

YOUR Shares

JULY 2015

Newsletter

THE ROAD TO SUCCESS What's New at Vocational Rehabilitation?

“The road to success is always under construction” - Lilly Tomlin

This has been a year of many changes and our Community Employment Services (CES) will undergo yet another monumental change starting July 1st. Vocational Rehabilitation Services of Indiana (VRS), the primary funding source for CES, is launching a new service model that all state employment services providers are required to follow.

The Results Based Funding Model

Since 2006, the VRS Service Model has used a cookie cutter approach. The process starts with a limited evaluation period of 4-6 weeks to create an Employment Plan that guides us through the job development and job retention process. Once the plan is written, it becomes hard to accommodate for new barriers or issues that are uncovered during the later stages of job development and retention. This Results Based Funding (RBF) model is linear, only granting the opportunity to move from one stage to the next. It lacks the flexibility to back track easily. Unfortunately, this sometimes results in participants never reaching their employment goals, or direction on how to address newly discovered barriers and issues.

Maximizing Potential

Starting July 1st, the new VRS Service

Model will allow individualized programming which will maximize the potential of each case. The process will start with the Discovery Stage that allows the VRS counselor and Employment Specialist to create a pre-employment plan to identify skills, barriers, and interests more thoroughly and explore various jobs in the community. At this stage, the goal is to create a clear picture of the participant. After the initial discovery activities are completed, the team will decide if further discovery is needed, or if there is already enough information to refer the individual to begin job development. We are no longer confined by a 4 to 6 week period to create a plan, but instead we can take as much time that is needed for each participant as long as the team agrees.

Once the participant is referred to the job development stage, it will look very similar to the current model. This is the stage where resumes are written, applications are completed, and interviews and job trials are done when there is an actual job opportunity.

Additionally, we now have the opportunity to request additional discovery or training activities if it is taking too long to find employment. The new activities will be tailored to the

employment goal, helping the participant overcome new found barriers that are keeping them from being hired.

The Win-Win System

When the participant finds a job under the current model, we support the participant for 90 days on the job except for extreme cases. Unfortunately, for many individuals the difficulties of maintaining the job are not apparent until after those 90 days. The new model grants us the opportunity to provide VRS support on the job for up to 2 years. This added support can make the difference in not only maintaining a job long term, but also allow for future growth. As tasks and routines are mastered, we have the opportunity to help the participant learn new ones. Thus, creating a more valuable employee and making it a win-win for the participant and the employer.

Alfonso Andolz

Director of Community Employment



**For more information on these changes please visit :
www.in.gov/fssa/ddrs/4976.htm**

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NONDISCRIMINATION ON BASIS OF HANDICAP
Shares, Inc. is committed to a policy of nondiscrimination as required by civil rights legislation, Section 504 of the Rehabilitation Act of 1990 as a result of the organization's commitment to equal opportunity. EOE-M/F
Shares, Inc. is an Equal Opportunity Employer



CLIFF'S NOTES

REPORT FROM *YOUR* EXECUTIVE DIRECTOR

Every year, around the time summer arrives the topic of conversation revolves around our annual educational trip. These trips have been going on for close to 40 years. Our participants have learned about different cultures, eaten ethnic foods, seen a lot of shows, and experienced a lifetime of learning. For a few of us that have attended all of the trips we have spent close to a year away from home.

Providing a Lifetime of Learning

Traveling Coast to Coast, Continent to Continent

Over the years we have traveled from the East Coast of New York City to the West Coast to San Francisco. We have been on cruises to Maine, Boston, Halifax, St. Johns in Nova Scotia, Mexico, and Caribbean islands of St. Thomas, Nassau and Freeport in the Bahamas, Grand Cayman, St. Marten, and San Juan. We have been to Tennessee, North and South Carolina, Georgia, Florida, Louisiana, Rocky Mountains of Colorado, St. Louis, Michigan, Wisconsin, Iowa, Branson, Smokey Mountains, and several other places.

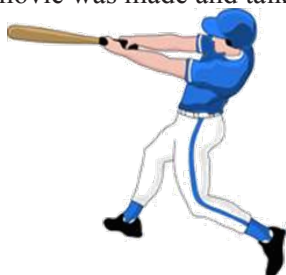


Broadway and Amusement Parks—Well-Rounded Fun

We have been to many great Broadway shows like Annie, Cats, Wicked, and The Lion King. We have seen The Sound of Music in a park, Mary Poppins in St. Louis, and many off Broadway plays around the country. We have visited amusement parks like Disney World, MGM Studios and Epcot Center, Cedar Point, Hershey Amusement Park, several Six Flags Over Mid-America, river boats, and have had many dances.

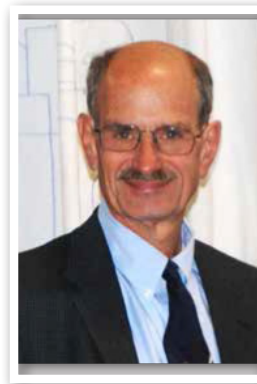
Baseball, A Great American Past time!

We have attended Major League Baseball games to see the New York Yankees, the Tampa Devil Rays, Toronto Blue Jays, Chicago Cubs, San Francisco Giants, and the Minor League team of Cedar Rapids. We've visited the Ford Truck factory, John Deere Lawn Mower factory, Pretzel Factory in Pennsylvania, and candy factories. We have seen where the Field of Dreams movie was made and talked to some of the directors.



Discovering Science and History

We have been to Museums of History, Museums of Science and Industry, and visited historic sites including Williamsburg, Jamestown settlement, and stepped inside the White House, our nation's Capital.



The Life Lessons

Through these trips we are well traveled and have learned to appreciate the world in which we live. We have learned to understand that though we are different we are all created equal. We have learned respect and that diversity is a good thing that keeps our lives interesting.



The 2015 Educational Trip

This year we are off to the great city of Chicago!

As the trip approaches we are finalizing our plans to embark on our adventure, early in the morning of Thursday, August 20th and we will return on Friday, August 28th. For this trip, we will travel on three charter buses with close to 170 people. Once arriving we will board the Anita Dee, a Yacht 140 feet long, and tour the waters around Chicago. During the week we will visit the Museum of Natural History, the Museum of Science and Industry, the Botanical Gardens, and the Lincoln Park Zoo. We will see the Cubs baseball game against the Atlanta Braves. We will go to two shows including Blue Man Group and Million Dollar Quartet. We will tour China Town and the magnificent mile of shops on Michigan Avenue. We will eat at the Hard Rock Café, original Chicago Pizza, Italian restaurants, Chinese restaurants, and many others. We will all come home with a new wardrobe of t-shirts to wear until the next trip which is already in the planning stages, possibly to the birthplace of Jazz—New Orleans.

In closing, as Executive Director of Shares, Inc., I started these trips to teach our participants about the people that surround them in life and have some fun in the process. I never would have dreamed that this would become a staple of our programming. Interestingly enough, each participant helps pay to go on these trips from their paychecks and Shares, Inc. provides the chaperones and subsidy to make it happen. Along the way we have learned a lot and had a life of fun together with learning.

Clifford Strachman

YOUR COMMUNITY EMPLOYMENT

EMPLOYEE OF THE QUARTER



He applied for the Afternoon Receptionist Position—a permanent position at Brandywine Industries.

Paul was hired by Shares, Inc. on 6/09/2014. Paul has mastered the tasks associated with this position. He has maintained an excellent attendance record and performs all of his duties in a friendly and professional manner.

He has excellent people skills and is able to respond to questions from visitors and service providers seeking information about Shares Programs. Paul has proven to be a major asset and in doing so has been a role model for others to follow.

It is with great pleasure that we name Paul Smith Jr. as the Shares Community Employment Services Recipient of the Quarter for 2015. Paul came to the Community Employment Services Program from the Sheltered Workshop. He was previously employed at Brandywine Industries & the Mt. Comfort McDonald's. He made the decision to leave McDonald's due to the physical demands, but continued to work in the sheltered workshop.

Later, he began to volunteer as a receptionist in the afternoon. After several months, he made the decision to re-enter the Community Employment Program through Vocational Rehabilitation Services.



Congratulations John Branson on your Retirement!



Thank you for your 16 years of service to Shares, Inc. as an Employment Specialist

MEET YOUR BOARD MEMBER



As a member of the Board of Directors, I look back and realize this is my eighth year on the board. It seems such a short time — where has the time gone? I grew up in Carthage and have lived in Rush and Hancock county most of my life. I'd heard about Shares, but really didn't know what it was all about. I knew participants that went on the annual trips and were so excited when they got home. I was also aware of the work program. When I was asked to become a board member I thought this was a good organization and maybe I could help in some small way. After attending a few board meetings I realized what Shares really did, what it means to the participants and employees, and the value it represents to the community.

As the participants receive their awards at the open house events for each county, I can feel the emotion and excitement, and I understand what a blessing this organization is. At one open house, a participant sang the song, The Long Black Train. I was filled with awe and almost tears. I asked him to come to my church and sing the song for us. He did a great job and the sanctuary was full of tears. It was awesome! This is a great organization, the work it's doing, and the value it brings to everyone involved is phenomenal. Shares Inc. has great leadership, committed workers, and skilled programs—I am proud to be a part of it.

Rex Edwards, Greenfield

HANCOCK COUNTY

Expanding Opportunities Through Technology

The living skills program in Greenfield along with the other counties are incorporating technology into the classrooms. Digital devices are stimulating for the participants due to the bright lights, sounds and interactive qualities. The living skills classes are now using tablets for educational purposes and sensory stimulation. The touch screens make the devices user friendly and even accessible for those who have fine motor difficulties. The Wii gaming system is a fun way for participants to socialize and work on gross motor skills. Basic computer skills and the use of email have also been an important part of our computer classes. Candy is pictured sending an email to her team. Lori Tutrow, case manager, has been so pleased with this communication tool.

Lori stated in an email,

"I just wanted to send a huge thank you (and to your staff) for supporting CAUDCAR in sending emails!!! That is a great way for her to stay connected, and I almost fall off my chair every time I get one from her, it is so fantastic!!! Thanks again."

There are endless possibilities of the use of technology in the classrooms. The living skills instructors continue to explore various ways to incorporate assistive technology, communication tools, and interactive devices into the daily routine. Stop by and visit to see what we are up to next!



Justin finds a new way to play bowling while in the day program



Mary Ellen works with instructor Laci Howard for visual & auditory stimulation



Kimani & Debbie using tablets in the MASTERS program as a choice for their independent activity.



David & Shelly play a Wii game together for social interaction.



Candy is sending an email to her team including her sister

RUSH COUNTY

Learning Through Adventures

Shares McGraw Center has been busy this Spring visiting new places in Indiana. We went to a model train museum in Carmel and met Mr. Muffin and his trains. We learned how the models are set up to make the towns. We also visited Anderson University where the Colts football team has its spring training. We walked on the field and even met an Anderson University football player from Mississippi, Willie Robertson. We went to an Indianapolis Indians game this Spring and had a lot of fun cheering the Indians to victory.



SHELBY COUNTY

Partnering to Enhance Independence

The Shelby County Living Skills Program had an exciting collaboration with Southwestern High School. Recently, a participant in our Lif-T Program, Michael Gaines, was having difficulty assembling Autolite and Diesel Rx boxes for glow plug packaging. Michael's Special Education teacher, Zach Meyer, went to Southwestern's Agriculture teacher, Pam Meyer, for assistance. Mrs. Meyer was hopeful she would find someone who could create a solution. During class she presented the problem to her students.

Chet Mudd, a senior at Southwestern, jumped at the chance to help. Chet, who loves to work with his hands and solving problems, looked at a couple of jig possibilities before zeroing in on his final product. He was able to develop a jig that will assist Michael and others. Chet has a good, giving heart and was very glad he could help.



We are very thankful to Chet, Mr. Meyer, Mrs. Meyer, and Southwestern High School. We look forward to other possible collaborations with Mrs. Meyer and her students in the future!

Shares, Inc. would like to welcome The Arc of Shelby County

The Shelbyville VC Aktion Club received a grant from the Blue River Community Foundation to help re-start a local chapter of the Arc of Indiana and the Arc of the United States. Shelby County had a very active chapter until the early 1990's. The Arc is the largest community-based organization for people with intellectual and developmental disabilities (I/DD) leading a national movement advocating for and supporting families and individuals with I/DD across their lifetimes and across all diagnoses. With a current membership of 80 members, the local Arc will help advocate for many of the programs and services available in Shelby County. In the past, The Arc has held a summer school program for ages 5-18, applied for and received a federal grant to open a local thrift shop to train adults, assisted with county and state Special Olympics, helped organize the Aktion Club; and conducted several fundraisers for these and other services for families.

Young couples that have a newborn, young child, or a family member with a disability often need help in finding the best and most appropriate services for their loved ones. The Arc chapters

specialize in helping these families. With a strong state and national identity, the Arc has the best and most resources of any organization dedicated to serving those with an intellectual or developmental disability. The Arc of Indiana has a membership of almost 22,000.

Having a local chapter here in Shelby County will give local families an opportunity to be part of this larger movement. Currently, there are no other Shelby County organizations that serve the advocacy needs of all ages, disabilities, and their families. A new local Arc chapter hopes to fill that gap.

Several members of the former Arc chapter are planning to attend current and future organizational meetings in the coming months. They will assist in the process of soliciting members and setting up the organizational structure. Any person or family that has a child or adult with I/DD will be welcome to become a member. If you or your loved one has Down syndrome, cerebral palsy, autism or a similar disability, you are invited to attend these meetings to see if the Arc is something you or other

family members might have an interest in joining.

The membership meetings are scheduled for 6:30 p.m. on Monday evenings of each month except for July. No meeting will be held in July due to prior vacation plans. Meetings will be held at the Civic Center, a part of the Shelbyville Parks and Recreation Department. The address is 945 S. Tompkins Street, Shelbyville. The meeting room is in the rear of the old gymnasium on Meridian Street. To date, speakers have included John Dickerson our Executive Director of The Arc of Indiana, Mark Kevitt the Program Services Manager of The Arc of Indiana, and Kathy West the Special Education Director for Shelbyville Central Schools.

***The Arc of Shelby County
c/o Don Collins
1215 Sycamore Drive
Shelbyville, IN 46176***



GOOD-BYE PAPER FILES!

The offices of Shares, Inc. are proud to announce that we are in the process of going paperless.

Benefits to this new system include:

- ✓ Limits on the amount of paper used by the agency
- ✓ More efficient
- ✓ Easy access to documents
- ✓ Reduces clutter
- ✓ Saves time
- ✓ Increased privacy



**We will continue to
keep you informed
on our progress!**

“Challenges are what makes life interesting and overcoming them is what makes life meaningful.” - Joshua J. Marine

TAKING CHARGE OF SUCCESS

What is success? How do you achieve success? Success is not easy to define. It means different things to different people. Individuals with disabilities face a variety of physical, social, academic, and medical obstacles in their lives. But, many of these individuals are able overcome these challenges. The following success stories illustrate how working empowers the lives of people with disabilities.



*Lyndsey Henderson
Franklin County*

Lyndsey Henderson has worked at Shares since 2012. Through Shares' Community Employment Services, she has recently started working at Walmart in the Outdoor and Garden section. Lyndsey is always a willing helper, ready to assist with errands or peers while at work. Outside of work she is active in Special Olympics.

What does Shares mean to you?

A training place for jobs, going on trips, and Community Council

How has Shares helped you?

Shares has helped me learn different jobs and have job experiences. I've made new friends and the Community Council has taught me how to speak up for myself.

What challenges have you had?

Learning new jobs like CDs and wires is hard.

How have you overcome your challenges?

Work them out slowly with help from my supervisors.

What advice would you give to others?

When new people start, I like to show them around and help them with new jobs. I like to tell them about my community job at Walmart.



*Cheryl Hood
Shelby County*

Cheryl has been employed at Shares, Inc. since 2001. She is currently employed in the workshop & at Pizza Hut part-time. Cheryl describes herself as a nice person with a good personality who likes to help others. In her spare time she likes to bowl, play bocce, & go to the movies. She is very proud of her involvement with the Shelby County Community Council. She has served as president of the council.

What does Shares mean to you? If it wasn't for Shares I would not have my jobs and my friends.

How has Shares helped you? Shares has helped me a lot! They have given me the opportunity to do activities and to go on trips. They taught me to cook and to read. They taught me how to do different jobs and helped me to get ready to work in the community. They help me with my problems. They were a big support to me when my mother was sick and passed away.

What challenges have you had? To become a fast worker and my health issues.

How has Shares helped you overcome your challenges? My mom and dad always told me to try my best, to believe in myself, and that I can do it. The staff at Shares trained me to be a good worker. They encouraged me and gave me confidence.

What advice would you give to others?

To try hard, think positive, get confidence in yourself, and to be nice to others.



*Ross M. Bennett
Rush County*

Ross started with Damar Services and went to High School in Plainfield. While attending high school he also worked in the school cafeteria. After graduating in 2009, he moved back to Greenfield & started working at Shares, Inc. At 24 years old, he has a roommate and lives in his own home. During his spare time he volunteers at the local animal shelter.

What does Shares mean to you?

It gives me a place to work and to get to know people. Cliff provides us with awesome trips for us to go to every year.

How has Shares helped you?

Cliff helps me when I am upset and helps me to calm down. Joe is helping me find a community job. The staff works with me and they teach me how to cook. They teach me how to do new things at work like packaging CDs and putting together small items for different companies.

What challenges have you had?

At times, I have had challenges getting along with co-workers.

How have you overcome your challenges?

I have learned to walk away and self-calm. The staff that work with me have seen improvements in my attitude toward others.

What advice would you give to others?

When I see someone getting mad at another person, I would and have advised them to talk to staff about what is bothering them. I would tell them to learn their jobs, so that they can work in other factories and know what they are doing.



OUR MISSION

"Shares, Inc. provides service and support for people with disabilities to enhance their successful inclusion in the community."

YUR UPCOMING EVENTS

MARK YOUR CALENDAR

Indiana Self Advocate Picnic
Friday, July 24, 2015
Eagle Creek Park, Indianapolis
10 am – 3 pm

Aktion Club
2nd and 4th Tuesday of the month at 6:30 PM
Trinity United Methodist Church
Briley Family Center. 741 Fair Avenue,
Shelbyville

2015 Educational Trip
Chicago
August 20 – 28, 2015

Board Meetings
July 13, 2015
Rushville

September 14, 2015
Shelbyville

Labor Day
Monday, September 7
Agency Closed