Including Samuel." This event is free and open to the public. "Including Samuel," a documentary film by Dan Habib, examines the educational and social inclusion of youth with disabilities.

• For more information email ParentTeacherAdvisoryCouncil-owner@yahoo.com. For more information about the film, "Including Samuel," log on to www.includingsamuel.com.

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

Stone Belt Tenth Street. Start training now for Stone Belt's annual run/walk fund-raiser. More information about this event can be found on the back cover of this edition of *Touchstone*. Fill out your registration form and mail it in the enclosed envelope.

• 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 December 1, 2007 to February 29, 2008. We are grateful for their continued support.

CROWN LEVEL GIFTS (\$100,000+): Betty Underwood**

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STEWARD LEVEL GIFTS (\$100 — \$499): James & Shirley Abbitt, James Alling, William & Jill Beyer, Charlie Bleuel & Teri McCalla, Charles & Rhonda Burch**, Jim & Carol Campbell, Matthew Crouch, Richard & Rosemary Dever, David DeVore, Paul & Karen Ficker, Bernie & Vickie Fry*, Loren George, Barbara Gifford, Margaret Gilbride, GoodSearch, John & Elizabeth Hall*, Phil & Margaret Hathaway, Lena Hewitt*, Gary & Susan Hieftje, Kappa Kappa Kappa Sorority Alpha Delta Chapter, Kappa Kappa Sigma Sorority Iota Chapter, Miles & Marjorie Kanne, Timothy Lewis, Frankie & Teresa Littlejohn, Pat Lundy, Ruth Miller, Scott & Jennifer Morgan, Roberta Murphy, Jack & Jan Nickless*, Pat & Peggy Page, Bryant & Cheryl Paul*, Annass & Anne Roemer-Sentissi*, Susan Russ*, Curtis & Judith Simic, Jill Robinson, Lorraine Rumsey, Robert & Janet Shields, Chester Skoczylas*, Spencer Presbyterian Church, Smithville Telephone Company, Southern Indiana Pediatrics, Malcolm Stern, Gary & Kristin Stratten, Joe & Karen Tamewitz, Beverly Teach & Chris Wagner, Sandra Taylor, Mark & Virginia Thompson.

FRIEND LEVEL GIFTS (\$1 — \$99): Kenneth & Barbara Beatty, Jim & Marge Belisle, Norma Beversdorf, Bill C. Brown Associates, Jane Billyeald, Shirley Boardman, Natalie Brewington, Kathryn Davidson, Ted & Alice Deppe, Paul & Lana Eisenberg, Ann Fox, James & Leota Fulk, John & Paula Fullager, Timothy & Cindy Funkhouser, Brad & Susanne Galin*, Martha Harsanyi, Smith Higgins, Marian Hoffa, Barbara Hughes, Jason & Amy Jackson*, Sherry Jeffers, David & Margaret Johnson, Kiwanis Club of South Central Indiana, Jim & Kathie Lazerwitz, Lila Massa, Nancy Metcalf, Donna Miller, Rose Oehring*, Ferdinand & Beate Piedmont, Jerry Prince, James & Tammy Reuter*, Robert & Carol Reynolds, Russell & Ellen Ross, Bertina Rudman, Judith Schroeder, Kathleen Sidel, Catherine Simmons, Keith Solberg & Sonja Johnson, Michael Somin, Charles & Sue Stillions, Hans & Alice Tischler, United Way of Jefferson County, Lori Voss.

IN-KIND GIFTS: Bloom Magazine, John & Karen Braun, Charles & Rhonda Burch, Dai Hong Chang, Donald Jackson, Mt. Auburn United Methodist Church, One World Enterprises, Tim Thrasher, Unique Club, Williams Bros. Healthcare Pharmacy, Charlotte & Paul Zietlow.

* Denotes gifts given through the United Way

**Denotes gifts to Stone Belt Endowment

touchstone

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Touchstone is distributed free of charge to families, friends, businesses and community partners of Stone Belt. If you would like to receive our newsletter or know someone else who would, please contact Publications Supervisor Cheryl Paul at 812.332.2168, ext. 261 or email cpaul@stonebelt.org.



Margaret Bachman bought artist Richard Laraway's (at left) "Dog at Play," mosaic at the Opening Reception for Stone Belt's Mixed-Media Mosaic exhibit at Monroe Bank on January 31. Mosaics by 15 artists will be on display and available for purchase at Monroe Bank, 210 East Kirkwood Avenue in Bloomington, through Saturday, May 17. The gallery is open during regular banking hours (typically Monday through Friday, 9 am to 5 pm, and Saturdays from 9 am to Noon). Call 812-336-0201 for more information.

WWW.GOODSHOP.COM

Stone Belt earned over \$200 in 2007, simply by having clients, staff, friends and family utilize GoodSearch.com for web searches in the name of Stone Belt. Stone Belt receives 1 cent for every web search done on our behalf.

There's a new opportunity to support Stone Belt in a big way! GoodSearch.com now has GoodShop.com! By going to www.GoodShop.com and selecting Stone Belt as your agency of choice, you can then shop hundreds of on-line stores (places like Amazon, eBay, Target, Wal-Mart, Staples, Gap, Travelocity, to name a few), and the businesses will donate a percentage of your purchase to Stone Belt.

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Please spread the word about GoodShop.com, and continue to use GoodSearch.com. Let's make 2008 a great GoodSearch/GoodShop year for Stone Belt!

people make the difference

REMEMBERING ROBERT BURTON

Robert Burton, 89, philanthropist, Stone Belt supporter and husband of Stone Belt's first Executive Director Joan Burton, died December 5 at his home in Bloomington.

Mr. Burton was a valuable member of Stone Belt's family, and his regular presence at agency events and strong advocacy work on behalf of individuals with developmental disabilities was inspirational in an era when there were very few people dedicated to this cause. He will be greatly missed by many.

In 2001 Mr. Burton established the Joan Burton Memorial Fund at the Community Foundation of Bloomington and Monroe County to honor his wife after her death. Revenue from this fund creates a perpetual income stream for the agency which is utilized to support programs of excellence, including the Stone Belt Awards of Excellence and 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.

Mr. Burton was born in Kearney, Nebraska and his family later moved to Muncie, Indiana where he graduated from Ball State University. He was an Army veteran of World War II, during which he served in Europe and was discharged as a Sergeant in the Anti-aircraft Command Section of the 15th US Army Headquarters.

He came to Indiana University in 1941 as Assistant Cashier and Ticket Manager. A year later he was appointed Assistant to the Vice President and Treasurer and served four successive chief business officers before his retirement in 1988.

Active in community affairs, Burton was a former President of the United Way, President of the Greater Bloomington Chamber of Commerce, and 57-year member of the Bloomington Kiwanis Club, for which he served as President in 1960.

Mr. Burton's progressive vision for Stone Belt through his almost 50-year connection with the agency will leave a lasting legacy. Memorial contributions may be made to the Joan Burton Fund for the benefit of Stone Belt Arc at the Community Foundation of Bloomington and Monroe County, 101 W Kirkwood Ave, Bloomington, IN 47404. For more information about the fund, contact Pete Rhoda, Development Director of the Community Foundation of Bloomington and Monroe County at 812-333-9016 / cfdonor@insightbb.com.



NEW BOARD MEMBERS WELCOMED

Stone Belt would like to welcome two new board members to its family of supporters: **Ryan Bass** and **Natalie Brewington**. Both started their tenure in August 2007 and will serve for a three year period.

Ryan Bass is the Executive Vice-President/Chief Marketing Officer at Walnut Grove Spring Water. Born in Bloomington, Ryan is proud to have been a Hoosier throughout his life and is committed to helping improve his local community. Ryan learned about Stone Belt when Walnut Grove Spring Water became a Manufacturing Services customer in 2007. Stone Belt clients create the wooden boxes that house Walnut Grove Spring Water.

Natalie Brewington is a homemaker who was born and raised in Monroe County. Natalie's connection with Stone Belt goes back over 20 years. She is a former employee, having worked here as an Executive Secretary from 1984 to 1987. She is also a past Special Olympics volunteer. Natalie is active in the community, acting as a Regional Resource person for IN*SOURCE (Indiana Resource Center for Families with Special Needs) and serving as a member of the autism society and leader for the 4-H Society.



CLIENT BECOMES CPR CERTIFIED

Mindy Lutchka (pictured, right) has become the first Stone Belt client to be certified by the American Heart Association in CPR. This winter she successfully completed Stone Belt's four-hour First Aid/CPR course.

Mindy, a resident of Williams, IN, receives employment and day program supports from Stone Belt's South Region office in Bedford. This year she celebrated her 10th anniversary with Stone Belt.

Receiving CPR certification is important to Mindy because she is currently preparing to apply for day care positions. Having a CPR certificate will give her an advantage when it comes to preparing her resume. A few years ago she worked at the Nazarene Church Day Care in Bedford, and she frequently spends time with her 5-year-old nephew, Gavin.

"I wanted to take CPR to be sure to know what to do if Gavin or another child I was around was to get injured. My sister is also extremely allergic to bee stings and has problems breathing when she is stung. I wanted to learn how to help her, too," said Mindy.

Mindy's youthful energy, infectious smile and outgoing personality make her a perfect candidate for potential day care positions. Her Employment Consultant, Sheryl Myers, is helping her prepare other concrete skills that will prepare her for the day care positions she hopes to get. "I want to get back to working with children. I love being around them," said Mindy.

Stone Belt Nurse Bobbi Wigley (pictured, left) was the training instructor. "I heard, from her Employment Consultant, that Mindy wanted to become CPR certified. I jumped at the chance to be able to assist one of our clients in achieving a skill to help the community."

The first portion of the class encompasses basic First Aid and takes approximately 2½ hours to complete. Students learn First Aid procedures for wounds, burns, muscle, bone, and joint injuries, sudden illnesses, poisonings, bites and stings. There are also segments on the best way to bandage a cut to stop bleeding, and on calling 911. This segment is taught by an instructor with video examples.

The second part of the training consists of hands-on learning on how to perform CPR. It provides students with the knowledge and skills necessary to recognize and provide basic care for breathing, cardiac emergencies and sudden illness, until advanced medical personnel arrive and take over. Mannequins are used by class participants to practice. At the end of this segment students must complete a written quiz and perform CPR sequences on the mannequin one-on-one with the instructor.

"Mindy passed with flying colors. She was an active class participant, asking questions and taking notes. I think she'll be a success with her new training," said Wigley.

Likewise Mindy had positive feedback about the class. "I really enjoyed the class and didn't feel any of the training was too difficult. I can't wait to have a chance to use my new skills, hopefully at a new day care job."

Besides playing with her nephew, Gavin, and other children, Mindy also enjoys word search puzzles and her janitorial work at Stone Belt South.

employment

is a fundamental part of adult life

An in depth look at Stone Belt's Employment Program

program services

Since 1986, Stone Belt has been working to find jobs in the community for persons with developmental disabilities. Over the years Stone Belt has matched many local employers with qualified employees with disabilities. Stone Belt has provided consulting and support for over 500 employees in Monroe, Lawrence, Owen, Bartholomew and surrounding counties.

Given the appropriate environment and level of support, everyone is capable of maintaining and succeeding at a community job. Stone Belt strives for zero exclusion, meaning that every person who wishes to work in the community should be given the opportunity. The employment services program operates with the same beliefs and core values as all Stone Belt programs, focusing on inclusion, choice, respect, dignity and competence.

Employment Consultants assist individuals with disabilities to choose, obtain and retain employment in integrated settings. The program provides support and training on and off job sites. Stone Belt staff help clients and businesses find the right fit for both to be successful. The goals for individuals in this program are:

- to gain meaningful employment in a community setting
- to create increased opportunities for developing relationships with others
- to create increased opportunities for informed decision-making
- to create increased competencies in performing required job skills

There are two support options in Stone Belt's Employment Services program: Supported Employment and Placement Assistance. In both programs an Employment Consultant assesses a client's skills and abilities, then helps them develop a resume, complete applications and interview for jobs. Once a job is found, the Employment Consultant provides support and training. In Supported Employment this continues long-term; in Placement Assistance, when the individual can perform the job independently, they complete the program.

Companies that employ individuals from Stone Belt's Employment Services program benefit from a reliable, dedicated and enthusiastic workforce. Some benefits include:

- Recruitment assistance to find qualified, reliable applicants to fit hiring needs
- Comprehensive business assessment to identify employer needs
- Screening of applicants to ensure a quality job match to reduce turnover
- Employment Consultant availability to supplement training and to recommend workplace accommodations
- Ongoing performance evaluations to ensure employer/employee satisfaction
- Implementation of incentives such as the Work Opportunity Tax Credit
- Availability of an Employment Consultant to provide training and support for both the employee and employer

▶ If you are a business interested in learning more about participating in Stone Belt's Employment Services program, contact Bitta DeWees, Director of Community Employment, at 812-335-3507, ext. 273 / bdewe@stonebelt.org.

employee spotlights

Happiness = Longevity

Meet three supported employees, representing Stone Belt's Central, South and East regions, who have had found long-term success at their jobs.



GINA GOODWIN
Gina Goodwin has worked at a Columbus Fantastic Sam's, handling the salon's laundry, for over 8-years. The Arc of Indiana recently recognized the Fantastic Sam's where Gina works for maintaining a supportive environment that is conducive to Gina's success. Gina's dedication to her job is evident in her positive attitude.



SAM DURBIN
In 1996 Sam Durbin started working at Elliott Stone as a Stone Laborer. Sam's co-workers are supportive and friendly on the job and off. Over the years he has forged close friendships with many. This year Elliott Stone will begin full operation in a new underground facility. Sam is proud to be part of the stone industry and its long respected history in the community.

JANICE MARTIN

Even after 20-years of work at a Bloomington Pizza Hut, Janice Martin loves her job. Her long-term employment gives her a sense of purpose and feeling of inclusion in the community. She is the longest continuously employed Stone Belt client.

The connection between the Martin family and Stone Belt runs deep. In 1959, Richard and Betty were one of the families involved in starting Stone Belt in the basement of the First Baptist Church. Their daughter Janice was born and raised in Bloomington, and she has participated in various Stone Belt services over the years, even attending its school before mainstreaming was popularized in the late 70s.

Janice started receiving Employment Services from Stone Belt in 1987 when the program was just beginning. Up until this point, she attended Day Services at Stone Belt and worked in manufacturing services connecting small medical tubes. A staff member observed that she exhibited great dexterity and believed this skill could enable her to work at a community job.

Her job placement at Noble Roman's Pizza was one of the program's first. She worked part-time rolling silverware with two other clients, Marcella Eller (who still receives services from Stone Belt, but who has since retired) and Gail Peck. Janice found she loved her first foray into the working world and it gave her the desire to search for another job.

In 1988, Janice was hired by Pizza Hut, and continued with her job at Noble Roman's; a short time later she also got a job at Grisanti's Restaurant and for a time was employed at three restaurants simultaneously.

Janice's job at Pizza Hut has held strong over the years even after other positions at Noble Roman's, Grisanti's and Macri's Deli have come and gone. Over the years she has seen numerous management changes and countless arrivals and departures of fellow staff members, and has had a variety of duties including: rolling silverware, filling condiment cups, and making Cavetini, to name only a few. Today, she tapes coupons onto pizza delivery boxes.

There are many challenges Janice has had to overcome to be successful at work. Some are physical, such as mobility (she is in a wheelchair full-time), and some involve communication (Janice has limited speech). Other challenges are cognitive, such as learning the processes of many different duties and learning to adapt to other people and accept the diversity they bring to the job place. Navigating these and numerous other challenges has undeniably been her biggest success over the years.

"I have seen Janice obtain many personal achievements because of her job. She is much happier and has a higher sense of self-worth," said her mother, Betty.

Janice's weekly paycheck also furthers her feelings of freedom. She uses her money to experience a greater sense of independence in the community. She dines at area restaurants and participates in activities at area organizations such as WonderLab and the library.

Elizabeth Hall, Stone Belt Marketing & Training Coordinator, was involved in helping Janice find her job at Pizza Hut. "Janice is a survivor. Her great sense of humor is probably a big part of her success over the years," she said.



by the numbers

146 Clients employed	99 Local employers	15 Employment Services Department staff members	48 Job placements by Stone Belt in 2007	\$6.70 Median hourly wage of supported employees	15.8 Average hours worked each week by supported employees	4 years, 6 months Average tenure of supported employees
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Statistics are for clients employed across a four-county Stone Belt service area including Monroe, Lawrence, Owen and Bartholomew counties.

business spotlight

Babbs Grocery

Hiring workers with a disability is a win-win situation for Babbs Grocery; management sees it as a rule, rather than an exception. Employees there are an integral part of the operation and, more importantly, members of the Babbs family.

Babbs Grocery is a family-owned supermarket in Spencer, Indiana that has been serving the community for the past 80 years. Stone Belt clients have been employed at Babbs since 1989. Today, two current and two former Stone Belt clients work at the store. The two current clients sweep the parking lot and empty store trash cans. One of the former Stone Belt clients cooks in the bakery while the other shelves items.

Touchstone recently sat down to talk with Store Owner Rob Babbs and Store Manager Charlie Hamilton about employing workers with a disability. Rob Babbs' grandfather Chester started the business in 1928. Charlie Hamilton began working at Babbs in 1962 while in high school; after a brief stint away for college and at a corporate grocery, he was rehired as store manager in 1976 and has been there ever since.

Q. HOW DID BABBS COME TO EMPLOY STONE BELT CLIENTS?

A. **Charlie:** Stone Belt sought us out. At first I wasn't for it. I thought we didn't have time to train these workers, and they wouldn't be productive. It was a very strong-willed Stone Belt staff member that managed to convince us to take a chance. Immediately I saw the benefits. One of the many services Stone Belt provides is a job coach who provides on-the-job training to ensure employer and employee satisfaction. We have had a few placements that weren't the right fit. Oftentimes it was the job coach who saw this before we did.

Q. WHAT ARE THE BENEFITS TO YOUR BUSINESS IN HIRING A WORKER WITH A DISABILITY?

A. **Charlie:** From an employer's perspective, it is about having a productive employee, regardless of whether or not they have a disability.

Rob: The workers' positive attitudes are so infectious. Their humor and good attitude rubs off on our other employees, making everyone more productive, happier workers.

Q. WHAT ARE THE STRENGTHS OF YOUR SUPPORTED EMPLOYEES?

A. **Charlie:** One of the best things about the workers is that they love routine. We have taken advantage of this strength and put them in positions where their jobs don't change much on a daily basis. One employee bakes cookies which is perfect, because the same amount of dough has to be placed in the same spot on the cookie sheet day after day. This specific placement was a perfect fit.

Rob: The workers are very punctual, have great attendance and are serious about their jobs. I have seen a worker pick up the smallest scraps of paper when others might think that the wind will blow it away, but they pick it up because that is their job. They are very conscientious with a great work ethic.

Q. WHAT ACCOMMODATIONS HAVE YOU MADE?

A. **Rob:** There are basic requirements for any job such as lifting, working holidays, etc. We hired the supported employees like we would for any position, looking at their skill sets and limitations. The most important thing to us was that they would be reliable, honest, and have an attitude that said, "I'll do whatever you want me to do." This is the true nature of teamwork.

Q. HOW DO YOUR SUPPORTED EMPLOYEES SHOW THEIR APPRECIATION FOR THEIR JOBS?

A. **Charlie:** They show up day after day and do what is expected of them. This shows they value the position. One worker shows up 2 hours early for work almost every day. I've repeatedly told him he's early, but he's so enthusiastic he comes when he's ready to work. No boss can complain about a worker like this!

Rob: They always have smiles on their faces and are ready to go. They act like they want to be here, not like they have to be here.

Q. HOW HAS WORKING WITH STONE BELT CLIENTS ENRICHED YOUR COMPANY?

A. **Rob:** It's brought a little closer to our attention that we have a lot to be thankful for everyday.

Charlie: The sense of family is enhanced. Other employees look out for them. One of the workers doesn't have a car and usually walks to work; the other employees thoughtfully offer to pick her up or drop her off when the weather is bad.

Q. WHAT WOULD YOU SAY TO OTHER BUSINESS OWNERS WHO ARE THINKING ABOUT HIRING CLIENTS WITH DISABILITIES?

A. **Charlie:** I wouldn't say anything against it! Businesses should make sure the skills and abilities of each potential employee are sufficient to satisfy the job requirements. If this works then the placement will be lucrative for employer and employee.



The Babbs Grocery team from L/R: Store Manager Charlie Hamilton, Lot Attendant Bobby Wall, Bakery Assistant Leah Root, Lot Attendant Bobby Christie and Store Owner Rob Babbs.

area employers

EAST REGION
Abe Martin Lodge*
Brown County Inn
Edinburgh Outlet Mall
Fantastic Sam's
Fazzoli's*
McDonald's*
Rural King
Sears
TJ Maxx*
Wal-Mart

CENTRAL REGION
Arby's
Baxter
Bloomington Hardware
Bloomington Hospital
Bloomington Housing Authority
Bloomington Police
Border's Bookstore
Carlisle Brakes
Children's Village*
City of Bloomington
Crazy Horse
Dairy Queen
Economy Cleaner*
Eurest
Forest Hills
Fourwinds Resort
Goody's
Harrodsburg Conveinance Store
IIDC
IMU Laundry
IMU Market Place*
IMU Sugar and Spice*
Indiana Daily Student
Internal Medicine Associates
Iron Pit Gym
IU Credit Union
IU Cyber Cafe
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IU Library
IU Motor Pool
IU Parking Operations
IU Police Department
IU School of Business
Ivy Tech
Jo Ann Fabrics*
Kroger
Long John Silver's
Lowe's
Macy's
Marsh
McDonald's
Meadowood Retirement Community
Movie Gallery
O'Charley's
O'Malia's
Papa John's Pizza*
Pizza Hut
Red Lobster
Sam's Club*
Scholar's Inn Bakehouse
SRSC
Steak & Shake
St. Paul's Catholic Church
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Taco Bell
Textilery
TIS Bookstore
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Upiland Brewery*
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Bedford Recycle*
Carriage House Furnitures
Center for Behavioral Health
CPI Supply
Dunn Hospital
Elliot Stone
Gallion's*
Goodies*
Holiday Inn
Jay C
Jonathan's Gym
Kat's Performing Arts Dance Studio*
Mr. Gatt's
Salvation Army*
Sears
Spring Mill Vet
Thomas Insurance

WEST REGION
Babbs Super Valu Grocery
Bloomington Hospital
Hometown Health
Ivy Tech
Owen Valley Health Campus
Owen County Humane Society
Sav A Lots
Spencer Owen Community Schools*
World Arts

*indicates new business in 2007

volunteers

Indiana University students get involved

By Chelsey Winger
IU Student Volunteer Coordinator

Shooting hoops after lunch. Creating arts and crafts. Performing songs and dance. Stone Belt's IU student volunteers do all this and more. More than just an extra set of hands, these volunteers share their talents, time, energy, and, in one case, a dog, with clients and staff.

My name is Chelsey Winger and I am Stone Belt's Advocate for Community Engagement (ACE). I work as a liaison between Indiana University and Stone Belt to recruit, train and support volunteers, organize service-learning class requirements and conduct volunteer reflection sessions.

Stone Belt is one of several area non-profits to have an ACE. Former Stone Belt ACE Sarah Cohen told me to expect five to eight volunteers each semester. This year I have already had 17 in the fall and 12 this new calendar year, with more to come.

Volunteers choose to donate their time to Stone Belt for a number of reasons. Many are required by a class to volunteer a certain number of hours at a community organization, and then choose Stone Belt randomly. Others have past experience working with individuals with developmental disabilities and want to continue. Still more choose to volunteer at Stone Belt because it fits their major or future career path. For this reason, Stone Belt is very popular with psychology students.

Student volunteers work in a number of different capacities. At Stone Belt's Central Offices at Tenth Street in Bloomington, two students are instructing a morning fitness class once a week. Other volunteers work in classes



Blackstone resident Patsy Smitz stands with three IU student volunteers who assisted with yardwork at Blackstone House in November. Stone Belt Student volunteers work in a number of capacities such as instructing Day Program classes like fitness, art and music and helping with repairs, cleaning and cooking at Group Homes.

like art and music or chat with retired clients in the Coffee Club. Sometimes volunteers venture out to group homes where they help with yard work, cleaning or sometimes cooking meals for residents. I try to place volunteers where they can utilize their talents with clients who share their same interests.

Though students may choose to volunteer at Stone Belt, they are sometimes apprehensive. This holds true for students with many levels of comfort being around persons with disabilities. Aarti Ramaswami lived for 10 years with her uncle who was a quadriplegic.

"I am very aware of the difficulties faced by individuals with disabilities and their families," Ramaswami said, "I volunteered at Stone Belt because I felt I would be able to better understand the challenges these groups face."

Despite being comfortable around her uncle, Ramaswami was guarded when she first started volunteering at Stone Belt.

"At times I didn't know what to say to a client and just

waited for other volunteers to respond so that I could learn from them," she said. "Eventually I became more comfortable and learned how to react to the things clients would say and do. Overcoming these initial reservations wasn't something I had to think too hard about, after a while it came naturally."

Ramaswami, like other volunteers, came away from her experience with more patience for others and with a "tremendous respect" for both clients and those who work with them daily.

"Had I known Stone Belt needed volunteers, I would have started sooner!" she said.

Stone Belt's volunteers have become an important part of its services. They bring knowledge and enthusiasm to clients daily.

➤ To find out more about volunteering at Stone Belt contact Chelsey Winger, Stone Belt's Advocate for Community Engagement (ACE), at cwininge@stonebelt.org.

legislative watch

Know your politics

The current session of the Indiana Legislature is scheduled to adjourn Friday, March 14. Look for a complete roundup of legislative news important to Stone Belt and The Arc in the Summer edition of *Touchstone*.

The Stone Belt Advocacy Committee is still recruiting people that would like to write letters, send e-mails, or make phone calls on vital topics of interest to various governmental officials, in an effort to raise awareness or to urge the passing of meaningful legislation. The Advocacy Committee will take responsibility for preparing draft letters and talking points, and forwarding them on to those who have expressed interest in assisting the committee. Participants in the advocacy work can then personalize the materials, or simply use them as written. All efforts will create a big impact.

If you would like to assist the Stone Belt Advocacy Committee in supporting individuals with disabilities, please e-mail Amy Travis at irishhorselover@yahoo.com or Don Hossler at hossler@indiana.edu. You can also send a letter to Stone Belt (2815 East 10th Street/ Bloomington, IN/47408), marked, "Attention: Advocacy Committee."

➤ To get up-to-the-minute information on Bills and the Indiana General Assembly, log on to: www.in.gov/legislative/

➤ Don't know who your elected officials are? Log on to: www.in.gov/apps/sos/legislator search



On February 14 several Stone Belt clients and staff members traveled to the State House in Indianapolis to present members of the legislature with Valentines Day cards. Here clients L/R: Donnie McGinnis, Gary Taylor, Betsy Higgins, Babette Hall and Doug Miles pose with State Representative Matt Pierce, center back.

first person

Dustie Sims, Stone Belt South

By Dusty Sims
As told to Staff Member Greg Roberts

My name is Dustie Sims. I live at home with my family in Springville, Indiana. I live with my mom, brothers and sisters. We have a big red house that we all live in. We also have a garage and a black top driveway. My mom drives a red Jeep. I was born on November 11, 1979 at Bedford Medical Center. I work at Stone Belt South and have lots of friends there like Jana Wade. I ride the bus to work and back home.

My favorite hobbies are swimming in our pool, shopping at Wal-Mart, races, bowling, and fishing. I also enjoy going out with my friends and eating at different restaurants.

I have a big dog named Rocky. He is a Bloodhound. He is reddish brown and lives in a cage outside. He likes to eat soft dog food and will bark when you feed him and give him water. He also barks loudly at night.

When I was young my sister and I didn't have a home. Joy Ann Sims adopted us and gave us clothes, food and a nice warm bedroom. My mom has a good heart. She gave us a nice home and a family that loves me as one of their own. My mom works for a couple that has a son that she takes care of.

In ten years I would like to be living with my mom as long as I can or until something happens to me. I love living with my mom and family, they mean everything to me.



development

Donors empower clients, community

Every gift to Stone Belt makes a huge difference. Contributions go directly toward achieving excellence in client supports, innovation in staff training and development, and the creation of substantive programs that impact thousands of lives.

Our community is stronger when every individual experiences success. Visionary donors help empower people with disabilities to form meaningful relationships, live independently, experience professional employment, contribute to the building of community, and develop new life skills.

We would like to introduce you to two avenues available for donors who wish to create a lasting legacy of support.

The Jewel Society – Stone Belt's Planned Giving Program

Stone Belt's Jewel Society is an honorary society that recognizes those who have named Stone Belt as a beneficiary in their estate plans. The Jewel Society provides visionary donors with the opportunity to establish a legacy in support of individuals with disabilities. Jewel Society members are listed in Stone Belt publications, according to the wishes of the donor.

Donors can join the Jewel Society through several planned giving options, including: bequests, certificates of deposit, charitable gift annuities, private retirement plans, gifts of insurance, charitable lead trusts, and charitable remainder trusts. Stone Belt encourages donors to speak with a professional estate advisor when making decisions about planned gifts.

Stone Belt Endowment Funds

An endowment fund is an outstanding tool for cultivating financial stability. Gifts to an endowment fund provide a permanent income stream, as only the earned interest is utilized; the principle of the fund is never touched. Donors to an endowment fund know that their gifts will continue to provide for an agency into perpetuity, creating a lasting legacy of support.

Stone Belt believes in the importance of planning for the future, and of ensuring the viability of programs of excellence that are not supported by ever-dwindling government funding. Stone Belt has two endowment fund options available to donors:

Stone Belt Excellence Fund

Gifts to the Stone Belt Excellence Fund support on-going initiatives that enable the agency to reach levels

of excellence in supports, training, and outcomes for both clients and staff. Examples of programs funded through the Excellence Endowment include the Awards for Excellence – a program that annually honors five exceptional staff members - the Employee Continuing Education Scholarship Program, and the Hand in Hand Project.

The Joan Burton Memorial Fund at the Community Foundation of Bloomington and Monroe County
Joan Burton served as the first Executive Director of Stone Belt Arc, from 1965-1985. Mrs. Burton's impact on the agency and community was truly significant, and her advocacy work on behalf of individuals with developmental disabilities was inspirational. Gifts to the Joan Burton Fund are made directly to the Community Foundation of Bloomington and Monroe County, with the income of the fund directed to Stone Belt to support excellence in the field.

➤ For more information on Stone Belt's Endowment Program or the Jewel Society, or to apprise Stone Belt of a planned gift arrangement, please contact Amy Jackson, Development Director, at 812-332-2168, ext. 314 / ajackson@stonebelt.org.

fund-raiser

Barnes & Noble event to support Stone Belt

Stone Belt is pleased to be partnering with the Down Syndrome Family Connection and Barnes & Noble Bookseller to hold a very special educational and fund-raising event at the bookstore's Bloomington location on Saturday, March 29 as part of Down Syndrome Awareness Day and Disabilities Awareness Month. Proceeds from the event will go to support the building of a new family resource library to be housed at Milestones, as well as to support Stone Belt's art program.

Community members are invited to participate in the day-long fund-raiser by utilizing a special voucher, at right, which can be clipped out, used and copied for friends. Vouchers will also be available at Barnes & Noble on the day of the event. By presenting the voucher at the time of purchase anytime on March 29, a percentage of the sale will be directed to Stone Belt. As the customers' collective purchase amount increases, the total percentage donated to Stone Belt will increase, as well.

Supporters can also support Stone Belt by purchasing books on display that have been selected as wish-list items for Milestones' new library; the library will serve as an important resource for the entire community. Donors who purchase a book for the resource library will be benefiting Stone Belt in two ways: not only will Stone Belt receive the book, but the agency will also receive a percentage of the purchase price, as well.

As part of the day-long fund-raising event, community members are invited to participate in some very special afternoon activities from 4-5:30 p.m. in the Bloomington store:

- Listening to a children's story, read by a member of the Down Syndrome community
- Viewing of some of the latest mosaics created by Stone Belt client artists
- Participation in a hands-on community art piece, replicating a Stone Belt mosaic
- Children's art and craft make-and-take projects

The Down Syndrome Family Connection (DSFC) was established in Bloomington in 2007 to promote greater acceptance and understanding of Down Syndrome in Monroe and surrounding Indiana counties. The vision of the DSFC is to become a regionally recognized advocate base for communities, families and individuals living, learning and growing with Down Syndrome. DSFC's mission includes educating, informing and involving all people to recognize the uniqueness and capabilities of individuals with Down Syndrome. Friendship, support and encouragement are fundamental to broad community recognition of the inherent dignity of all people with developmental disabilities.

Barnes & Noble Booksellers across the country began celebrating Down Syndrome Awareness Day in 2007 with programs designed to raise awareness and educate the public. "Our goal was to help teach children and adults that individuals with Down Syndrome are more like everyone else than they are different," says Sarah DiFrancesco, Director, Community Relations, for Barnes & Noble. The inspiration behind the company's efforts came from the daughter of Barnes & Noble President, Steve Riggio. She, herself, has Down Syndrome.

➤ For more information on the Barnes & Noble event, contact Stone Belt Development Director, Amy Jackson, at 812-332-2168 ext. 314 / ajackson@stonebelt.org.

➤ For more information on the Milestones Resource Library, contact Milestones Director, Maureen Gahan, at 812-333-6324 / mgahan@stonebelt.org.

➤ For more information on the Down Syndrome Family Connection, contact Kim Rienks at 812-219-6998 / t.rienks@insightbb.com.

Barnes & Noble Bookfair Voucher Supporting

Stone Belt

Saturday, March 29th
Barnes & Noble 2741
2813 East Third Street
Bloomington, IN 47408

Please present this voucher prior to making your purchase. A percentage of the net sale will be donated to your organization.*

BOOKFAIR ID #: #247320

* THE PURCHASE OF GIFT CARDS AND MEMBERSHIP CARDS ARE NOT INCLUDED IN BOOKFAIR TOTALS. OUR DISCOUNT PURCHASING PROGRAM MAY NOT BE APPLIED TO BOOKFAIR PURCHASES.



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2815 East Tenth Street
Bloomington, Indiana 47408
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47408
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spring 2008 touchstone

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



Run With Me 5K Run/Walk & 1-Mile Walk

event details

Don't miss the opportunity to spend the day in Bloomington taking part in a fun and meaningful event! **Run With Me** will take place on Saturday, **APRIL 26** at Stone Belt's Central Offices located at 2815 East Tenth Street in Bloomington, Indiana. Check-in and event day registration starts at 7:30 am. The 5K begins at 9 am and the 1-Mile Walk begins at 10 am. Please, only service animals permitted.

registration and fees

Entrants can choose to participate in the 5K or 1-Mile Walk. The 5K is \$18 pre-registered or \$20 the day of the event. The 1-Mile Walk is \$15 both pre-registered and the day of the event. Children under 5 are free, but must have a completed registration form and signed waiver to participate. All pre-registered participants will receive a t-shirt, with a limited number available on race day. Registration forms should be submitted by mail. The Waiver on the Registration Form must be signed for participation. Forms are due Friday, **APRIL 11** for guaranteed pre-registration.

team entries

Be a member of a team and have more fun at **Run With Me!** A team is **10** or more individuals (family, friends, colleagues, students, etc.) who wish to participate in any combination of events. Individuals registering as team members will receive a registration discount of \$15 a person for the 5K and \$10 a person for the 1-Mile Walk. Team entries will only be accepted by pre-registration; it will not be possible to sign up as a team on race day. Each team participant must complete a separate registration form; team registration forms must be mailed together by **APRIL 11**. Be sure to check the box stating you are part of a team and list your team name. On Race Day your team must check-in as a group. Teams can compete for awards in the following categories: Largest Community Team, Largest IU Team, Largest Stone Belt Team, Best Dressed Team, Best Team Spirit.

timing and results

The 5K Run and 5K Walk will be timed and scored. Awards will be given to the top finisher, male and female in each age group. Age groups are: 13 and under, 14-19, 20-29, 30-39, 40-49, 50-59, 60-69, 70+. 1-Mile Walk participants will not be timed, but all will receive finisher ribbons. Awards will be presented immediately following the race at the Post-Race Celebration. Times and photos from the event will be posted following the race on the **Run With Me** website, www.stonebelt.org/runwithme.

contact us

If you have questions, need more information or would like to discuss **Run With Me** sponsorship opportunities, please contact Amy Jackson at 812-332-2168, ext. 314 / ajackson@stonebelt.org.

registration form

Pre-registration deadline is Friday, April 11.

Name _____
Address _____
City _____ State _____ ZIP _____
Phone _____ Email _____

Age on Race Day _____ Sex: Male Female

Yes! I am registering as a Team Member.

My team name is _____

T-shirt Size (circle one): S M L XL XXL

I will be participating in (mark one):

5K Run (\$18 pre-registered, \$20 day of the event, \$15 team)

5K Walk (\$18 pre-registered, \$20 day of the event, \$15 team)

1 Mile Walk (\$15 pre-registered or day of event, \$10 team)

Child Under 5 (free, but must have signed Waiver)

I want to be a Spirit Runner! I cannot participate, but would like to sponsor Stone Belt clients for \$ _____

I would like to make an additional donation to support Stone Belt in the amount of \$ _____

Total amount enclosed \$ _____

Payment method (circle one):

VISA MASTERCARD CHECK (payable to Stone Belt)

Name on Card _____

Card # _____

Expiration Date _____

Mail form and payment to:

2815 East Tenth Street
Bloomington, IN 47408

Web Registration: www.stonebelt.org/runwithme

WAIVER: I waive and release any and all rights, claims and damages against any sponsors, race directors and Stone Belt for any injuries suffered during this event. I give full permission for Stone Belt to use any photographs of me that are taken during the course of this event. I understand the risks of running this race. If I am under 18 years of age, I understand that I must have my parent/guardian's signature in order to participate.

Entrant's or Parent/Guardian's Signature _____



Michael Tibbs is one of nearly 150 Stone Belt clients currently placed in community jobs across its four-county service area. Michael works shelving books at the Indiana University Herman B. Wells Library. On pages 4 and 5 you can meet more supported employees and area employers and learn exactly what services Stone Belt's Employment Services program offers.

EMPLOYERS HONORED

Meet this year's Business Recognition Award winners. **page 1**

PEOPLE MAKE A DIFFERENCE

Meet the first Stone Belt client to become CPR certified. **page 3**

GIVING SPIRIT

Indiana University student volunteers share their unique talents with clients. **page 6**

GET INVOLVED

Support Stone Belt by participating in Barnes & Noble fund-raiser. **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.