

2021 Public Policy Agenda

The 2021 session of the Indiana General Assembly begins January 11th and must end by April 29th.

The next biennial budget will be developed in this “long” session. Legislators will need to address critical funding needs, including funding for programs serving people with intellectual and developmental disabilities (I/DD) and funding for direct support professional (DSP) wages.

Following is an overview of the public policy legislative priorities for The Arc of Indiana.

Budget

- Monitor legislation to ensure previous appropriations are not reduced and the state continues to serve those in need of services.



- Continue to educate lawmakers on the DSP crisis, share the impact COVID-19 has placed upon the workforce crisis and advocate for a DSP wage increase.
- Support legislation increasing Indiana’s cigarette tax to go toward healthcare costs, including DSP wages.
- Monitor efforts and potential legislation that may allow greater access to devices to utilize telehealth and education for people with intellectual and developmental disabilities.
- Monitor legislation regarding the growth of broadband infrastructure and support its classification as a necessary utility.

Insurance

- Support legislation requiring licensure for applied behavior analysts.
- Support insurance coverage and licensure updates to support broader use of telehealth.

Education

- Monitor legislation allowing students receiving special education services to have access to appropriate accommodations, including on statewide assessments.



- Support students receiving special education services being included in all conversations around virtual education and educational access through devices and broadband infrastructure.

Career Pathways



- Support workforce legislation that could lead to increased employment opportunities for people with disabilities.

Transportation

- Continue to work to ensure, Non-Emergency Medical Transportation is safe, punctual and easy to use.

Home and Community Based Services



- Continue efforts to redesign Indiana’s Medicaid Waiver program.
- Continue to work to ensure funding streams and sufficient funds are provided for initial appropriate placements and ongoing services.

Crisis Services

- Encourage the development of treatment options for people who have a co-existing condition and are in crisis.
- Recommend that crisis treatment options be provided in coordination with an individual’s behavior management provider.
- Encourage efforts to develop training for mental health providers, so they are equipped to treat individuals with I/DD.

Guardianship & Supported Decision Making



- Guardianship should be as limited as possible to ensure the safety of individuals with I/DD. Supported Decision Making should be utilized as much as possible, including those who are under guardianship.
- Continue to work closely with stakeholders to ensure that quality guardianship programs, at reasonable costs, are available for those individuals who have no family or loved ones to assist them in making important life choices.
- Work to ensure that individuals who are paying for the services of a professional guardian are receiving appropriate attention and having their needs met.

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The Arc of Indiana
143 W. Market St.
Suite 200
Indianapolis, IN 46204
317-977-2375

Self-Advocates of Indiana President's Corner

**Shawn Fulton, President
Self-Advocates of Indiana**



As we look back on 2020, it can be easy to focus on the cancelled events, missed opportunities, and 2020's endless Zoom meetings. Instead, I'd like to highlight Self-Advocates of Indiana's successes and the hurdles we overcame last year.

Despite the obstacles of moving all of our programming to a virtual, socially-distanced platform, SAI and our local chapters have continued to stay connected and engaged throughout the year. I would like to take a moment to say "Thank You" to everyone who

went above and beyond to help make that possible.

In November, The Arc of Indiana and SAI hosted our first ever virtual conference. During the conference, the SAI Executive Committee hosted a very successful panel on "How to be a Strong Self-Advocate." During the Impact Awards program, we awarded our annual Darcus Nims Self-Advocate of the Year Award

to Katie Boland and the SAI President's Award to Anthony Nash. During the week-long conference, SAI also held our annual meeting, where we elected our new board of directors for 2021 and approved changes to our bylaws, set to take effect in 2024. While we are pleased with the success of these events, we look forward to a time when we can gather in person!

The board has finalized our calendar for next year, pushing back the dates for some of our normal programming in the hopes that we will be able to

hold these events in person. We are ready to tackle 2021 head-on, no matter what it might bring.

January 10th marks SAI's 31st anniversary! We hope to celebrate throughout the year with new resources for self-advocates, advocacy trainings, and programs to keep members connected and engaged. We weren't able to celebrate our 30th anniversary exactly as we wanted in 2020, but we are better prepared now to make 2021 a celebration of SAI's 30th Anniversary (Part 2).

Please keep up-to-date with SAI by visiting our website, saind.org, and joining us on Facebook at facebook.com/saindiana. You can also find videos on our YouTube channel by Googling "Self-Advocates of Indiana, YouTube." I also encourage you to look for information and resources on The Arc of Indiana's website, arcind.org; and The Arc of Indiana's YouTube channel: youtube.com/c/TheArcofIndiana.

On behalf of SAI's board and our administrator, Shannon Ellery, I wish you all the best throughout 2021!



Money Follows the Person Program Can Assist in Transitions from Institutions to Community Services

There's no place like home – and the Money Follows the Person (MFP) program provides states with federal Medicaid funding to transition people out of congregate settings and back to their communities. MFP was first authorized by President George W. Bush in 2005. From 2008 through the end of 2019, MFP has moved 101,540 seniors and people with disabilities out of nursing homes and other institutions.

The MFP program supports people to move back home or into community residential settings by providing staff, home modifications and community-based services. Data has shown a cost savings of 20% for state Medicaid programs because of the program *and* most importantly, better quality of life outcomes for people receiving Home and Community Based Services (HCBS) instead of institutional care.

The Arc U.S. worked to establish this program and has continued to advocate for Congress to pass long-term or permanent reauthorization of the MFP program.

In 2012, The Arc of Indiana began a project funded through the MFP program which utilized self-advocates as lead interviewers to meet with individuals with disabilities residing in nursing homes. Through the "My Life My Choice" project, The Arc's teams interviewed 3,620 individuals living in an institution and identified 844 people interested in learning more about moving to a home in the community. That project has ended; however, The Arc of Indiana and Self-Advocates of Indiana continue to work with the Division of Disability and Rehabilitative Services (DDRS) to expand HCBS services as an alternative to institutional care.

Under a new appropriation to the Centers for Medicare and Medicaid Services (CMS), states currently operating MFP demonstration programs, including Indiana, are eligible to receive up to \$5 million in supplemental funding for planning and capacity building activities to transform long-term care systems, expand HCBS capacity, and transition individuals with disabilities and older adults from institutions and nursing facilities to home and community-based settings of their choosing.

In October 2020, DDRS commissioned The Arc of Indiana to develop a report on the MFP program, including researching best and promising practices from other states, analyzing Indiana's past MFP efforts, and making recommendations for a successful renewal of the program should Indiana move forward in applying for new funds. The report was submitted to DDRS on December 1st.

Message from The Arc of Indiana CEO



Kim Dodson

It's Raining, It's Pouring Now is the Time to Open the Rainy Day Fund

As we head toward the 2021 session of the Indiana General Assembly, the revenue forecast released in December shows Indiana's economy is starting to recover from COVID-19.

However, some sectors are improving faster than others, and there are still many questions regarding how the nation's and Indiana's economy will be impacted by the ongoing pandemic.

Lawmakers will look to the April 2021 forecast before deciding how the biennial budget will be finalized.

I am glad to live in a state that takes its financial position seriously and sees the need for the "rainy day" fund. Well, rain poured down hard and steady throughout 2020 and *now* is the time to invest financial resources to ensure Indiana's most vulnerable citizens are not jeopardized or have decades of work to improve the lives of people with intellectual and developmental disabilities (I/DD) eroded.

The pandemic has highlighted the important role direct support professionals (DSPs) play in the lives of people with I/DD. Yet COVID has pushed many DSPs out of the field due to concerns of

potential COVID exposure and low wages. At a time when we know how important essential services are and how quickly emergency situations can arise, our public policy officials need to step up and address these critical issues.

Indiana is not just facing a workforce crisis; we are *in* a serious workforce crisis, and the word "crisis" is not used as an exaggeration. Already one provider came to the point where they said, we can no longer provide residential services because there simply are not enough people to do the job. Other providers stepped up, but the lives of 31 people with I/DD and their families were uprooted in one day due to the abrupt decision to end services.

There are thousands of DSPs who love their jobs but cannot afford to keep them because they cannot pay for groceries, clothing or prescriptions on the deplorable wages they earn to do such important work for the people who rely on them. We *must* act to improve DSP wages. The failure to do so will cause people with I/DD to be forced into institutional care in nursing facilities or large group homes, and will put people with I/DD at risk of abuse and neglect due to the severe workforce shortage.

We need *you* to share personal stories with your state senators and representatives about the critical care provided by DSPs and why funding must be provided to increase their wages. The state needs to invest in ensuring that quality care is available for people with I/DD. That starts with increasing wages for these most deserving Hoosier heroes.

What can you do to join in The Arc of Indiana DSP Campaign?

1. Sign-up to receive Action Alerts by visiting our Action Center:

[arcind.org/our-programs/
public-policy-advocacy](http://arcind.org/our-programs/public-policy-advocacy)

2. Visit our new Direct Support Professionals Campaign page at: arcind.org/dsp-campaign.

The campaign page provides information on how to contact your legislators, messages you can use to share your story, and how to send us videos and photos that we can use to build and strengthen the DSP Campaign.

I know 2020 was a most difficult and challenging year. Please know that all of us at The Arc of Indiana wish you and your family all the best in 2021.

Leadership Honors

Stone Belt Arc CEO Leslie Green



Leslie Green

Leslie Green, Stone Belt Arc CEO, received the 2020 Executive Excellence Award from the National Conference of Executives of The Arc (NCE) at their annual meeting in November. Kim Dodson, The Arc of Indiana CEO, said, "Leslie has over four decades of experience working with people with intellectual and developmental disabilities (I/DD). In all of her positions, she continues to embody The Arc's mission through

her personal beliefs and actions. Her leadership serves as a model for other chapters of The Arc."

The Arc of Indiana CEO Kim Dodson

Kim Dodson, The Arc of Indiana CEO, was honored by the *Indianapolis Business Journal* as a 2020 Woman of Influence in October. Kim was recognized for being a change agent for public policy to advance the lives of people with I/DD, a trailblazer in making the Erskine Green Training Institute dream come true, and a steadfast guide to The Arc staff and leaders of the 43 chapters of The Arc across Indiana.

Kim began her career at The Arc in 1998 as Director of Public Policy and became the CEO in 2015.

Kim also received the Champion Award from Noble/The Arc of Greater Indianapolis at their annual awards program in recognition of her longtime public policy advocacy for people with I/DD, their families and chapters of The Arc of Indiana.



Kim Dodson

2021 Advocacy Guide

The 2021 session of the Indiana General Assembly begins January 11th and must end by April 29th. As a citizen, your opinions help elected officials decide how to vote on issues. Let your elected officials know your opinions through letters, e-mails, phone calls, and meetings.

Stay Informed

Sign-up to Receive

- E-Newsletters
 - Legislative Memos & Action Alerts
- arcind.org/get-involved

Join in our Direct Support Professional Campaign

During the 2021 legislative session we will have a strong focus on increasing wages for direct support professionals. Please visit the DSP Campaign page on our website to learn how you can be part of this important effort. Visit: arcind.org/dsp-campaign

Mail or E-Mail

E-mail or mail your state senator, state representative and the governor on issues that are important to you.

- Address your letter or e-mail. Start with *Dear Representative/Senator First and Last Name*
- Make it clear that you are a constituent.
- Make your letter or e-mail brief, friendly and respectful.
- State your issue and what you are asking clearly at the beginning.
- Refer to bill numbers when possible.
- Explain how the legislation affects you and your family. Briefly tell your story.
- Ask for a response specifying his/her position and the reasoning.
- Be sure to include your name, address and phone number.

Call

While the Indiana General Assembly is in session, you can call your state senator and state representative through the Statehouse switchboard. Ask to speak to your legislator. Do not be offended if they are not available to take your call.

- If your legislator is not available, ask to speak to their legislative assistant.
- State the reason for the call. Use the bill number and subject matter when possible.
- State the position you want the legislator to take (support or oppose).
- Explain how the legislation affects you and your family. Briefly tell your story.
- Ask the legislator what his or her position is on the issue.

- If the legislator's position is the same as yours, express agreement and thanks.
- If your position differs from the legislator's, offer some factual information and ask if there is any additional information you can provide that would change his/her mind.
- If appropriate, follow up the telephone call with a letter or e-mail.
- If the legislator or their assistant is not available, leave a brief message with the operator.

Attend Public Meetings

During the legislative session, legislators often host "Third House" meetings in their community. This will be impacted this session due to COVID-19 restrictions. Legislators are planning to hold meetings virtually. Watch for information in your local media and on your legislator's social media outlets.

Visit

Meeting with legislators at the Statehouse is not advised during the 2021 legislative session; however, you can request to meet with your legislators virtually. You may want to organize a group of individuals to hold a virtually meeting.

- Ask your legislator to meet with you virtually, indicate what issues you want to discuss, and let them know how many people may join in the meeting.
- Focus on one or two issues so you can have a good and thorough discussion.
- Try to use bill numbers. Make sure they know why you feel this legislation is important.
- Share your personal story.
- Discuss what their position is on the issue and ask how they plan to support or oppose the issue.
- Get a commitment. Don't take a legislator's politeness as a sign of agreement with your opinion. Ask the direct question, "Will you vote to support or oppose?"
- If your legislator does not serve on a key committee acting on your issue, request that they contact the chair of the appropriate committee.
- Continue working with your legislator even if you disagree. Most legislators want to help. A positive relationship will pay off in the long run.
- Follow up your meeting with a short note thanking them for their time, reminding them of the issue, and reminding them if they made a commitment to vote a certain way.

Follow on Social Media

Follow your legislators on social media, including Facebook and Twitter.

Find Your Elected Officials

Watch Committee Hearings and Action in the House and Senate Chambers

You can find information on your elected officials, information on legislation, and links to watch committee hearings and action on the floor of the House and Senate on the Indiana General Assembly website, <http://iga.in.gov>

Call or Email Your State Representative

317-232-9600

800-382-9842

h(insert district number)@in.gov

Call or Email Your State Senator

317-232-9400

800-382-9467

s(insert district number)@in.gov

Call or Email Governor Eric Holcomb

317-232-4567

Email: in.gov/gov/governor-holcomb/ask-eric

Mail Your Elected Officials

Name

Statehouse

200 West Washington Street

Indianapolis, IN 46204

Visit the Indiana General Assembly

<http://iga.in.gov/>

Virtual Valentine's Day at the State House ♥ DSPs: The Heart of it All

February 8-12, 2021

Each year The Arc of Indiana and Self-Advocates of Indiana join together for our Valentine's Day at the Statehouse event.

This year, the event will be held virtually throughout the week of February 8th. We will be hosting virtually meetings each day, including meetings with Governor Holcomb, Lt. Governor Crouch, and legislative leaders.

We will also be encouraging families, self-advocates, direct support professionals, and leaders in the disability field to help us deliver valentines to legislators by sending them to The Arc of Indiana office.

This year's valentines message, *DSPs: The Heart of it All*, will focus on our campaign to increase direct support professional wages.

Watch for details in our e-newsletter, Action Alerts, and on our social media.

DSPs: The Heart of it All

In Indiana alone, nearly 18,000 direct support professionals (DSPs) provide critical supports to people with intellectual and developmental disabilities, ranging from personal care to household management to finding and keeping jobs in the community.

Funds for DSP wages come through rates set in Indiana's Medicaid program. Rates have not been set at a level for many years that allow providers to pay DSPs a competitive, livable wage.

The ability to hire, train and retain quality staff is vital to the sustainability of quality services for people with I/DD. High turnover and employee vacancy rates that most providers experience place people with disabilities at risk because they depend on DSPs for a range of critical services.

During the 2021 legislative session we will continue to stress the need to increase Medicaid

rates in order to increase wages for the DSP workforce.

We need DSPs, people with I/DD, and parents, siblings, friends and more who have a person with I/DD in their lives, to share their story with their legislators. We need *you!*

Following is information on how to share your story. You can find more information on our DSP campaign on our website at: arcind.org/dsp-campaign.

SHARING YOUR DSP STORY

Let your state lawmakers know the impact Direct Support Professionals have on your life. Below are some questions to think about as you tell your story:



Self Advocates

- What do you do with your DSP?
- What happens when your DSP cannot be with you?
- How important is your DSP to you and why?
- Why do you think legislators should give your DSP a pay increase?



Direct Support Professionals

- What do you enjoy about being a DSP?
- What are the daily tasks you have to accomplish as a DSP?
- How has COVID-19 impacted your role as a DSP?
- Do you have to work multiple jobs on top of being a DSP?



Family

- What impact does a DSP have on your family?
- What happens if a DSP cannot attend to your family member?
- What relationship does your DSP have with your family member?
- How has COVID-19 impacted your family and the DSP working with your loved one?



Providers

- How many full-time & part-time DSPs do you employ?
- How many service hours are you responsible for serving, & how many are vacant?
- How has the DSP workforce changed over the years?
- What impact has COVID-19 had on your DSP recruitment & retention?
- Who are your largest competitors for employees & what are their wages compared to yours?
- What wage do you need to pay to compete?



Community Leaders

- How is your community attracting and retaining high-quality workers?
- Why is it important to attract high-quality workers?
- What have been your disability inclusion efforts?



HOW TO

SHARE YOUR DSP STORY



Video

- Use smartphone, tablet or computer to record yourself and have family or your DSP join in for your story if you would like.
- No need to edit your video! We can help with that!
- Upload video via our DSP webpage: arcind.org/dsp-campaign



Email

- Go to: <https://p2a.co/Zoy7hSy>
- Utilize the prompted questions to answer and begin crafting your story.
- Click Submit and off it goes to your legislator!



Meet

- Meetings can be virtual, in-person in the district or at the Statehouse
- Work with us to help get something scheduled or use the phone numbers below to get something scheduled:
- Indiana House of Representatives- 800-382-9842
- Indiana Senate- 800-382-9467



Call

- Call your legislators' office and share your story with their staff
- Indiana House of Representatives- 800-382-9842
- Indiana Senate- 800-382-9467



Member Spot Light

Marlene Lu Appointed to The Arc US Access, Equity, and Inclusion Committee

Marlene Lu, a long-time advocate with The Arc of Indiana and The Arc of Vigo County, has been appointed to The Arc US Access, Equity, and Inclusion (AEI) Committee, formerly known as the Diversity Committee.

Marlene said of the committee's work, "Oftentimes discussions on diversity tend to have issues about disability fall through the cracks. The AEI committee's role is to help ensure The Arc's overall progress to advance diversity, access, equity and inclusion, and to help all members of The Arc advance these objectives."

Although some of the committee's 2020 activities were delayed due to the pandemic, committee leaders continued to meet, and AEI sessions were prominent during The Arc's virtual conference in October. Foremost of the 2021 schedule is work



on the next AEI report in conjunction with "The Strategic Framework for the Future of The Arc."

Marlene brings over 20 years of experience serving with multicultural organizations and diversity/

inclusion committees, always giving persons with disabilities a voice in their work.

From 2004 to 2016 she worked at the Blumberg Center in Interdisciplinary Studies in Special Education at Indiana State University. Before her retirement in 2016, she was very active in campus activities such as the ISU Council on Diversity, ISU Strategic Planning, ISU Special Olympics Committee and the Bayh College of Education Diversity Implementation Team.

Marlene joined The Arc of Indiana's board of directors in 2010, where she served for over 10 years in various executive committee roles, including board president. She remains a member of several committees. Marlene has also served on The Arc of Vigo County board. She has been a member of the board since 2009 and currently serves as treasurer.

DSPs Prioritized to Receive COVID-19 Vaccine

In early December, the Indiana Department of Health announced initial plans for the distribution of the COVID-19 vaccine. As expected, healthcare personnel were the first to receive the vaccine, beginning mid-December. Direct Support Professionals (DSPs) are included in the priority category with health care workers. To our understanding, Indiana is the only state in the country that included DSPs in the priority group. Please note that at this writing, supplies and procedures to register to receive the vaccine vary across counties, it is not clear exactly when DSPs will receive the vaccine.

At this writing (*and please note that this could/may have changed*), following is the planned rollout released in early December as it impacts DSPs and people with I/DD.

- Phase 1A includes DSPs who serve people with I/DD.
- Phase 1B will include people with I/DD who are at particular risk of morbidity and mortality associated with COVID-19 disease based on the latest evidence-based criteria regardless of where they live.
- Phase 2 will include people with I/DD who are not high risk and live in a congregate residential setting.
- Phase 3 will include people with I/DD who are not high risk and do not live in a congregate residential setting.

Please note that this is subject to change, based on how much of the vaccine is received and its effectiveness with target populations.

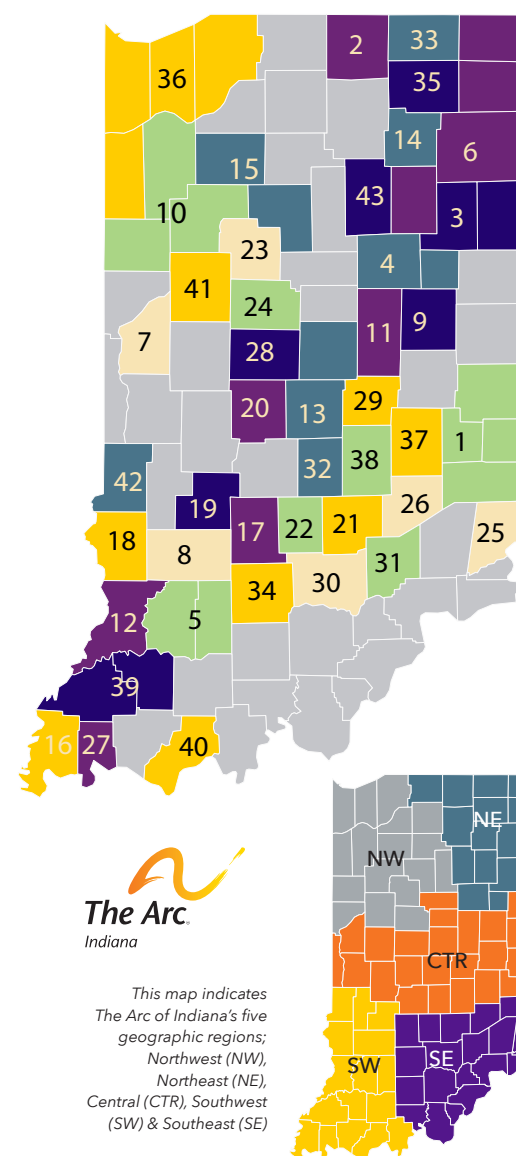
Individuals will be assigned to one of the 50 hospital vaccine administration site(s) based on county of residence.

The Arc of Indiana Provider and Advocacy Chapters

The following map identifies the 43 chapters of The Arc of Indiana.

- Provider Chapters 21
- Advocacy Chapters 22

- 1: Achieva Resources (CTR, SE)
- 2: ADEC (NE)
- 3: Bi-County Services (NE)
- 4: Carey Services (NE)
- 5: Daviess-Martin Rehabilitation Services (SW)
- 6: Easterseals Arc of Northeast Indiana (NE)
- 7: Fountain County ARC (CTR)
- 8: Greene County Arc (SW)
- 9: Hillcroft Services (CTR) -
- 10: Hoosier Prairie Arc (NW)
- 11: Hopewell Center (CTR)
- 12: KCARC (SW)
- 13: Noble/The Arc of Greater Indianapolis (CTR)
- 14: Passages (NE)
- 15: Peak Community Services (NE)
- 16: Posey County ARC (SW)
- 17: Stone Belt Arc (SE)
- 18: Sullivan County Area Rehabilitation (SW)
- 19: Sweet Owen Industries Arc (SE)
- 20: Sycamore Services (CTR)
- 21: The Arc of Bartholomew County (SE)
- 22: The Arc of Brown County (SE)
- 23: The Arc of Carroll County (NW)
- 24: The Arc of Clinton County (NW)
- 25: The Arc of Dearborn County (SE)
- 26: The Arc of Decatur County (SE)
- 27: The Arc of Evansville (SW)
- 28: The Arc of Greater Boone Co. (CTR)
- 29: The Arc of Hancock County (CTR)
- 30: The Arc of Jackson County (SE)
- 31: The Arc of Jennings County (SE)
- 32: The Arc of Johnson County (CTR)
- 33: The Arc of LaGrange County (NE)
- 34: The Arc of Lawrence County (SE)
- 35: The Arc Noble County Foundations (NE)
- 36: The Arc Northwest Indiana (NW)
- 37: The Arc of Rush County (CTR)
- 38: The Arc of Shelby County (CTR)
- 39: The Arc Southwest Indiana (SW)
- 40: The Arc of Spencer County (SW)
- 41: The Arc of Tippecanoe County (NW)
- 42: The Arc of Vigo County (SW)
- 43: The Arc of Wabash County (NE)



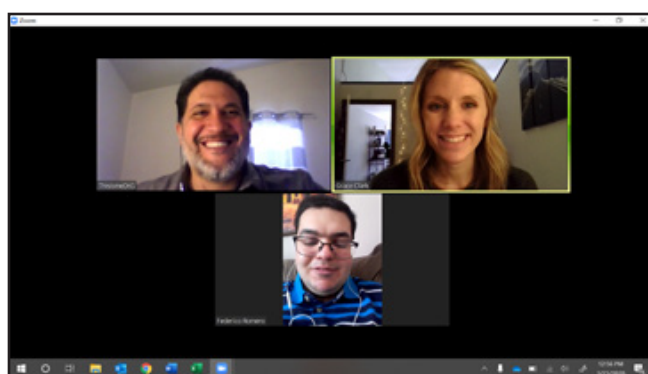
The Arc is the largest national community-based organization advocating for and serving people with intellectual and developmental disabilities and their families. The Arc of Indiana is proud to be affiliated with The Arc of the United States and our 43 local chapters in Indiana. Twenty-one of our chapters provide a wide array of programs and services and 22 advocacy chapters offer supports through information, referral and advocacy. To find a chapter in your area, visit: arcind.org/about-the-arc/local-chapters.

EGTI Adapts to Meet Student Needs During COVID-19

Erskine Green Training Institute, founded by The Arc of Indiana Foundation, provides postsecondary employment training for people with disabilities in the hospitality, food service, healthcare, and inventory supply industries.

Before the pandemic, 2020 enrollment was on track to break a record. More importantly, EGTI graduates were enjoying an 82% employment rate. In March 2020 everything changed. Session one, which began in January, was completed virtually. Session two, which began in April, was cancelled, and staff learned that 68% of EGTI's graduates had been furloughed or let go.

EGTI staff quickly jumped into action to assist EGTI alumni. Several virtual sessions addressing employment topics were held each week, including dusting off your resume and conducting virtual interviews. To keep everyone active, Zumba, CrossFit and Yoga classes were offered, and virtual happy hour



EGTI staff conducted mock interviews virtually with students and alumni during the COVID shutdown.

get together were planned to keep everyone's spirits up.

In addition to reaching out to alumni, the EGTI team put together a four week special series for high school students. Daily activities included cooking lessons, learning about career options, how to order food through delivery apps and opportunities to talk with people working in careers they are interested in. Over 1,000 people tuned in to learn from these and other topics.

In July, EGTI was able to resume on-site classes and held its first "Camp

EGTI," with a focus on improving skills to assist with the transition from school to adulthood. Instruction



Andy Poulter was a part of the group that celebrated EGTI's 200th graduate.



Virtual yoga sessions were one activity offered to EGTI alumni this spring and early summer.

and activities were designed with the goal of increasing skills related to community access, independent living, social communication, self-advocacy and employment.

EGTI completed its 2020 program on December 18, where they celebrated its 200th graduate.

EGTI's 2021 training schedule, information about Career Sampling Sessions, how to join or schedule a tour, and more can be found on EGTI's website at egti.org

The Arc Master Trust Staff Spotlight – Audrey Davis

The Arc of Indiana Master Trust, founded in 1988, offers families and people of all disabilities an experienced, professional option for special needs trust administration at an affordable price, allowing resources to be saved and easily used for qualified disability and personal expenses.

The Arc Master Trust team, led by Chief Trust Officer Melissa Justice, includes Jill Ginn, assistant trust director; Trent Barnes, trust beneficiary advocate; Katie Loggins, trust operations manager; trust account managers Laura Gadberry, Hope Lane, Karina Napier, and Alyson Settimi; Belinda Steggel, trust administrative assistant; and Audrianna (Audrey) Davis, trust assistant.

Together, the trust staff currently serves over 2,400 active trust beneficiaries and maintains contact with nearly 1,700 individuals and

families who have funded and unfunded trust accounts that they are waiting to utilize in the future.

Audrey is a key team member who helps keep the office running. She came to the trust through a job coach with Noble/The Arc of Greater Indianapolis, thanks in part to a connection made with Alyson, who previously worked at Noble.

While in high school, Audrey, who sustained a traumatic brain injury at the age of two, participated in Project Search, a program that assists students enrolled in special education services, gain work experience and skills in building a resume and interviewing. Previous jobs included working at a nursing facility and doing clerical work at a cabinet company. When the trust began searching for an office assistant, Alyson suggested connecting with Noble to find an

individual with a disability seeking employment as an office worker.

"Audrey has been a perfect fit for the trust office. She is friendly, dependable, and efficient in completing all of her tasks, including data entry, filing, and assisting with mailings – particularly every Tuesday and Thursday when a high volume of checks are mailed to trust beneficiaries," Melissa said.

In thinking about her job, Audrey said, "I enjoy all of my work. It keeps me busy. I can be pretty shy at first, but once I got to know the trust staff, I felt comfortable and at home. Everyone is friendly and supportive. I've been happy to work here for going on two and a half years now."

Melissa shared, "It's wonderful to have Audrey as part of our trust team. We are all thankful that we were able to connect

with her through one of The Arc's local chapters and hope she will continue to work with us for years to come."





2020 Impact Awards

Congratulations to

The Arc of Indiana & Self-Advocates of Indiana

2020 Impact Award recipients!

Thank you for making a difference in the lives of people with intellectual and developmental disabilities and their families!

Special thanks to our

Impact Awards Sponsor

The National Bank of Indianapolis

Watch our awards program video, and videos of the virtual conference workshops and keynote presentations, on The Arc of Indiana's YouTube Channel at youtube.com/c/TheArcofIndiana

The Arc of Indiana Membership Award

Stone Belt Arc

The Arc of Jackson County

Family Advocate Award

Steve Simpson, Best Buddies Indiana

Champion Award

Froggy 102.7 FM/Federated Media

Recognized for their support of ADEC, The Arc in Elkhart County

Outstanding Professional Award

Emily Compton, ArtMix

Media Award

Kara Kenney, RTV6, Indianapolis

Public Policy Award

State Senator Erin Houchin

Outstanding Direct Support Professional

Bryan Collins

Recognized by The Arc of Decatur County

Darcus Nims Self-Advocate of the Year

Katie Boland

Recognized by IPMG

The Arc of Indiana President's Award

Donna Elbrecht

President/CEO, Easter Seals Arc of Northeast Indiana

Self-Advocates of Indiana President's Award

Anthony Nash

Disability Rights, Washington

CEO Award

Kylee Hope

Director, Indiana Division of Disability & Rehabilitative Services

Circles of Support

The core of The Arc of Indiana's mission was put to the test in 2020 as calls from families and people with disabilities increased and concern about the future of services and supports weighed heavily on their minds. The Arc of Indiana prides itself in having a team of families available to talk with families, and self-advocates to talk with self-advocates. At this time of heightened anxiety and uncertainty, our team was looked to more than ever.

We are all managing through difficult times, and The Arc of Indiana certainly has its share as well. When one of our state contracts was cut by over 60%, we needed to rethink how we keep our core efforts strong. In the fall we created a new *Circles of Support* program to specifically sustain our core mission of ensuring we have a team of experts ready to help families and people with disabilities as they apply for government programs, find themselves in a crisis situation, receive a new diagnosis or whatever the situation may be.

We appreciate the organizations who have already committed to

being a part of our *Circles of Support* and look forward to sharing more about them early in 2021. We will have a special issue of *The Arc News in Indiana* that will highlight these wonderful organizations as well as share information on top issues impacting people with disabilities and their families.

It is not too late for YOU to be a part of these efforts. We have several levels of support you can choose to participate in:

Mission Circle - Our most Exclusive Circle

Support at this level is available to no more than 16 organizations that commit \$25,000 to ensure our advocacy work throughout the state will continue through 2021 and beyond.

Dream Circle

Contributors at the \$10,000 level will help sustain The Arc's advocacy efforts and allow us to continue to find opportunities for people to dream.

Ally Circle

A commitment of \$5,000 will support the great work of self-advocates across the state.

Friend Circle

This level of giving is important to support our ability to continue answering calls and emails for help, whatever the issue or the hour. It is available at either a \$2,500 or \$1,000 level.

As members of our *Circles of Support*, organizations will receive an array of benefits at The Arc of Indiana's events and through various marketing efforts.

As the theme of our *Circles of Support* initiative notes,

"Individually, we are one drop. Together, we are an ocean." We are stronger together.

If you are interested in learning more, please contact Jill Vaught, Chief Development Officer, at: 317-977-2375 or 800-382-9100.

