



THE SCOOP

**Shares
Inc.**

Quarterly Newsletter
APRIL 2024

Career Counseling

It's that time of year again, required annual Career Counseling. Career Counseling was started in 2014 by the Workforce Innovation and Opportunity Act (WIOA). WIOA is a federal legislation that aims to improve access to employment, education, training, and support services for individuals, including those with barriers to employment such as individuals with disabilities, low-income, and disabled workers. WIOA and the ARC of Indiana work together to provide this service to all the participants throughout the state.

WIOA career counseling is particularly important for sheltered workshop employees for several reasons:

1. Transition to Integrated Employment: Many sheltered workshops provide employment opportunities for individuals with disabilities in segregated settings. WIOA career counseling can help these individuals explore options for transitioning to integrated employment settings, where they work alongside individuals without disabilities. This transition can lead to increased independence, social integration, and higher wages.
2. Identifying Career Goals: Career counseling under WIOA helps sheltered workshop employees identify their career interests, skills, and strengths. By understanding their goals and aspirations, employees can make informed decisions about their career paths and take steps to pursue meaningful employment opportunities aligned with their interests.
3. Skill Development and Training: WIOA-funded career counseling may include guidance on skill development and training programs that can enhance employees' qualifications and competitiveness in the job market. This may involve identifying relevant training opportunities, such as vocational rehabilitation services, community college courses, or on-the-job training programs.
4. Job Search Assistance: Career counselors can provide support with job search strategies, resume writing, and interview preparation to help sheltered workshop employees effectively market their skills and secure employment opportunities in the community.
5. Navigating Support Services: WIOA career counseling can also help individuals navigate available support services and accommodations in the workplace, such as assistive technology, job coaching, or disability accommodations, to ensure a smooth transition to integrated employment.

Overall, WIOA career counseling aims to empower individuals to make informed decisions about their careers, acquire the skills and training needed to succeed in the workforce, and overcome barriers to employment, ultimately leading to greater economic self-sufficiency and career advancement. Be on the lookout for upcoming dates in your counties!

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

SHARES, INC.

NEWS FROM THE BOARD

Hello to all our Shares, Inc. family! Spring has sprung here in Indiana as evidenced by the Shares, Inc. facilities celebrating March Disability Awareness Month. I hope you had a chance to attend one or more of our open houses to experience and learn what we are all about. We are proud of who we are and what we are accomplishing in our communities and we want everyone to know it!

Our Board of Directors continues to work on your behalf. In order to become more efficient, we reduced our Board size from fifteen to twelve members: three from each county and three at-large. Jerry Lux, a long-standing member, retired at the end of 2023; we are sad, but grateful for his many years of service. The Board vacancies we currently have are two from

Hancock County and one at-large. Our Governance Committee has a list of potential candidates and we will have those positions filled by our May meeting. We have revised our Bylaws to reflect these changes and hope to file Restatement of

Articles with the state to bring us up to date very soon. Our Monitoring Committee, chaired by Varsha Mehta, has been visiting each facility to keep the Board informed about their progress and any needs they may have. She is happy to report that our participants are busy and engaged at Shares. They are also looking forward to our annual educational trip to Milwaukee this summer!!

Your Management Team of Ryan Bethel, Allison Isley, and Jason Long are working hard to keep Shares, Inc. at the high level of quality we have achieved. They and their staff deserve kudos for all they do for our participants!

Our Board meetings for 2024 are as follows: May 13th, September 23rd, and November 11th. If you would like to attend, please contact myself or Michele Coffey.

Have a wonderful summer!!

Peg Dovidias, President
Board of Directors, Shares, Inc.



Introducing the BDS Employment Collaboratives Transformation Grant

At Shares, Inc., we're excited to embark on a transformative journey as we introduce the BDS Employment Collaboratives Transformation Grant to our communities in Shelby, Hancock, and Rush Counties. With over four decades of service under our belt, we're committed to evolving our offerings to better meet the changing needs of the individuals, families, caregivers, and stakeholders we serve.

Scope of Work

Our proposed scope of work for this grant is multifaceted and geared towards driving positive outcomes for the people we support. We'll be undertaking various activities to achieve our goals, including:

- Creation of New Positions: We're introducing two Community Engagement Coordinators and three Community Implementation Specialists to spearhead our transition efforts. These individuals will work on goal development, utilize tools like LifeCourse and Positive Personal Profiles, and oversee program implementation in each community.
- Training and Consulting: Comprehensive training in LifeCourse for our team is crucial, along with consulting on Board Engagement, Organizational Culture, Strategic Planning, and Project Management to maintain momentum and foster partnerships.
- Enhanced Communication: We'll be investing in communication, outreach, and sharing success stories to ensure our new initiative reaches our communities, stakeholders, and local leadership effectively.

Timeline and Milestones

We've outlined a detailed timeline for our grant activities, focusing on hiring key personnel, attending conferences, and developing strategic plans to move towards competitive integrated employment (CIE) outcomes.

SHARES, INC.

NEWS FROM THE MANAGEMENT TEAM

Plan for Evaluating Grant Activities

We've developed specific outcomes and objectives to measure our success, including increasing community-based services, CIE placements, and sustainable program lines. We'll track and evaluate effectiveness through constant communication, strategic planning, and ongoing feedback sessions.

Commitment to Enhancing CIE Outcomes

Shares, Inc. is committed to supporting CIE outcomes through leadership involvement, person-centered planning, leveraging the LifeCourse framework, and measuring performance through measurable outcomes and constant reflection.

Commitment to Individual and Family Engagement

We value the input of individuals and families, incorporating their feedback into our proposal development and ongoing activities. We'll continue to engage them through listening sessions, town hall formats, and strategic planning sessions to ensure their voices are heard and respected.

Commitment to Building Community Partnerships and Engaging Employers

Building partnerships with community stakeholders and engaging employers is crucial to our success. Through strategic planning, communication, and collaboration, we'll work towards creating a more inclusive and supportive environment for the people we serve.

As we embark on this exciting journey, we're confident that with the support of our community and stakeholders, we can achieve our goals of enhancing services, driving positive outcomes, and fostering a more inclusive and supportive environment for all. Stay tuned for updates on our progress as we work towards a brighter future together!

Community Employment Services News

The Community Employment Services program continues to grow in 2024. Please welcome new staff Nick McAhren, Hancock County, and Madison Foley, Shelby County. They both are Employment Consultants that help our participants identify vocational goals, obtain employment, and maintain community placements.

Vocational Rehabilitation (VR) Services has started a new initiative to streamline services for adults with disabilities. On average, it is taking about 6 to 8 weeks for new participants to get through VR eligibility and begin services with Shares, Inc. CES. Once Shares receives this paperwork participants begin services within 8 calendar days! Most participants start by going through a 100% supervised Discovery process where they can look at and try a wide array of jobs to determine a vocational goal. This process, on average, is taking about 18 weeks and in total is about 60-70 hours of services during this period.

After Discovery we then look for a job based upon the vocational goal decided on by the VR Counselor, the participant, our staff, and any other team members like guardians, case managers or support staff. It is exciting to see the vast variety of jobs that our participants are choosing to pursue. Supports in this process are tailored to each individual we work with. At each step of the way, there is guidance on how entitlement benefits, like SSI/ SSDI, Medicaid, and BDS Waiver Services can be protected.

Shares, Inc. is also exploring new grant opportunities with DDSR, VR, and BDS regarding new supported employment options for people with developmental disabilities. Stay tuned for updates on these initiatives in the next Shares newsletter!

If you are interested in learning more, reach out to Joe Land, Director of Employment Services: jland@sharesinc.org or call/ text 812.390.6085

Greenfield Showcase



Chuck Ward,
Pre-Vocational Employee of the Year



Danielle Patrick,
Day Program Participant of the Year



Steve Riley, racecar
driver, exiting the time
machine.



Commercial Food Services,
Customer of the Year



Princess Patty exiting the
time machine.



Shares, Inc. customers being recognized.



Marissa Slater, Reach for the Stars Winner



Becky and Tom greeting
guests at the welcome
table.



David R. dancing.



Guests viewing the
disability rights timeline.



Blake Riley, 25 Years Longevity



Shares, Inc. Community
Employment Staff



Shares, Inc. Workshop Staff

Greenfield Showcase



Excellent Attendance Award Winners



James McFadden, Parade Grand Marshal, exiting the time machine



John Rollins, CES Participant of the Year



The next big boy band, singing and playing the song, "My Girl"



20 Years Longevity



10 Years Longevity



Boys and Girls Club of Hancock County, CES Employer of the Year



5 Years Longevity



Community Council Member, Tom Cole



Greenfield Mayor, Guy Titus, presenting the proclamation



David Barnes, 30 Years Longevity



Participants' afternoon snacks, cupcakes with pudding centers



Sharon Powell, Living Skills Participant of the Year



Mike Tracy, 40 Years Longevity

Rushville Showcase



Perfect Attendance Winners

Bryce Shelton,
Tommy Brindle,
Mike Linville,
Lacy Troxell,
Greg Griffin, &
Doug Brewer



Longevity Award Winners



5 Years

Dave Conley
(not pictured)

15 Years

Bryce Shelton

20 Years

Megan Lambertson
(not pictured) and Lacy Troxell

30 Years

Henry Burris

40 Years

Mike Wine



Living Skills Participant of the Year
Lauren McNally



Computer Improvement
Mike Linville



Craft Improvement
Andy Coblenz



Communication Improvement
Tristan Frye



Exercise Improvement
Doug Brewer

Rushville Showcase



Community
Employment
Participant of
the Year
Dustin Kreidler

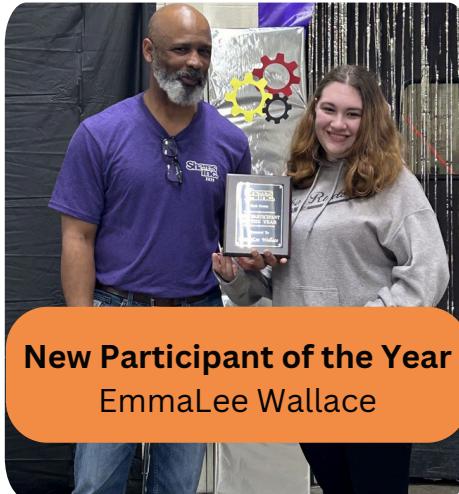
Community
Employment Program
Development Award
McDonald's



Mayor of Rushville, Mike Pavey,
presenting the proclamation



Customer of the Year
Emerson



New Participant of the Year
EmmaLee Wallace



Participant of the Year
Christopher Blackmon



Mental Attitude
Award

Tammy Griffith



Spirit Award

Henry Burris

Community
Partner Award

Ride Rush



Shelbyville Showcase



ADLS Participant
of the Year: Travis Tucker



Shelbyville Mayor
Scott Ferguson

Pre-Vocational Employee
of the Year: Jeff Crouch



You Rock Award:
Jeff Thurston



Mental Attitude Award:
Tony Stewart



Rookie of the Year
Award: Michael Cox

Shelbyville Showcase

CES- Employee of the Year: Buddy Settles



Community Impact Award: Rupert's Kids



Employer of the Year: Casey's General Store



Top Gun Award: Jessica Griffey



Spirit Award: Jane Webb

Increase in Independence Award: Ryan Storm

North Office Showcase

Andre Boston, Community Employment Participant of the Year



Kroger, Community Employment Program Development Award

Rushville Staff Highlights

Hi, I'm Deena. I am the Living Skills Instructor at Shares in Rushville. I enjoy teaching different classes to the participants and watching them smile and learn. We laugh and grow together. When I'm not at work I enjoy taking my dog, Ruby, for walks, spending quality time with my family, rock hunting, and growing flowers.



Hello, I am Trudy, and I have been with Shares in Rushville almost 10 years and these participants never cease to amaze me. This has been one of the most rewarding jobs I have ever had. In the picture are my "mommas boys". Always a good time when we are together. I am a grandmother and a great grandmother. I also enjoy gardening and dirt track racing.

Hello, I am Dru, and I have worked for Shares, Inc., for over 20 years at all three locations in different capacities. As a Supervisor, I enjoy the interactions with all of our participants and co-workers. It is very rewarding to see how our participants learn, work, and improve each day. I feel blessed to be a part of the Shares' Team.



Rushville Staff Highlights

Hi, I am Terri, and I have worked at Rushville Shares, Inc. for almost 11 years. I live in Knightstown. I have 2 Adult children, 10 Grandchildren, 6 Great Grandchildren, and 2 more Great Grandchildren on the way. My background is in Child Development, Family Support, and Parent Education. I have also taught Head Start Preschool and worked in the Public School System with all ages of children. I love music and have an interest in Theatre.



Hi, I am Emily, and I have been with Shares, Inc. for 16 years as a supervisor. Working with and making connections with the participants makes the job worth it. In my spare time I enjoy camping, racing, and spending time with my little buddy (grandchild).

Hi, I am Helen, and I have been with Shares, Inc. for almost 21 years as a driver and in the workshops. Working with the participants has been very rewarding over the years. I have grown up in Rush County and continue to live on the family farm. I enjoy gardening, baking, and spending time with the grandkids, as well as, being involved in Rush County 4-H program for 34 years as a leader.



Hello, I am Melvin, and I have been with Shares, Inc. for 7 years as our custodian and in the workshop as needed. Over the summer if I am not at work you will find me at the baseball fields watching my grandchildren. I enjoy hunting and fishing as well.

Hi, I'm Andre, I started my career at Shares in 2011 and have moved through several different positions, but currently I am the Plant Manager for our Rushville and Shelbyville locations. I have cultivated invaluable relationships with my exceptional team members and have formed strong bonds with the participants and their families. I find joy in officiating Special Olympics basketball, indulging in fishing excursions, and honing my skills on the golf course. I am blessed with three daughters, two wonderful son-in-laws, and eagerly await the arrival of my sixth grandchild in August of this year.



About Shares...

Save the dates!

**Eclipse Day /
Shares, Inc. Closed**
Monday, April 8, 2024



Rushville Career Counseling
Thursday, April 18th & Friday, April 19th

Shelbyville Career Counseling
Friday, April 12th, Thursday, April 18th,
and Friday, April 19th

Shares Inc. Board Meeting
Monday, May 13th at 7pm, Virtually

Shares Inc. Closed
Monday, May 27th

Shares, Inc. Closed
Thursday, July 4th

Shares Inc. Board Meeting
Monday, July 8th at 7pm, Shelbyville



Shares, Inc. is seeking candidates to fill several open, full-time positions. If you are looking for employment or know someone who is and you feel like they would be a good fit at Shares, Inc. please have them complete a job application and leave their resume with Jenni Gilbert, jgilbert@sharesinc.org. Shares, Inc. offers 8 hour shifts, Monday through Friday, with no weekends required. We also offer dental insurance, health insurance, vision insurance, health savings account, and paid time off.

Contact Us



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www.sharesinc.org



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