

## The Arc of Indiana 2015 Public Policy Agenda

The Arc of Indiana is committed to all people with intellectual and other developmental disabilities (I/DD), and their families and those who provide them services and supports, and will work to develop public policy to assist them in realizing their goals of learning, living, working and fully participating in the community. The 2015 session of the Indiana General Assembly provides many opportunities to advance initiatives that will lead to greater independence for people with I/DD. Following is an overview of the legislative priorities for The Arc of Indiana.

### Direct Support Professionals

Support legislative and/or administrative efforts to ensure a living wage for direct support professionals.

Support efforts to create sustainable rate reimbursements to retain a quality workforce.

### Employment

Support legislation that increases employment opportunities for people with I/DD and the expansion of community work opportunities.

### Community Supports

Support the continued reduction of the Medicaid Waiver waiting list and the provision of community supports for families in need.

### Education

Support continued investments in educational opportunities for children receiving special education services.

Support legislation that provides opportunities for students receiving special education services to access high school diplomas.

Support legislation that provides for representation of students receiving special education services on the State Board of Education.

Support legislation that requests the Interim Study Committee on Education to review the outcomes and data of Indiana's new state standards and assessment tools for students receiving special education services.

### Criminal Justice

Monitor and support legislation that will identify people with I/DD within the criminal justice system.

Monitor and support legislation that will create and/or support pro-



The Arc Associate Executive Director Kim Dodson, Representative Greg Porter, The Arc of Indiana President Kerry Fletcher and SAI President Melody Cooper.

grams for people with I/DD as they get involved in the criminal justice system.

### Crisis System

Support the recommendations in the report recently provided to FSSA by the University of New Hampshire regarding the need for a crisis system for people with I/DD, as well as a mental illness. The Arc supports putting out to bid a demonstration project that will implement the first regional project and then continue implementation throughout the state.

### Emergency Services

Support legislation that would create an optional state-side emer-

gency system that would identify people with disabilities in emergency situations.

### Guardianship

Support legislation that will increase the appropriation for Adult Volunteer Guardianship services through the office of the Supreme Court and change the language for the match requirement for programs to draw down the appropriation.



Indiana House Ways and Means Chairman Tim Brown talks with Kim Dodson, Kerry Fletcher and Melody Cooper.

### Health Care

Support legislation that would expand health care coverage in Indiana to help more people without quality healthcare have access to health plans.

Monitor legislation regarding managed care or coordinated care for the aged, blind and disabled population to ensure that it effectively meets the need of consumers, and improves health care for people with I/DD.

### Public Transportation

Support legislation that seeks to create and support a system of public mass transit.

### Respectful Language

Support legislation that ensures the use of respectful language in Indiana statutes.

**Indiana University  
Health Ball Memorial  
Hospital Foundation  
Pledges Major Gift  
for Training Institute  
and Teaching Hotel  
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# Self-Advocates of Indiana President's Corner

Melody Cooper, President  
Self-Advocates of Indiana



Melody Cooper

## SAI Plans for 2015 New Board of Directors Elected

2014 was a busy year for SAI, and we are already busy planning for our 2015 activities and events. We will be participating in The Arc of Indiana's annual Valentine's Day event at the State House on February 12, and look forward to our annual picnic on July 24, and conference on September 16. And we cannot wait to be part of The Arc National Convention, taking place in Indianapolis October 3-5.

At our 2014 annual meeting, held during The Arc of Indiana's conference in October, we welcomed two new board members, Kelsey Cowley and Buffy Mackey. We are happy to announce SAI's board for 2015. We are looking forward to a new year full of excitement and new ideas. Happy 2015!

### SAI Board of Directors

**Region 1:**

Ruben Torres, Merrillville  
Scott Hedrick, Gary  
Brian Buckwalter, Gary

**Region 2:**

Ritchie Mann, Goshen  
John Ellinger, Middlebury

**Region 3:**

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Nitaya Lewis, Ft. Wayne  
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Melody Cooper, Indianapolis  
– President  
Shawn Fulton, Marion  
– Vice President  
Betty Williams, Richmond  
– Past President



### Betty Williams Recognized with Spirit Award

Betty Williams, The Arc of Indiana Consumer Education and Training Coordinator, was honored with the Spirit Award by the Governor's Council for People with Disabilities at their annual conference on December 8. The award recognized Betty for her leadership efforts on the local, state and national levels. In addition to her work at The Arc, Betty is the past president of Self-Advocates of Indiana and a past president and secretary of Self-Advocates Becoming Empowered. Betty currently serves on the President's Committee for People with Intellectual Disabilities. The committee provides advice to the President and Secretary of Health and Human Services concerning a broad range of topics relating to people with intellectual and developmental disabilities.

Shop for art at

# Works of Arc

featuring the work of Indiana artists with developmental disabilities.  
[www.worksofarc.com](http://www.worksofarc.com)

## A View from My Window

Hosted by Michelle Fischer

The Arc of Indiana welcomes you to listen in to A View from My Window, our podcast hosted by Michelle Fischer.

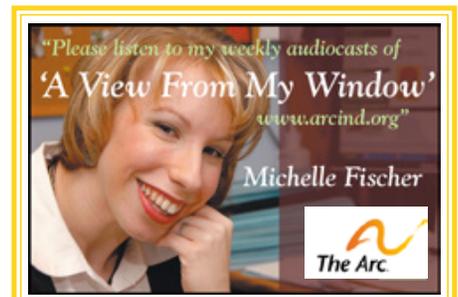
We are happy to announce a new partnership with Ball State University's Cardinal Communications, a creative communications agency housed in Ball State University's Department of Journalism. Over the next few months, a Cardinal Communications team will work with Michelle and staff from The Arc to develop and implement a production and marketing plan to grow A View from My Window's audience. Watch for great things to come from this collaboration.

Visit [www.arcind.org/AViewfromMyWindow](http://www.arcind.org/AViewfromMyWindow) to listen to the latest edition and past broadcasts of A View from My Window.

Like "A View from my Window with Michelle Fischer" on Facebook

Follow Michelle's Blog – My Life and Stories Behind the Mic

Join Michelle on Twitter @MFView





John Dickerson

## Executive Director's Column

Welcome to 2015! It is always a bit daunting to write my message to you — all 21,000 of you that will receive this newsletter. You come from nearly every county of the state. Some are young, some older, but one thing we all have in common is love and concern for people.

We recently hosted a luncheon for freshman legislators with INARF, Indiana's principal membership organization representing providers of services to people with disabilities. Several of them commented about families they knew back home that are part of The Arc. They understood

it when we talked about the need to address the wages of those who support people with disabilities. That is all thanks to you.

*We are fully engaged at the State House, following bills that could impact special education, jobs and community living.*

This is going to be another busy year. The state will be rolling out a new health care program designed to address the needs of Hoosiers with disabilities who receive Medicaid, but who are not part of the Medicaid

Waiver or Medicaid funded group home or nursing facility programs. Called *Hoosier Care Connect*, it offers opportunities to improve the health care outcomes for people often overlooked.

Of course we are fully engaged at the State House, following bills that could impact special education, jobs and community living. And as you read in this newsletter we have a number of issues we are raising that we believe will continue to make Indiana a better state for Hoosiers with disabilities — and in doing so a better state for all of us.

We could not do it without you, our members, our families, self-advocates and professionals. We do our best to represent you, at the table with government, in the public and throughout the state.

Thank you for all you do and for giving us the opportunity every day to work to make things better, both here in Indiana and nationally as part of The Arc of the United States.

And to end on a special note — be sure to mark your calendar to attend the national conference of The Arc — taking place in Indianapolis, October 3-5!

## Blueprint for Change

# Celebrating Those Who are Making it Work

The following stories exemplify the good work that is happening throughout the state thanks to local chapters of The Arc and the direct support professionals (DSPs) who provide supports and services to people with intellectual and developmental disabilities (I/DD) every day. Through their efforts, people with I/DD are building career pathways, utilizing their unique gifts, and leading full and meaningful lives in their communities — all key goals of The Arc's Blueprint for Change. Learn more about the Blueprint by visiting [www.arcind.org](http://www.arcind.org).

### KCARC Local chapter of The Arc in Knox County



Michael Moore earned KCARC's 2014 Resident of the Year award in recognition of the strides he has made since coming to KCARC. Michael has been a resident in KCARC's group home program in Bicknell, Indiana since 2012, and spends his

days at KCARC's Baker Center for Adult Day Programming. At the Baker Center, Michael is considered the resident jewelry maker, where he enjoys crafting colorful, unique necklaces and bracelets. Another passion Michael has is bookmaking and card making. Michael enjoys sharing his creations with friends and staff. One staff member that Michael has grown very close to is Gina Gentry. Michael and Gina can be found making books and cards for special friends each day, and have made plans to begin scrapbooking.

### The Arc of Greater Boone County



Arc Artisans is an entrepreneurial program of emerging artists at The Arc of Greater Boone County. Part of The Arc's Lebanon work center has been transformed into an art studio, where professional teaching artists from VSA Indiana provide instruction and support. Arc Artisans work in groups and individually, master-

ing various techniques on projects that fit each person's specific skills and preferences. Canvases, painted scarves, notecards, ornaments and pottery are sold throughout the year, and the Arc Artisans annual art show is eagerly anticipated by a growing number of fans.

Bella Heilbrunn (center) has served as a teaching artist with the Arc Artisans for over five years. The work and commitment of Bella and other teaching artists and staff has made a positive difference in the lives of the individual artists they work with, including Chuck Mulvihill (left) and Elel Williams (right), and in Boone County and surrounding communities where citizens have come to enjoy the varied works of art created by Arc Artisans.

### The Arc of Evansville

Rachelle Blackford, a highly respected special education teacher, has been a part of The Arc of Evansville's inclusive Child Life Center (CLC) for over 14 years. This nationally accredited child care facility provides high quality programs for children ages six weeks to twelve years, both with and without disabilities, by nurturing their social, emotional, physical, and intellectual growth. In the 2013-2014 school year, approximately 58 percent of the children who exited the program

entered kindergarten with either a reduction or an elimination of special education services. Much of the CLC's success is a direct reflection of the passion teachers like Rachelle put into their work and daily activities.



Nearly every student in Rachelle's classroom has experienced several successes, including Martha and Maddox. While Martha and Maddox acquire new skills at different rates, Rachelle's teaching has helped both of them succeed in achieving developmental milestones. Rachelle's work encompasses the mission of The Arc of Evansville — advancing the value of and respect for all individuals with disabilities by providing opportunities for development, employment and independence.

*These stories exemplify the good work happening throughout the state thanks to local chapters of The Arc and direct support professionals (DSPs).*

# The Arc Readies for Hotel's Training, Marketing Efforts

The Arc of Indiana Foundation recently welcomed two new employees who will focus their efforts on The Arc Training Institute and Teaching Hotel, scheduled to open in Muncie, Indiana in late 2015. We are pleased to introduce Megan Stevenson, Director of Curriculum and Training and Jeanne Scheets, Director of Marketing and Partner Programs.

As the director of curriculum and training, Megan will oversee the development of the training institute course curriculum, as well as establish other key pieces such as pre-requisites required by prospective students, courses offered, campus life and many other components to ensure students leave with the skills necessary to secure jobs in their hometowns.

As the director of marketing and partner programs, Jeanne will be responsible for outreach both to potential students through school corporations and potential employers around the state. She will also be organizing, planning and promoting seminars to human resource professionals in hospitality and other relevant fields to advocate for employment opportunities for people with disabilities.

Megan received both her bachelor's and master's degree from Ball State University. Her bachelor's degree is in special education with a major in intense interventions and a minor in mild interventions; her master's degree is in applied behavior analysis.

Megan began her career as a high school special education teacher and transition coordinator where she trained, placed and oversaw students working in the community. After teaching, Megan took a position as a Special Education Specialist with HANDS in Autism® Interdisciplinary Training and Resource Center, an extension of the outreach and training offered by the Christian Sarkine Autism Treatment Center at Riley Hospital.

Jeanne is also a Ball State University alumna with a bachelor's degree in journalism with a marketing minor through the School of Business. She brings more than 27 years of experience in advertising, marketing, client service and research.



Jeanne Scheets, Director of Marketing and Partner Programs and Megan Stevenson, Director of Curriculum and Training, will oversee training and curriculum as well as outreach to potential students and employers.

Jeanne recently served as Vice President of Marketing and Public Relations for the Indiana Historical Society and has also worked for organizations such as The Children's Museum of Indianapolis, RCA Tennis Championships benefitting Riley Hospital for Children and Ambassador Travel Club. In addition, she has a wealth of advertising agency experience including working on the Indiana State Tourism account among others.

We are excited to have both of these women join our team. If you would like to contact either Megan or Jeanne, they can be reached by telephone at 317-977-2375 or by email at [mstevenson@arcind.org](mailto:mstevenson@arcind.org) or [jscheets@arcind.org](mailto:jscheets@arcind.org).



The Teaching Hotel, the first of its kind in the country, is scheduled to open in the fall of 2015 and will provide people with disabilities postsecondary educational opportunities. The project is designed to address the 82% unemployment rate for people with disabilities and provide training in hospitality, food services, and health care services.



Following a joyful groundbreaking ceremony, construction on the training institute and teaching hotel is now well underway.

# Indiana University Health Ball Memorial Hospital Foundation Pledges Support for Teaching Hotel

The Arc of Indiana Foundation is pleased to announce a \$3 million commitment from the Indiana University Health Ball Memorial Hospital Foundation to create job training and employment opportunities for individuals with disabilities. Specific healthcare focused training will be an option at The Arc's Training Institute and Teaching Hotel in Muncie.

"IU Health Ball Memorial Hospital is optimistic that the partnership with The Arc of Indiana will have a positive influence on the hospital, the participants in training, and our community as a whole," said Michael Haley, President and CEO, IU Health Ball Memorial Hospital. "IU Health Ball Memorial Hospital is proud to be at the forefront of such an innovative program."

The Teaching Hotel, the first of its kind in the country, is scheduled to open in the fall of 2015 and will provide people with disabilities postsecondary educational opportunities and other training to lead to greater self-sufficiency.

The Training Institute and Teaching Hotel was designed to address the 82% unemployment rate for people with disabilities and provide training in hospitality and food services. It quickly became clear that the customer service and guest experience training that is so key to hospitality translates very well to other industries.

"We are excited about the opportunities that this partnership brings," said Kim Dodson, executive director, The Arc of Indiana Foundation. "Part-

icipants at our training institute will complete a rigorous training program with an emphasis on a people-first culture. This specific skill set can aid in improving customer satisfaction, which is important in several business areas, especially healthcare."

*It quickly became clear that the customer service and guest experience training that is so key to hospitality translates very well to other industries.*

IU Health Ball Memorial Hospital will be able to work with training institute staff to build on the customer experience training and create a detailed supplementary program that fits the hospital's needs.

The employment opportunities that this training will address aren't limited to IU Health Ball Memorial Hospital. Recently a large hospital in Fort Wayne stated that they had approximately 50 similar openings that day. This additional training opportunity will impact healthcare facilities around the state.

"The hospital will supply internships and job opportunities that lead to independence and self-sufficiency," said Ann McGuire, vice president, Human Resources, IU Health Ball Memorial Hospital. "Training programs may be designed for opportunities in the supply chain, patient

transport, dietary, guest relations and environmental service areas. This innovative approach will not only develop loyal team members but aid in reducing turnover."

The U.S. Chamber of Commerce's Center for Workforce Preparation found that hiring a worker with a disability is both a retention and employment strategy. Workers with disabilities have higher-than-average retention rates and company loyalty.

"Healthcare systems require a skilled, reliable and stable workforce to provide effective and continuous patient care," said McGuire. "However, first-year turnover in the hospital sector (28.3%) is higher than for the rest of U.S. industries (21.5%)."

"This commitment emphasizes the importance IU Health Ball Memorial Hospital places on improving the health of the communities we serve through education and outreach," said Tricia Stanley, president, IU Health Ball Memorial Hospital Foundation. "IU Health Ball Memorial Hospital Foundation is honored to train students for employment opportunities in healthcare and participate in this model which demonstrates the strength and benefit of private, public and philanthropic collaboration."

To learn more about the Training Institute and Teaching Hotel and how you can support this project, please visit [www.arcind.org/training-institute](http://www.arcind.org/training-institute).

## Works of Arc to Enhance New Courtyard Hotel



### ***Be part of this exciting opportunity!***

Each hotel room in the new Courtyard by Marriott Muncie will contain an original, handcrafted piece of artwork created by an Indiana artist with a disability.

A recognition plate will be placed with the piece

of artwork identifying the person or company that made the piece possible. This information is customizable, and the sponsorship can be made in honor or in memory of any individual. Each piece can be sponsored for \$5,000.00. The 150

pieces will be published in a special edition book which will recognize each artist and the donor who made it possible.

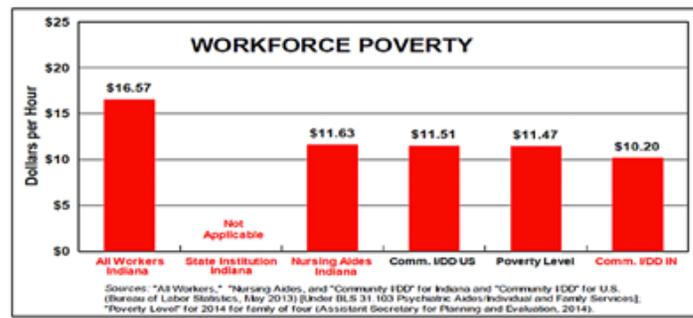
Contact Jill Vaught, 317-977-2384, or [jvaught@arcind.org](mailto:jvaught@arcind.org).

# Improving DSP Wages Priority for 2015 Legislative Session

Research clearly shows that continuity of the staff persons who support people with disabilities is the most important factor in their success. A recent study by The Arc confirmed that nearly 75% of people who worked as Direct Support Professionals wanted to remain in the field, and nearly 60% were the primary wage earners in their families. Wages are the critical issue for these people in determining whether they can continue to serve in this essential work.

Improving wages for Direct Support Professionals (DSPs) who work for and with people with intellectual and developmental disabilities is a key goal of The Arc of Indiana, Indiana Conference of Executives of Arcs (ICEArc) and INARF, Indiana's principal membership organization representing providers of services to people with disabilities.

As the chart, "Declining or Stagnant Medicaid Waiver Rates" shows, reimbursement rates to providers



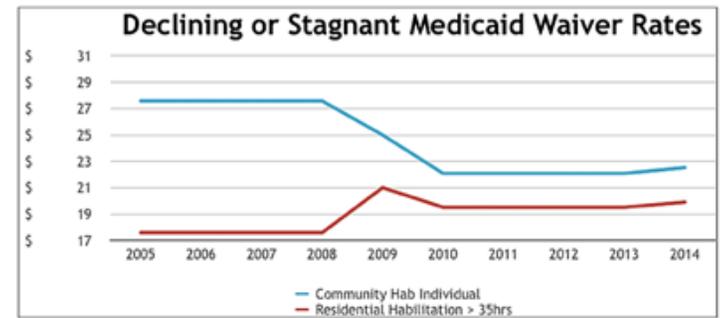
of Medicaid Waiver services have remained stagnant or declined over the past several years; and as illustrated in the "Workforce Poverty" chart, the average wage for workers providing community based services to people with intellectual and developmental disabilities is below the wage that places workers at the U.S. poverty level. Faced with an average wage of \$10.20 per hour, DSPs who want to stay in the field cannot support their families living on a salary that is below what is considered working at the poverty level of \$11.47.

The state's biennial budget will be passed in 2015 session of the Indiana

General Assembly, now underway. According to John Dickerson, The Arc of Indiana's executive director, new answers are needed to address this important issue:

- Wages for direct support professionals need to increase across the board.
- Regulatory relief is needed to allow DSPs to spend time working with individuals rather than paperwork.
- New models are needed to encourage services to be provided in innovative ways.

The Arc will be working with our partners to continue to share



information with the Indiana Family Social Services Administration, legislators and the Governor on the importance of making meaningful change in improving wages for DSPs.

You can help by contacting your legislators and the Governor with your personal stories, whether you are a parent, a DSP, or a person with a disability.

For information on how to contact your public officials, see the reference guide below and visit: [www.arcind.org/our-programs/public-policy-advocacy](http://www.arcind.org/our-programs/public-policy-advocacy), and be sure to sign up to receive our e-newsletter and Action Alerts at: [www.arcind.org/contact-us/e-newsletter-sign-up](http://www.arcind.org/contact-us/e-newsletter-sign-up).

## How to Contact Your State Legislators

### Reference Guide

Visit [district.iga.in.gov/DistrictLookup](http://district.iga.in.gov/DistrictLookup) to find who represents you and get contact information.

### By Phone:

- State House Telephone Center (317) 232.9600
- State House Switchboard (800) 382.9842
- State Senate Telephone Center (317) 232.9400
- State Senate Switchboard (800) 382.9467

### By Mail:

Name of Elected Official  
**State House**  
 200 West Washington Street  
 Indianapolis, IN 46204

### By E-Mail:

State House Member  
**h(insert district number)@in.gov**  
 State Senate Member  
**s(insert district number)@in.gov**

# Maximizing Personal Independence

## Blog Chronicles Life in the Community After Move from Nursing Home

Greg Anderson, a 60-year-old man with cerebral palsy, began writing a blog a few years ago to chronicle his life in a nursing home and his hope to move to a home in the community. Greg now lives in his own apartment with home and community based supports. Following are a few excerpts from Gregg's fascinating

blog, which offers unique insights into living as independently as possible with supports from caregivers. We hope you will follow Greg's journey by visiting: [maximizingindependence.blogspot.com](http://maximizingindependence.blogspot.com). Scroll down to the bottom of the blog page and look for the "subscribe by email" box on the right hand side.

**February 28, 2012 New Blog, New Post** This blog will focus on the title – *maximizing personal independence*. Right now, I'm living in a nursing home. It's a nice enough nursing home, but still a nursing home. My goal throughout my adult life – I have cerebral palsy, by the by – was to avoid ending up in such a place. I failed in that. I don't consider the game to be over, though. I see this as overtime. This blog will largely chronicle my attempt to get my own home, so I can have the maximum amount of independence my physical situation will allow. There seems to be a real chance of this happening. Over the months ahead, we will see.

**September 28, 2012 Overtime** In my first post in this blog, I explained how I'd spent my adult life trying to avoid going into a nursing home, and that I'd failed. I didn't consider the matter closed, however. I said I was in overtime. Well, this is my final post from the nursing home ... I leave here Monday, to move into my own apartment. I will miss some of the people here, but I am ready to move into the next phase of my life. Finally, in my own home.

**January 15, 2014 Names They Call Me** The various aides I've had recently has brought up an odd phenomenon that started at the nurs-

ing home – different aides call me different names. Most call me Greg, but some use Mr. Anderson, or one even calls me Gary. Who knows what else they might call me.

**January 17, 2014 My Weight** Out of the blue last night, when Yodit was giving me a shower – we ran out of hot water, by the way – she said she thought I was gaining weight. I don't know whether I am or not, but Yodit has taken care of me since I was in the nursing home, so if she thinks I am, maybe it's so.

**February 26, 2014 Client Service and Email** One of the companies I use, on its website, has

a way for prospective clients to email the company, but as far as I can tell, no way for current clients to do so easily. I'm told that's pretty standard throughout the industry. The message sent is fairly clear, even without email. They want you as a client, but once they have you, they want you to shut up. Reforming that situation to allow a client another option to communicate with his or her healthcare company should be simple enough. Using email can be an efficient communication method. It can also keep an accurate record of exchanges, which might possibly be why some companies shy from it.

Continued on Page 7

# Legislative Priorities for Special Education Include Access to High School Diploma

Issues related to special education will be central to The Arc of Indiana's legislative agenda during the 2015 session of the Indiana General Assembly. Key legislative priorities include:

Support legislation that provides opportunities for students receiving special education services to access high school diplomas.

Support legislation that provides for representation of students receiving special education services on the State Board of Education.

Support legislation that requests the Interim Study Committee on Education to review the outcomes and data as they relate to Indiana's new state standards and assessment tools for students receiving special education services.

We believe every student receiving special education services deserves the right to earn a high school diploma

to allow them the option of choosing vocational training, post-secondary education, and/or competitive employment earning a living wage upon graduation.

We support the state administration's commitment in making career and vocational education a priority in every Indiana high school.

The Arc believes effective planning is critical for students' successful transition from school to work and adult life. The mandated transition IEP should focus on the development of employment skills and the connection to Vocational Rehabilitation Services while the student is still in high school. The Arc will work to ensure students with disabilities have service options available to them when they complete their high school education and students' chosen service providers are involved in transition planning before students graduate.



Andrea Scott, a young woman from Indianapolis with Down syndrome, was recently inducted into the National Honor Society. With her are teacher Tonya Barris, parents Roscoe and Teresa Scott, and teacher Janice Smith. Congratulations to Andrea on her outstanding achievement.

We recognize the need to ensure that parents realize the options available to students receiving special education services to meet Indiana's state assessment requirements. If passing the End Of Course Assessment (ECA) is not attainable, then parents need to be aware of the possibility of opting out of the Core 40 diploma and entering into the evidence based waiver or

the work readiness waiver. These waivers have specific requirements that must be fulfilled by the student in order to obtain a high school diploma. We will work to ensure these options are available state-wide.

The Arc of Indiana will monitor closely the implementation of the new state standards and assessment tools. We will work to ensure families and schools have the information they need to make quality decisions that will further the educational progress of students receiving special education services.

## Maximizing Personal Independence, from page 6

### March 4, 2014 Janeka

I'm told that Janeka, my fearless team leader, is resigning as of March 17. My case manager is also leaving, on March 6. I've come to depend on Janeka a lot since leaving the nursing home. She's a nice young lady who has always been willing to help me in any way I need, getting me through a rough period with my bladder with her calm, steady support. I will miss her.

### March 31, 2014 Missing Aide

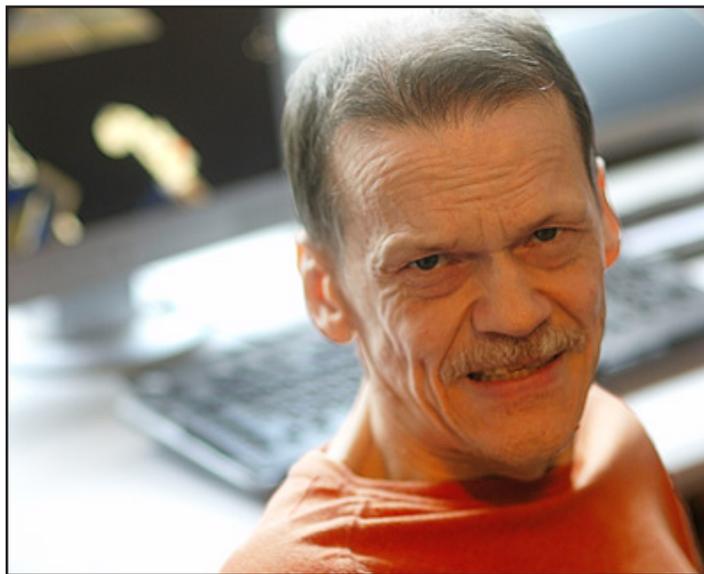
No aide showed for my morning shift today. Somebody tried to get in at 7:30, failed, and didn't come back. Luckily, Yodit was here overnight, and she did everything necessary before she left, but she's not here every night. I need to be able to count on somebody being here that early shift.

### April 25, 2014 Out Again

Yodit and I took my power chair out again last evening, and I saw more of this complex. It's a big place. Poor Yodit, though. She has a bad tooth, but doesn't want to go to the dentist because she has no insurance. She told me she had trouble filling out the application on the website, and she had to wait a month. Fortunately, the month is almost up.

### May 13, 2014 Getting Out

My aides and others often urge me to get outside, but the current schedule seems to make that tough. As I understand it, aides from the company here during the day can't go outside with me – yes, it's a bizarre rule – and the aides who could go out with me are only here overnight. That limits the jaunt options. Hopefully, the next schedule will restore the evening hours to



Blogger Greg Anderson

the aides from the right company so I can go out more.

### July 4, 2014 Aide Ultimatum

An aide last evening told me flatly that if I haven't had a shower in some time when she comes next week, she will give me one – presumably whether I wanted one or not. She also asked me if I would tell her the truth about the last time I had one. I don't doubt she's a good aide and a good person, but I didn't appreciate being talked to like that in my own home. I try to remember these aides probably deal with people and situations when they have to be more assertive, but I am perfectly capable of deciding when I take a shower and who gives it to me.

**August 25, 2014 Watered Down Coke** I have a particular aide sometimes who is no doubt very good at his job, but also very fussy. Saturday he decided

regular Coke was too strong for me after I coughed as I was drinking a can, so he added water. Some aides, though they mean well, make decisions based upon too little information. Had I wanted watered down Coke, I would've bought Pepsi.

### October 1, 2014 Hair

A couple of my aides seem to have a thing about short hair. I've always kept my hair short, and they often suggest cutting my hair before I ask them to, so it's no problem, but it is curious. Last night one of them asked me if I wanted her to shave my head completely. I declined that offer.

### October 3, 2014 Aging

Today is my last day in my fifties. Hopefully in the decade or so ahead, I can wrap things up with some kind of flourish.

### October 21, 2014 Half a Banana

I had an aide ask me recently if I wanted only half a banana. Who eats only half a banana? Actually, I guess some people they work with might, but I'd hope there'd be an obvious physical difference between those people and me.

### October 24, 2014 New Aide

A new aide is coming today to see how to work with me. By now, after all the aides

who've been here, I wouldn't think they'd need to use new ones, but I guess they do.

### November 5, 2014 Ill Aide

My regular dinner shift aide has been ill the past two days, so we had to scramble to work something else out. The agency wanted to send somebody who'd never been here, but I didn't really want that. It's hard for me.

### November 6, 2014 Anniversary

This coming weekend will mark one year that I've been living in this apartment. It's the longest I've lived anywhere on my own. The weather the day we moved me in here was really nice for November in Indiana. I don't think this weekend will match it.

### November 13, 2014

**Pounding** Somebody pounded on my door several times this morning when I was here alone. Whoever it was finally went away, but it was an uncomfortable experience. I think it was a man, but I'm not sure. Women have never pounded on my door like that.

### November 21, 2014 Break Ins

I wrote recently that someone pounded on my door. Now I've been informed there have been three break ins in this apartment complex lately. That's not good news. I have aides here overnight, but they're not here to defend me.

### December 1, 2014 Lost Aide

I've lost one of my regular, trusted aides because she has lost her child care. As I understand it, this woman was trying to support herself and her kids, but had to quit because her child care ran out. If that is accurate, it's really too bad.

# Shared Living Offers New Option for Living with Supports in the Community

Over the last year, The Arc, Self-Advocates of Indiana (SAI) and our colleagues at INARF have been researching a model of supporting people in the community called Shared Living. It has caught the attention of many people. In Colorado it is now the model chosen by over 50% of the people needing 24-hour support.

Shared Living allows individuals with disabilities to choose who they want to live with, and on average, individuals live with the same caregiver for over ten years. As one individual said about the program, “I go to bed knowing that the same people I say good night to will be there to say ‘Good morning’ the next day.”

At the heart of Shared Living is an intense recruiting and selection process for caregivers. In Colorado, only one out of every ten people that applies is accepted. Then a very thorough matching process is done with the final selection being made by the individual with a disability. When interviewed, people involved

in Shared Living said that instead of living in a program, they feel they are living with a family.

Only one person with a disability typically lives with the couple or individual who is the caregiver. In special circumstances, there might be two individuals with disabilities – such as siblings who want to live together.

*Shared Living allows individuals with disabilities to choose who they want to live with, and on average, individuals live with the same caregiver for over ten years.*

Unlike many programs around the country, it is supported by case managers, families and self-advocates because they see the results.

The Arc of Indiana has talked with families, self-advocates and providers around the country, and it appears that this program is one

that should be added to the options given to families in Indiana. We need to take what we have learned from other states and build a Shared Living program that works for Indiana. We all have a lot to learn and a lot to explore, but we believe Shared Living holds great promise.

We are not alone in thinking so. In the December 2014 issue of Exceptional Parent Magazine, author Lauren Agoratus spoke to the issue of how Shared Living can benefit children as well as adults: Writing about a new publication of The American Academy of Pediatrics (AAP), “Out of Home Placements for Children and Adolescents with Disabilities,” she comments, “There is another option that honors the child’s developmental needs to grow up in a loving, nurturing family. A number of states have developed the capability for a child’s family to choose an alternative family who would welcome the child into their home and would raise the child with the input of the child’s first family. Alternate families are not part of the

Child Welfare System, so there is no judgment made when a parent is no longer able to care for their child. The child shouldn’t be forced to forgo the developmental benefits of a nurturing family and have institutional care as the only option.”

As we look to the growing needs of Hoosiers for support, we must keep building our system around supporting families, but also realize there are times when the family is no longer able to care for a loved one with a disability at home. We need a variety of options for persons with disabilities and their families. The Arc believes Shared Living, done correctly as it is in Colorado, can provide an important option to the choices families should have.

The Arc plans to work with all stakeholders to advance the idea and build consensus on what a Shared Living program can and will look like in Indiana. Please keep watching and check in regularly on our website, [www.arcind.org](http://www.arcind.org).

## News from The Arc

# New Pathways to Justice™ Introduction Video Aims to Help People with I/DD Navigate Daunting System

“Too many times people with disabilities come into contact with the criminal justice system and the outcome is anything but just.”

The opening words of a new video created by The Arc’s National Center on Criminal Justice and Disability (NCCJD), the Pathways to Justice Introduction Video, powerfully highlight the broad lack of justice for people with disabilities within America’s criminal justice system. This four and a half minute video introduces the Pathways to Justice Model, an integral part of the Pathways to Justice training program being piloted by five chapters of The Arc. The Pathways to Justice Training Curriculum helps build

the capacity of the criminal justice system to effectively identify, serve, and protect people with intellectual and developmental disabilities (I/DD), many of whom have “mild” disabilities that often go unnoticed among criminal justice professionals without appropriate training. The video points out why communities should seek additional training for criminal justice professionals.

Navigating the criminal justice system, as a suspect, offender, witness, or victim, is daunting for anyone. For people with I/DD and their families, there can be insurmountable obstacles to obtaining justice. The new Pathways to Justice Introduction Video highlights specific cracks in the

criminal justice system through the telling of real life stories by people with disabilities and by their family members.

Take James’ story. James Meadours is a powerful self-advocate with intellectual disabilities who experienced multiple victimizations throughout his life – without anyone every knowing. As an adult, James was raped in his own apartment. He found the courage to reach out for help, leading to the successful prosecution of his attacker and the revelation that there had been multiple victimizations throughout James’ life. While this story ended positively with the attacker held accountable for the crime and James empowering others

with his self-advocacy, society overall must do a better job creating safer lives in the community for people with disabilities. Research supports the fact that multiple victimizations are quite common among people with disabilities – this is unacceptable. James did not have to suffer in silence alone for so many years; we as a society can do better.

Using the Pathways to Justice Model, NCCJD aims to build collaborative relationships within the criminal justice and disability professions, creating solutions to identify, prevent, and stop injustices faced by people with disabilities.

Learn more by visiting [www.thearc.org/NCCJD](http://www.thearc.org/NCCJD).

# The Importance of Miller Trusts for Recipients of Medicaid in Indiana

Grant E. Helms, J.D.

Recent changes in the way the state of Indiana administers its Medicaid program require that Hoosiers who receive certain types of Medicaid benefits establish *Miller Trusts* when their income exceeds allowed limits in order to continue to receive those benefits.

Up until the beginning of this past summer, Indiana operated a spend-down program for Medicaid. That program acted like an insurance deductible; if an individual's income exceeded established thresholds, then Medicaid would not kick in and provide benefits. In order to receive benefits, the individual was required to "spend down" his or her income, which then allowed Medicaid to cover medical care costs. This was calculated on a monthly basis, but the program's administration sometimes resulted in interruptions in coverage or care because of the fluctuation in need on a month-to-month basis. It also was costly for the State to administer.

In an effort to streamline the Medicaid program and reduce costs for the State, administrators decided to eliminate the spend-down program. It is estimated that Indiana could save \$35.7 million annually by cutting the program. Consequently, Hoosiers who receive Medicaid benefits for institutional or home and community care through a Medicaid Waiver and whose income exceed the eligibility threshold established by the State will need to set up a Qualifying Income Trust. This type of trust is more commonly known as a Miller Trust, whose name comes

*Hoosiers who receive certain types of Medicaid benefits now must establish Miller Trusts when their income exceeds allowed limits in order to continue to receive those benefits.*

from a Colorado federal court case that was one of the first to deal with the idea. A Miller Trust is also recognized under federal Medicaid statutes. In Indiana, the income threshold established for a Medicaid recipient is currently \$2,163 per month. If the recipient's income exceeds this amount, Medicaid benefits will stop. To continue to receive benefits, income above the threshold must be placed into a Miller Trust.



Once established, the Medicaid recipient's income in the trust is paid to the medical care provider for reimbursement of services. Medicaid will then cover the cost of any balance of care. If the trust beneficiary (i.e., the Medicaid recipient who sets up the trust) has put all of his or her assets into the Miller Trust, a "personal needs" allowance will be distributed to the beneficiary each month.

Setting up a Miller Trust is obviously important to maintain your Medicaid benefits if you receive institutional care or home and community-based care. It's also important to become familiar with the steps necessary to establish a Miller Trust, particularly given that this is a new requirement in Indiana and may be unfamiliar to Hoosiers with some experience dealing with the spend-down program or other

defunct aspects of the administration of Medicaid in Indiana.

Establishing a Miller Trust is generally an uncomplicated process and has three basic steps. It is, however, highly recommended that during each step, you consult legal counsel to help properly set up the trust. Like all legal documents, a Miller Trust must be adequately drafted and executed in order to be considered valid, and any improperly constructed trust could result in the denial of Medicaid benefits or other delays.

First, you will need to have a trust instrument drafted that complies with all of the requirements of Indiana's Family and Social Services Administration (FSSA), the entity that operates the State's Medicaid program. The trust instrument is not usually a complex document, but it must have certain terms included in it, such as the trust being irrevocable and a clause that upon the death of the beneficiary, the income in the trust will be paid to Medicaid, up to the costs of care given.

Second, you will need to set up a bank account that will serve as the depository for your excess income. Be sure to check with your financial institution to confirm that it does actually handle Miller Trusts, as not all of them have decided to do so. Hopefully most financial institutions will recognize Miller Trusts as they become more widespread in Indiana.

Finally, you will need to take action to have the monthly income placed into the bank account. Once all of this is accomplished, you will have successfully established your Miller Trust, and you can continue to receive Medicaid benefits to cover the applicable costs of care.

For more information on the specifics of Miller Trusts and their administration in Indiana, visit FSSA's website at [www.in.gov/fssa/ddrs/4860.htm](http://www.in.gov/fssa/ddrs/4860.htm).

*Grant Helms is a staff attorney at Indiana Protection & Advocacy. Nothing in this article should be construed as legal advice. Information in this article is not intended and cannot replace consultation with an attorney specializing in special needs issues.*



## Dawn Adams Appointed as IPAS Executive Director

Dawn M. Adams, J.D., joined Indiana Protection & Advocacy Services (IPAS) on October 20, 2014 as the new Executive Director.

Prior to joining IPAS, she worked for nearly 3 years as the Chief Operating Officer at the Indiana School for the Deaf. Dawn began her career with Indiana State Government in 2006 as a staff attorney with the Indiana State Department of Health.

In the fall of 2008, she was recruited by the former ISDH Assistant Commissioner of the Public Health and Preparedness Commission to serve as the Operations Manager. In that role Dawn took on special projects and served as a resource on operational agency functions including finance matters, legal concerns and human resource issues. She was also responsible for managing a \$1.7 million federal grant and was called upon to serve as Acting Assistant Commissioner and Acting State Registrar during her time with the agency.

In 2010 Dawn was promoted to Assistant Commissioner of the Health and Human Services Commission at ISDH.

Dawn earned her Bachelor of Science degree in biology, summa cum laude, from Tennessee Temple University in Chattanooga and her professional doctorate in law, magna cum laude, from the Indiana University School of Law-Indianapolis. She is also a 2008 graduate of the Indianapolis Bar Association and Indianapolis Bar Foundation Bar Leader Series V. Originally from Marion, Indiana, Dawn lives with her husband in Anderson. She has been active in community activities, serving as a volunteer for CASA (Court-Appointed Special Advocates) and the Girl Scouts.

  
The Arc  
Achieve with us

The Arc of Indiana is proud to work with our 42 local chapters of The Arc throughout the state. Find a chapter near you by visiting [www.arcind.org/about-the-arc/local-chapters](http://www.arcind.org/about-the-arc/local-chapters). We are affiliated with The Arc of the United States. Learn more about The Arc by visiting [www.thearc.org](http://www.thearc.org).

## 2014 Report from The Arc Master Trust

The Arc Master Trust completed a successful year in 2014. The Trust experienced tremendous growth as enrollments continue to increase with a corresponding increase in the overall number of transactions processed. More than 200 people were enrolled in Trust II, and more than 40 were enrolled in Trust 1 during the year. Well over 5,400 disbursements totaling over \$3 million were made in 2014 for our beneficiaries. To accommodate this growth, The Arc Master Trust has made a small change in account numbers. The numbers are now a combination of 8 letters and numbers. The new account number still has the same last 4 digits as before.



Melissa Justice,  
Trust Director

has helped them with the paperwork needed to apply (or reapply) for means tested benefits such as Medicaid and SSI. He has assisted in reviewing legal forms for a beneficiary purchasing a mobile home from his trust and finding an appropriate mobile home park for that home. Additionally, he has assisted several beneficiaries to locate appropriate rental housing. The needs are many and varied and Trent has had a busy nine months with the trust in 2014.

Amanda Ables, who joined the trust over 3 years ago as Trust Administrative Assistant, has been promoted to serve as Trust Account Manager. Amanda's work will focus primarily on assisting beneficiaries of The Arc Master Trust I.



Amanda Ables, Trust  
Account Manager



Trent Barnes, Trust  
Beneficiary Advocate

In March of this year, Trent Barnes joined The Arc Master Trust as our Beneficiary Advocate. Trent has been a great addition to our team. Trent is a social worker by education and assists our beneficiaries that need additional help beyond the traditional role of a trust program. He has taken beneficiaries shopping and



Jill Ginn,  
Assistant Trust Director

In December, we were pleased to welcome Jill Ginn as Assistant Trust Director. Jill first joined The Arc as a family advocate in 2007 and in 2009 became manager of The Arc Advocacy Network. Since its beginnings in 2007, advocates for The Arc Advocacy Network have assisted more than 15,000 individuals and families learn about and navi-



Katie Batagianis, Trust  
Account Manager

gate state and federal programs and services for people with intellectual and developmental disabilities. With this experience, Jill is a great addition to the trust.

The Arc Master Trust staff is looking forward to serving our beneficiaries in 2015. The protection of the money placed in our care is of the utmost importance to The Arc of Indiana and The Arc Master Trust. Our goal is to give beneficiaries and families the peace of mind that we have their best interest and financial security foremost in our minds and processes.



Susan Waltz, Trust  
Assistant

The Arc Master Trust staff is



Spencer Valentine,  
Director of Marketing

here to serve you. If you have questions regarding your trust, would like information about creating a trust, or if you would like us to make a presentation regarding the trust, please do not hesitate to contact us at 317-977-2375 or email Trust Director Melissa Justice at [mjustice@arcind.org](mailto:mjustice@arcind.org).

## ABLE Act Provides Opportunity to Create Tax-Exempt Savings Account for People with Disabilities

The Achieving Better Life Expectancy (ABLE) Act was signed into law by President Obama on December 19, 2014. The ABLE Act provides people with disabilities (with an age of onset up to 26 years old) and their families the opportunity to create a tax-exempt savings account to maintain health, independence, and quality of life; and provide funding for disability-related expenses that will supplement, but not supplant, benefits provided through private insurance, Supplemental Security Income, Medicaid, the beneficiary's employment, and other sources.

ABLE accounts will offer individuals and families a new financial planning option, in addition to creation of a special needs trust. How do ABLE accounts differ from a special needs trust? Two differences are that with a special needs trust there are no contribution limits, and allowed expenditures are broader than an ABLE account. Some families will choose to create a special needs trust upon their death through a

life insurance policy or their estate; while total annual contributions to an ABLE account by all participating individuals, including family and friends, is limited to \$14,000.

### *The Achieving Better Life Expectancy (ABLE) Act was signed into law by President Obama in December.*

Indiana's U.S. Senator Joe Donnelly praised Senate passage of the ABLE Act, stating, "In Indiana, we know that disabilities shouldn't be a roadblock to pursuing your dreams. The savings accounts this legislation creates will help Americans with disabilities save for things like education, transportation and even housing. I have been proud to support the ABLE Act."

John Dickerson, Executive Director of The Arc of Indiana, said, "The ABLE Act provides families and people with disabilities an important option in saving for the future.

People with disabilities want the opportunity to be as independent as possible whether that means continuing their education or owning their own home. The ABLE Act will provide them with those options. We appreciate the perseverance of the sponsors of this legislation in not giving up and creating this opportunity."

According to National Disability Institute, the ABLE Act recognizes the extra and significant costs of living with a disability. For the first time, eligible individuals and families will be allowed to establish these unique savings accounts that will not affect their eligibility for SSI, Medicaid and other public benefits.

### *Accounts cannot be established until regulations are developed.*

These funds can then be used to pay expenses related to one's disability. A "qualified disability expense"

means any expense related to the designated beneficiary as a result of living a life with disabilities. These include education, housing, transportation, employment training and support, assistive technology, personal support services, health care expenses, financial management and administrative services and other expenses which are yet to be described in regulations still being developed.

The Secretary of the Department of Treasury will now begin to develop regulations to guide states regarding required information to open an ABLE account; documentation needed to meet the requirements of ABLE account eligibility; and the definition details of "qualified disability expenses" and the documentation that will be needed for tax reporting. No accounts can be established until the regulations are finalized. It is anticipated that states will begin to accept applications to establish ABLE accounts before the end of 2015.

# Future Planning – Is It Ever Too Early?

Melissa Justice, Trust Director

Recently I was presenting to a group of parents and a mother raised her hand to ask if it was too early to start planning for the financial future of her child who has a disability. I didn't even need to know the age of her child because the answer to that question is always, "It is never too early to start planning for the future of your loved one."



Planning for the future, including what will happen to our personal assets once we are gone, is important for everyone. It is especially critical when you have a child who has a disability and receives, or will receive, government benefits, including Supplemental Security Income (SSI), Medicaid or Medicaid Waiver services. These benefits provide money to pay for living expenses (SSI), medical insurance (Medicaid) and home and community based supports (Medicaid Waiver). To be eligible for these benefits a person can have no more than \$2,000 in assets or resources. If these benefits are lost, the results can be catastrophic. Planning for how to protect these benefits is a very important piece to your end-of-life decision-making.

Unfortunately, we never know when our own end of life will happen. The proverbial "hit by a bus" could happen to any of us at any time. In addition to protecting eligibility for government benefits, either now or in the future, you also need to ensure that funds you leave for your child will be for his or her use and no one else's.

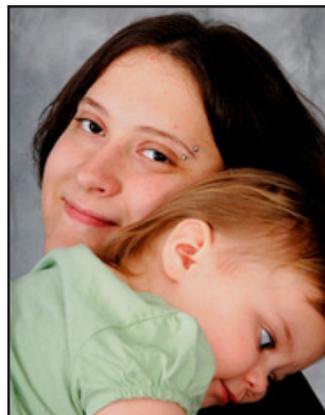
If funds are left to another child or relation, there is no guarantee that the money will be used for your loved one. Even if family members have the best intentions, it is possible that control of that money could be taken out of their hands. For example, if they pass away, get divorced or are involved in some sort of legal judgment, this money could be included

in those proceedings and would no longer be used to provide for your loved one as you had wished.

## You are the Expert on Your Child

Another important reason it is never too early to plan for your child's future is that you are the expert on your child. If you have not passed along information to others about your child, either through a letter of intent or some other type of communication, then those who will be caring for your child, or providing for them through a special needs trust, will have to work through these issues by trial and error.

There are times when The Arc Master Trust receives a call from an attorney and learns only after their death that a family wishes to establish a trust. We cannot talk with the family to learn specific ways they would like the money spent on their child. Does he or she like music, and if so, does she prefer classical or rock and roll? Would he like the trust to help him acquire a pet? Does she like the color blue or green? Would he rather spend



money on video games or movies?

If the person with a disability cannot communicate his or her wishes, and we have not had a chance to talk with a family regarding how they would like the trust to be used, we do our best to provide for the beneficiary. However, it is much better for all involved when we have the opportunity to talk with family members and guide them through the process of establishing a trust. Once the trust is funded we can quickly, upon their death, begin providing for their loved one as they wished.

## Better Safe than Sorry

Sometimes you do not know whether or not a special needs trust will be needed in the future. Perhaps your child has a mild disability, and you don't know if he or she will be able to work and carry private



insurance that would make the government benefits unnecessary. These situations are difficult, and again, every family is different, and their decisions will be different.

My feeling is that it is better to err on the side of caution, or as my parents used to say, "Better safe than sorry." Setting up the special needs trust and providing for the funding of that trust can always be changed. For example, to be eligible to be a beneficiary of a special needs trust, an individual must be disabled according to social security criteria. If it does end up that your child is not eligible for social security, then the trust would be closed and you

would want to make alternative plans for passing on an inheritance to your child. In the meantime, setting up a trust will give you peace of mind in knowing you have protected and provided for your child's future to the best of your ability.

*Setting up a trust will give you peace of mind in knowing you have protected and provided for your child's future.*

It is never too early for any of us to start end-of-life planning. When you have a loved one with a disability, the need becomes that much more important. Regardless of your age or your child's age or disability, planning for the future is important.



Please don't hesitate to contact Melissa Justice, Trust Director at 317-977-2375, 800-382-9100 or [mjustice@arcind.org](mailto:mjustice@arcind.org) for information on The Arc Master Trust or with questions on planning for your child. You can also learn more by visiting [www.thearctrust.org](http://www.thearctrust.org).



**The Arc**  
Master Trust

*Serving Hoosiers of all disabilities and their families for over 25 years*



*Regardless of your age, or your child's age or disability, planning for the future is important.*

**Trust I** Helping families plan for the financial future of their loved one

**Trust II** Helping people with disabilities fund their own trust



[www.thearctrust.org](http://www.thearctrust.org)

# Award Recipients Honored at 2014 Conference

It is always a highlight of our annual conference to honor outstanding individuals, businesses and organizations whose actions make a difference in the lives of people with intellectual and developmental disabilities and their families. Congratulations to our 2014 award recipients.

**Education Award**

Amy Mobley, Project SEARCH

**Employment Award**

AMC Evansville 16

**Community Involvement Award**

Marty Posch, Finish Line Youth Foundation

**Health & Wellness Award**

The Arc of Evansville Programs & Standards Committee  
Raising a Healthy Child Family Guide

**Media Award**

Herald-Times, Bloomington, Indiana

**Cathleen Clark Professional Service Award**

Timothy Ryan Keefe

**Outstanding Professional Achievement**

Donna Elbrecht, President/CEO, Easter Seals Arc of Northeast Indiana

**Outstanding Self-Advocate**

Andrew Peterson

**President's Award**

The Huffman Family, Jeff, Jan & Nash

**Executive Director's Award**

Leslie Green, CEO, Stone Belt Arc

**Sycamore Award**

Mark Hisey

**John Dickerson Leadership Program Awards**

Emerging Leader Investment Grant  
Jason Meyer, President/CEO, Passages  
Executive Renewal Grant  
Dan Stewart, President/CEO, Achieva

**Membership Awards**

**Membership Campaign Participants**

Bi-County Services  
Hillcroft Services  
Hoosier Prairie Arc  
Sycamore Services  
The Arc of Hancock County  
The Arc of Jackson County

**Membership Achievement Award**

The Arc of Greater Boone County  
The Arc of Tippecanoe County

**Top Achievers Award**

Easter Seals Arc of Northeast Indiana  
KCARC  
Passages  
The Arc of Bartholomew County  
The Arc of Evansville  
The Arc of LaGrange County

**Traveling Trophy**

Stone Belt Arc

**2014 Entrepreneur Grants**

We are pleased to announce the first recipients of The Arc of Indiana Entrepreneur Grants, a new state-wide initiative to help individuals with intellectual and developmental disabilities in Indiana achieve their dreams of owning their own businesses. Congratulations to our award recipients.

**Chris Tidmarsh – Green Bridge Growers**

Green Bridge Growers is an urban farming business that uses aquaponics – a cutting-edge agricultural growing method. The grant will help Chris achieve his goals of growing fresh, healthy products and employing other people with disabilities.



Outstanding Self-Advocate Award, Andrew Peterson



President's Award, The Huffman Family - Jeff, Nash and Jan



Executive Director's Award, Leslie Green

**Sarah Strohl – Sarah's Great Day!**

Sarah's Great Day!, an online cooking show that is now in its third season, is ready to take off to the next level. The grant will support Sarah in continuing to produce her online shows that bring hope and empowerment to families and individuals with disabilities, while simultaneously increasing awareness about those with disabilities.

**Christine Ruddy – Promoting Artistic Expression through Sewing**

Christine Ruddy's grant will help develop her business of employing people with disabilities who share their artistic expressions through sewing. The business will produce purses, bags, pillows, hats, quilts

and other fabric art using embroidery, embellishments, appliques and unique patterns created with embroidery, digitizing and free motion sewing.

**Adria Nassim – Adria's Village**

Adria Nassim's grant will assist Adria in developing her company, Adria's Village, that will work to provide educational trainings and presentations to people who interact with people with autism and learning disabilities. In addition, the business will offer one-on-one social skills sessions and business consultation services and staff training for those looking to make their business more friendly and accessible to people with disabilities.



Sycamore Award, Mark Hisey. Accepting the award with Mark are his wife Kathy and son Matthew.

## CALENDAR OF EVENTS

**January 17**

Caribbean Cruising with The Arc  
*Horizon Convention Center, Muncie*

**February 12**

Valentine's Day at the State House  
*DSPs are the "Heart" of Our Community*  
Local Chapters of The Arc, ICEArc & Self-Advocates of Indiana

**April 13-15**

Disability Policy Seminar  
*Washington D.C.*

**June 12**

The Steve Green Classic  
*Eagle Creek Golf Club, Indianapolis*

**July 19-22**

NCE Summer Meeting  
*Rhode Island*

**July 24**

Self-Advocates of Indiana Annual Picnic  
*Indianapolis*

**August 28**

Dealing for Dreams  
*Horizon Convention Center, Muncie*

**September 16**

Self-Advocates of Indiana Conference  
*Indianapolis*

**September 25**

The Arc of Indiana 59th Anniversary

**October 1-3**

The Arc National Convention Pre-Conference  
*Marriott Downtown, Indianapolis*

**October 3-5**

The Arc National Convention  
*Marriott Downtown, Indianapolis*

**October 10**

IndyCooks for The Arc  
*Dallara IndyCar Factory, Speedway*

**October 24**

The Arc Master Trust 27th Anniversary

**December 4**

The Arc of Indiana Appreciation Luncheon & Annual Meeting  
*Horizon Convention Center, Muncie*



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