



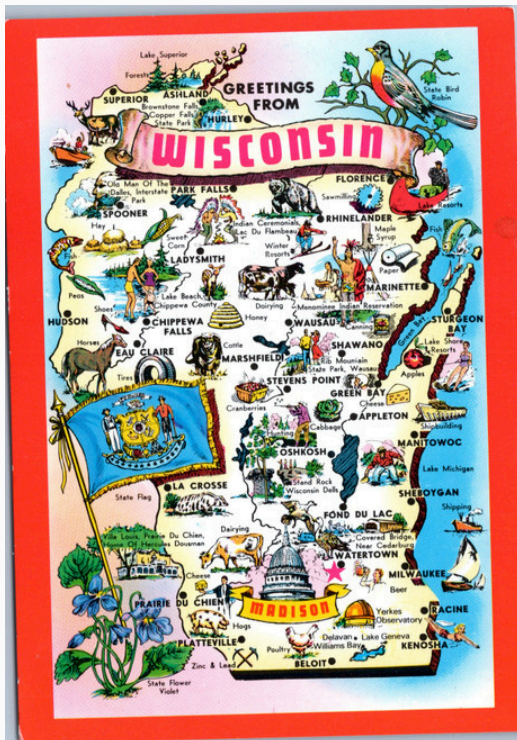
# THE SCOOP

**Shares  
Inc.**

Quarterly Newsletter  
JANUARY 2024

## 2024 Trip Announced...

Join us on an extraordinary journey filled with laughter, learning, and the joy of shared experiences as Shares, Inc. embarks on a thrilling trip to Milwaukee, Wisconsin! Immerse yourself in the natural beauty that Milwaukee has to offer. Whether it's a relaxing stroll along the picturesque shores of Lake Michigan, exploring the stunning parks, visiting the Harley Davidson Museum, admiring the iconic Milwaukee Art Museum, or taking in a



Milwaukee Brewers MLB baseball game, there's something for everyone. This trip to Milwaukee promises to be more than just a getaway; it's an opportunity to create memories that will last a lifetime. Pack your bags and let's make this August an adventure to remember!

If you are interested in signing up for the trip please turn in a trip sign up sheet and turn in your \$100.00 deposit to Amy Isley or the Social Services Coordinator in your county.

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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. TRANSFORMATION CLARIFICATION

## Important Clarification

### TRANSFORMATION AT SHARES, INC.

Shares, Inc. is beginning to look at services in a new way over the course of the next three years. Current services will not be changing. Shares, Inc. is part of a statewide Employment First (see below) initiative that seeks improved and enhanced programming that will lead to more choices and options for employment and community-based services in the future. Indiana, as a whole, is looking to transform services for people with developmental disabilities and Shares, Inc. is part of this exploration via the Transformation Collaborative. You can expect to see:

- 1) Enhanced Services:  
improved or expanded services that better cater to individuals with disabilities seeking employment.
- 2) Adapting to Changing Needs:  
understanding of the changing needs of the community and how Shares, Inc. aims to address these needs more effectively.
- 3) Building on Strengths:  
Shares, Inc. will build upon its strengths while incorporating new strategies that align with the Employment First movement's principles.

### IS SHARES, INC. CLOSING?

No. Our commitment to the Employment First movement does not mean we are shutting down or closing our doors. Instead, we are growing and evolving. We are taking steps to transform our approach to better support our mission. This means we are rethinking how we operate, ensuring that we are even more aligned with the values of providing meaningful employment opportunities for individuals with disabilities. Shares, Inc. will continue to provide services and will be starting a dialogue on changes coming from the State as they develop. Currently, the State will not fully implement these changes until 2027. There is time for plenty of discussion and planning.

### WHAT IS EMPLOYMENT FIRST?

Employment First is about prioritizing and promoting the idea that employment in an integrated setting (where individuals with disabilities work alongside those without disabilities) should be the first option for individuals with disabilities (including those with complex and significant disabilities) who are of working age. This movement aims to create opportunities and support systems that enable people with disabilities to obtain and maintain competitive employment if it is their desire.

Employment First is everyone's responsibility. State and local government agencies, employers, service providers, community members, and families and individuals with disabilities should work in partnership so people with disabilities and others with employment barriers get into the labor force. Indiana is now one of 34 other states promoting employment as the first goal for people with disabilities. Currently, Indiana's unemployment rate for people with disabilities is a staggering 74%.

### I HAVE QUESTION AND CONCERNS:

We are setting up Listening Sessions to begin in January 2024 to hear from participants, guardians, other service providers and the community to continue to adapt and evolve services. In the interim, you can ask questions or provide feedback to [anisley@sharesinc.org](mailto:anisley@sharesinc.org).

# SHARES, INC. ANNUAL OUTCOMES

Annual program performance scores:

87%

Industry /  
Program  
Development

71%

Industry /  
Production

87%

Community  
Employment  
Services

90%

Community  
Integration  
Services

80%

Business  
Function

The number of Day  
Program Participants

24

178

Participants engaged  
in the Industry

New Industry  
Admissions

8

Participants served in  
the Living Skills  
Instructional Classes:

121

115 New Referrals:

99 Referrals from  
the Office of  
Vocational  
Rehabilitation

16 Referrals  
from various  
other sources

9

Referrals for  
Benefits Information  
Counseling

Identified Barriers  
to Community  
Employment:  
Lack of interest  
Parental Support  
Behavioral  
Problems

New Community  
Employment Referrals

99

26

Industry Program  
Participants also  
worked part-time in  
the community

# THE RESULTS ARE IN!

Satisfaction surveys  
from Vocational  
Rehabilitation  
Counselors  
indicated

100%

satisfaction with  
Shares, Inc. services



# Shares, Inc. Holiday Party



On Monday, December 18, 2023, all of Shares, participants and staff alike, gathered to celebrate the holiday season. The day began with Shelbyville and Rushville participants traveling to the Greenfield Shares facility while those at Greenfield prepared the decorations and food. Once everyone arrived, pizza, breadsticks, and drinks were enjoyed. Many chose to sing and dance to music that they selected. There were several staff and participant raffles that were drawn during the dance party. The prizes ranged from gift cards to door prize type items. Hot chocolate and cookies were also available as Santa and Mrs. Claus came to visit. It seemed that everyone had a great time and were glad to be back together as an agency. Lots of thanks to Mozzi's for providing the pizza, Shelbyville living skills classes for the cookies, Ryan and Allison for coordinating the event, and Kim Lindgren-Wilson for the decorations!



# Greenfield Sertoma Party





# Rushville Holiday Party

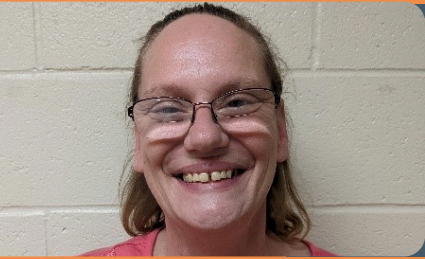




# Shelbyville Holiday Party



# Shelbyville Staff Highlight



You can find Krista in the Living Skills classroom with a smile on her face! Krista enjoys her job and working with the participants. In her free time, Krista likes to spend time with her family and going on hikes.

Coming from the education system, Cathy worked as a paraprofessional for children in Resource Education. Now as a Production Supervisor, Cathy works with participants to develop job skills. Cathy enjoys camping and spending time with her granddaughter.



Another staff that enjoys working here at Shares, Inc. is John. He is a Production Supervisor in Area B. John shared the following quote, "It is not where you work; it's who you work with that makes a job worth going to every day."

Patty has dedicated over 20 years to Shares, Inc. as a Living Skills Instructor. She has made many wonderful relationships and enjoys seeing everyone's smiling faces. Patty is a devoted grandmother of twelve and enjoys spending time with her family.



Watching participants grow and meeting goals is what Linda enjoys about her job here at Shares, Inc. Linda has been with Shares for over 30 years. She currently works at Shares Shredding. Linda has been married for 40 years and loves gardening and spending time with her grandchildren.

Austin is a supervisor in Area A and has been with Shares for five years. When not working, he enjoys baking, video games, and spending time with family and friends. His newest adventure has been his daughter, Eveline, who is two months old.





# Shelbyville Staff Highlight



Kyler started as the IT intern under the previous IT Director, Ted. Kyler originally did HVAC until he decided to make the switch to IT. Kyler loves working at Shares and helping make everyone's day a little easier when they have issues with their computers, printers, or any electronic issues. He also enjoys watching IU basketball and playing with his three sons.



Aaron has worked for Shares for 15 years. He is described as being reliable and hardworking. Aaron is either collecting shred bins from across Shelbyville or helping at the Shred Plant. In his free time, Aaron enjoys playing video games.

Amy's job is driven by compassion, empathy, and a genuine desire to support those in need. Amy has been with Shares for 20 years, and continues to love her job. Her four and eight-year old sons keep her busy when she is not at work.



You can thank Tony for our clean building here at Shelbyville Shares! Tony not only does a wonderful job as our custodian, but he also is friendly to everyone he talks to. Tony has been married for 33 years and has a daughter and granddaughter he enjoys spending time with.

Andre is the Plant Manager for both Rushville and Shelbyville. There are many aspects of his job that he enjoys, but he takes pleasure in watching both the staff and participants develop over the course of their time at Shares. Andre has three daughters and five grandchildren with one on the way.





# About Shares...

## Save the dates!

### Shelbyville Open House

Friday, March 8, 2024  
at 1:30pm

### Board Meeting

Monday, March 11, 2024 at 7:00pm  
at Greenfield Shares, Inc.

### Rushville Open House

Thursday, March 14, 2024 at  
2:00pm

### Greenfield Open House

Friday, March 15, 2024 at 10:00am



## Contact Us



[www.facebook.com/shares-inc](http://www.facebook.com/shares-inc)



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



@shares\_inc