



THE SCOOP

**Shares
inc.**

Quarterly Newsletter
OCTOBER 2024

Clearing up the Myths

A New Era for Services for Adults with Disabilities in Indiana

As Indiana makes important changes to the services provided to adults with disabilities, some misunderstandings and concerns have emerged. These can create confusion and uncertainty, which might affect the progress we all want to see. In this article, we aim to clarify some of the most common questions and concerns, providing accurate information to help everyone feel more informed and reassured as we move forward together.

Fact: End of 14(c) Waivers in Indiana

One of the significant changes happening in Indiana is the phasing out of 14(c) waivers (sheltered industries), which have historically allowed employers to pay workers with disabilities below the minimum wage. Indiana is joining a growing number of states that are moving away from this model in favor of more inclusive and equitable employment practices.

The decision to phase out 14(c) waivers aligns with national trends and the broader movement towards competitive, integrated employment (CIE) for people with disabilities. By mid-2027, Indiana will no longer offer prevocational services under Medicaid waivers that support subminimum wage employment.

Instead, the state is introducing more versatile options like Career Exploration and Planning. These new services are designed to help individuals with disabilities find meaningful employment opportunities that pay competitive wages, offering them the chance to develop skills and thrive in the workforce.

Indiana's move to end 14(c) waivers is part of a larger effort to promote inclusion and ensure that individuals with disabilities have the same opportunities as everyone else to participate fully in their communities. This transition reflects a commitment to dignity, fairness, and the belief that everyone should have the chance to achieve their full potential.

WHO:

State of
Indiana

WHAT:

Phasing out 14(c)
waivers- subminimum
wage employment

WHERE:

Throughout
Indiana

WHEN:

Mid 2027

WHY:

To promote inclusion and ensure
that individuals with disabilities
have the same opportunities as
everyone else to participate fully
in their communities

HOW:

Indiana will no longer offer
prevocational services under
Medicaid waivers that support
subminimum wage employment

In this issue:

Clearing up the Myths

PAGE 1 - 2

What Does This Mean for Shares?

PAGE 3

Trip to Milwaukee, WI

PAGE 4 - 8

CES / SE+ Updates

PAGE 8

Self Advocates Picnic

PAGE 9

CES Staff Highlights

PAGE 10 - 11

Save the Dates

PAGE 12

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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.

MYTHS

VS

FACTS

The end of prevocational services will lead to less services overall.

Many believe that the end of subminimum wage could result in reduced access to services leaving them without the help they need.

While there may be uncertainties as changes are implemented, Indiana has allocated additional resources to service providers to help transform their services. This funding is intended to expand access to services, not reduce them. By emphasizing a person-centered approach, the goal is to provide more personalized and holistic support that better meets the individual needs of adults with disabilities, ultimately improving their quality of life.

The end of prevocational services will lead to loss of staff at Shares, Inc.

There is a concern that the end of prevocational services will lead to the elimination of staff positions.

The move toward individualized services will mean we need more staff, not less. Providing this kind of personalized care requires more attention and tailored support, so we're planning to bring on additional team members to meet these unique needs effectively.

You'll also notice the addition of Career Exploration and Planning, a waiver service where the supervision ratio will be improved from 10:1 to 4:1. This change will allow our staff to focus more on each individual, offering better, more personalized care. With a lower ratio, our team can be more responsive and flexible, ensuring we provide higher-quality support that truly meets each person's needs.

Everyone will be expected to get a job in the community.

Some people are concerned that the push for community integration means that everyone will be expected to get a job in the community, even if they don't want one.

We understand that not everyone will want or be able to work in the community, and that's perfectly okay. Our goal is not to push everyone into community jobs but to ensure that those who do want to work have access to meaningful employment opportunities that pay a competitive wage. This shift is about offering choices and respecting individual preferences.

Just as families once fought for sheltered industries to provide safe and meaningful work environments for their loved ones, we are now working to break down barriers that prevent access to community employment and other opportunities. For those who choose to work in the community, we are committed to helping them find roles that value their contributions and offer fair, competitive wages. But we also respect and will continue to support those who choose different paths, ensuring that everyone can pursue a fulfilling life in the way that best suits them.

The doors at Shares, Inc. are closing.

There's a widespread rumor that Shares, Inc. is shutting its doors, leaving many worried about losing vital services and support.

Let's clear this up—Shares, Inc. is not closing its doors. In fact, we are opening the door to new possibilities within our community. The transformation we're undergoing is about expanding opportunities and integrating services more deeply within the community. Our focus is on growth, progress, and ensuring that adults with disabilities have more choices and support than ever before.

WHAT DOES THIS MEAN FOR THE FUTURE OF SHARES, INC.?

Our mission has always been to provide service and support for people with disabilities to enhance their successful inclusion in the community. This mission remains at the heart of everything we do, but we're now looking toward the future, creating a vision for Shares, Inc. that prioritizes what matters most—the voices of the people we serve and those who care about them.

We understand that change can be challenging, especially when it involves services that are crucial for your loved ones. However, please know that our commitment to enhancing care and support for adults with disabilities remains strong.

Thanks to grant funding, we've been able to hire new staff dedicated to creating more opportunities for skill development and community engagement. These team members are working to build a network of volunteer-based sites where small groups or individuals can develop their employable, social, and soft skills. The goal is to give individuals the chance to participate in meaningful activities that prepare them for employment and social engagement, fostering greater independence and community involvement.

We Value Your Input: Help Shape the Future of Shares, Inc.

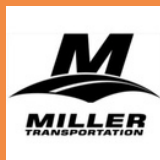
As we move through this period of change, your feedback is invaluable. We want to make sure that the services we provide continue to align with the needs and expectations of those we serve. To better understand your concerns, ideas, and hopes for the future, we invite you to take part in a brief survey. Your input will help shape the future direction of Shares, Inc., allowing us to continue offering high-quality, person-centered supports and services. Together, we can create a more inclusive and supportive community. We would greatly appreciate a few moments of your time to share your thoughts and help guide our next steps by scanning the QR code at the bottom right corner.



Annual Trip to



**MILWAUKEE
ART
MUSEUM**



Arriving in
Milwaukee, WI to
enjoy lunch and
scenery at the
Milwaukee Art
Museum!



Milwaukee, Wisconsin



Living the dream of riding
on a motorcycle with the
wind in your hair!



Shares, Inc.



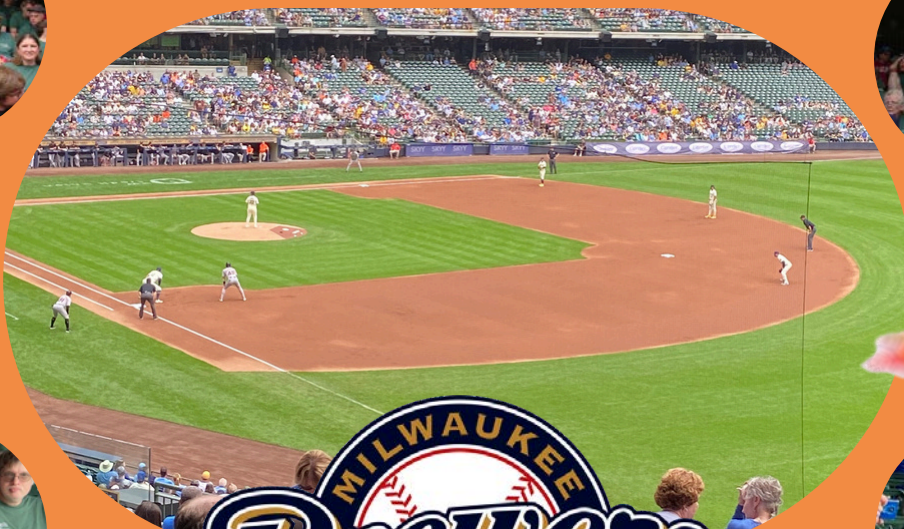
Spending time looking at
the sites at the
University of Wisconsin
and a lunch cruise on the
Milwaukee River.



Annual Trip



Seeing all the colorful plants from around the world to watching the Milwaukee Brewers trying to make it to the World Series!!



COMMUNITY EMPLOYMENT SERVICES UPDATES

General Updates

Our Community Employment Services continues to grow and we are currently hiring for Employment Consultants in all service areas. In 2023-2024 the program has worked with over 90 new referrals and assisted 32 of these individuals in obtaining and maintaining a job placement. On average participants are working 18 hours a week and earning \$12.29 per hour. Ten of these placements have been participants also receiving pre-vocational services.

Shares, Inc. has been selected by Vocational Rehabilitation (VR) to be a Supported Employment Plus (SE+) Pilot Site. We are joining a handful of other agencies in specialized grant funding that will help us with the following:

- Delivering supported employment services with the goal of attaining good fidelity.
- Targeted training and technical assistance to all Shares, Inc. staff
 - The first round of this training was completed in August
- Enhanced VR services including peer support services and ongoing benefits counseling
 - Including a specialized VR counselor who will be working in our facilities
- Family Engagement Training

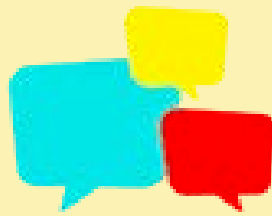
This new funding opportunity will last until July 2027 and will encourage people working in the subminimum wage setting to seek a VR referral—this is optional and not expected of everyone.

Job Family	Count of Job Family
Retail	14
Culinary	8
Custodial	3
Child Care	2
Human Services	1
Production	1
Utility	1
Grounds keeping	1
Health Care	1
Grand Total	32



Amy Shaw,
Vocational
Rehabilitation
Counselor that you
will start seeing in
the Shares, Inc.
building.

Contact the Director of Employment Services, Joe Land, today to learn more about VR. VocRehab is not just about finding a job! 812.390.6085
jland@sharesinc.org



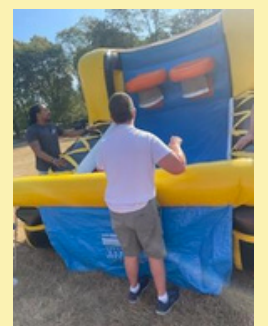
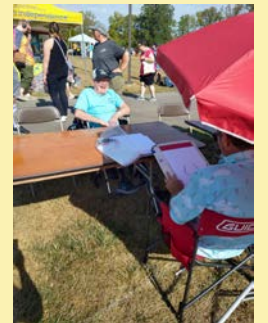
SELF-ADVOCATES OF INDIANA ANNUAL PICNIC



Self Advocates of Indiana (SAI) is a statewide advocacy organization that empowers people with intellectual and developmental disabilities. As Self-Advocates, we are citizens who speak out and advocate and educate for equal rights, respect, and inclusion for the community. It is a way for our voices to be heard.



On Friday September 20th members from across the state, including participants from all three Shares, Inc. locations, came together for the annual Self Advocates picnic at Hummel Park. At the event, some registered to vote or updated their voter registration, visited booths to learn more about organizations that can be of assistance to them, had lunch, boogied on the dance floor, played games, and interacted with other self-advocates from across the state. A great time was had by all that attended.



Community Employment Staff Highlights

Joe Land began working for Shares, Inc. part time in 2008 as a production operator, later going full time holding positions in pre-vocational services, day habilitation, and finally found his home in employment services. Joe graduated with his Master of Arts in Social Services Administration and Human Services in 2018. Joe is a board member of INAPSE and serves on many public policy initiatives both in our state and nationally. Joe just celebrated 5 years of marriage to his wife Laura. They reside on a small farm in Waldron and have two cats, Elvis and Sammy Sosa.



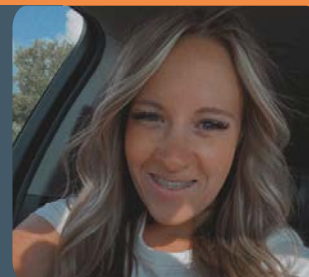
Sean is the Assistant Director of Employment Services and has been with Shares since July of 2021. Sean has worked in the disability services field for nearly 20 years. Starting as a DSP and House Manager and then working with at risk youth in a juvenile correctional facility. Sean returned to working primarily with adults with disabilities in 2014 when he became an Employment Consultant and then helped another organization start and build a community employment program. Sean has served as a board member for Special Olympics in Howard County and coached basketball and softball for several years. Sean and his wife share three wonderful children and too many pets.

Hi I'm Angie Boring. I've worked for Community Employment as an Employment coach for 19 years this September. I've taught yoga on the side now for 10 years. I have six children, seven cats and three dogs. My hobbies include hiking, gardening and kayaking.



My name is Maddie and I am an Employment Consultant with Shares! Previous to my time with Shares, I worked as a DSP and RBT working with both adults and children with disabilities. I have a younger brother that was recently diagnosed with Autism that I enjoy spending time with. I recently got engaged and we have a fur baby named Athena.

My name is Madison Foley and I am an Employment Consultant. I just started with Shares back in April. I have really enjoyed getting to know our participants and seeing their smiling faces every day. I am a mom of three boys that loves to travel with my family. On the weekends you can usually find us at a racetrack or at the baseball diamonds.



Community Employment Staff Highlights



Michael J. Miller has recently been promoted to the SE+ Lead Employment Consultant for Shares, Inc., for all three workshops. Mike has helped over forty individuals with most significant disabilities obtain part-time or full-time work in last six years in Hancock, Shelby, Rush, and surrounding counties. He was married to his wife, Susanne, for thirty years, who was legally blind for the last five years of her life; she passed in August 2023. Mike is also a father to Victoria, their daughter, who has been disabled since birth, twenty-four years ago. He has served as an officer, or an employee of several non-profits since high school. Recently in July of 2024, Mike started serving on The Arc of Hancock County Board of Directors to increase the programs and services available for individuals with disabilities of all ages.

Hi! My name is Julie Sewell and I am an Employment Consultant in Shelby and Johnson County. Some call me the grandma of the CES department since I've been working at Shares for almost 28 years! During my time at Shares, I have been blessed to work with some wonderful people... both participants and coworkers. While I'm not at work, I enjoy spending time with family, hiking, birdwatching, and gardening.



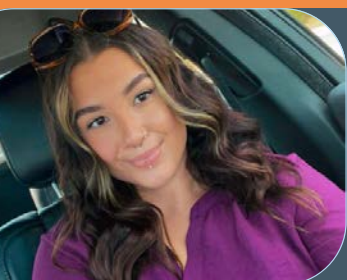
My name is Graham Trotter. I have been with the company for 4 years now as an Employment Consultant. My favorite part about my work is getting to experience the excitement when someone starts a new job. I enjoy networking and building partnerships in our community. I love spending time with my dogs, Bruno and Gromit, especially as we hike together.



Hi! My name is Emily Weaver, and I have recently begun my position as the Community Engagement Specialist for Shares, Inc.! I am the proud mama to my five year-old, Nolan, and fur mama to a puppy, cat, and a few farm animals! In my free time I love to go camping or diving into a home D-I-Y project! I am so excited to better get to know our Shares, Inc. family, and to get our name out to the community!



Hi, my name is Kaynah! I am 24 years old. I have three dogs and one cat. I love to spend my leisure time by playing The Sims, doing outdoor activities, reading books, spending time with my boyfriend and taking care of my plants, along with the various hobbies I pick up. I chose to work at Shares because I love being able to make real connections with people and being able to provide others with the help they need. Being a part of something bigger than yourself and making a positive difference in the world is what it's all about!



About Shares...

Save the dates!

Shares, Inc. Board Meeting
Monday November 11th at 7pm,
Rushville

Shares, Inc. Closed
Thursday November 28th & Friday
November 29th

**Shares, Inc. Participant Christmas
Party**
Tuesday December 10th in Greenfield

Shares, Inc. Closed
Tuesday December 24th & Wednesday
December 25th

Shares, Inc. Closed
Tuesday December 31st & Wednesday
January 1st



Contact Us



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