



ASPIRE • ACQUIRE • ACHIEVE: INDEPENDENT RESIDENTIAL LIVING OF CENTRAL INDIANA





PEOPLE WITH DISABILITIES ARE JUST LIKE THE REST OF US:

They want purpose and meaning in their lives.

They want fulfilling jobs to showcase their talents and experience and enable them to contribute to their world.

They want to share their lives and feelings with friends and companions.

They want the world to see their humanity and their abilities more than their disabilities.

They're people—just like “the rest of us.” And at Independent Residential Living of Central Indiana, we help their humanity shine. We help them find rewarding work and relationships, personal independence, and opportunities to grow.

We've embarked on **ASPIRE•ACQUIRE•ACHIEVE**, a capital campaign designed to help us focus what we do even more centrally on the fundamental needs of the very real people we serve. We invite you to **join with us**, show your support, and help us empower people.

—CONNIE DILLMAN
EXECUTIVE DIRECTOR

INDEPENDENT RESIDENTIAL LIVING OF CENTRAL INDIANA



PEOPLE WITH DISABILITIES ARE PEOPLE FIRST:

Their disabilities may define some of the challenges they face, but they do not define or limit their humanity.

As parents of a daughter with a disability, we know how important it is to believe in and support her dreams, aspirations, and joys. Independent Residential Living helps people with disabilities focus on life and living, on identifying and achieving their goals, and on enjoying daily life. IRL supports the humanity of the people they serve. IRL celebrate their uniqueness, value, and contributions to the world. We know personally how important these kinds of services can be.

It gives us great pride to serve as chairpersons of ASPIRE•ACQUIRE•ACHIEVE, the 2006 capital campaign for Independent Residential Living. We ask you to join with us on behalf of a social service organization founded and focused on the finest traditions of supportive, caring assistance, respect for individual worth and diversity, and the power of the human spirit.

—CAROLYN AND TOBY McCLAMROCH
HONORARY CAMPAIGN CHAIRPERSONS





An architect's rendering of our planned 11,250-square foot service center on Indianapolis' north side

INDEPENDENT RESIDENTIAL LIVING— OUR HISTORY AND OUR NEEDS:

WHOM WE SERVE ■ Our consumers are persons with disabilities who live alone, with family, with a roommate, or in one of our group homes. We assist them with community access; physical, speech, and occupational therapy; home health care; independent living skills training; health-care coordination; and employment services.

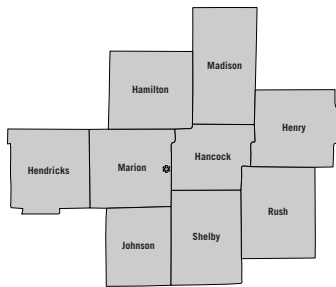
OUR NEEDS ■ A WORKABLE FACILITY IN WHICH WE CAN SERVE OUR CONSUMERS PROPERLY ■ When we incorporated Independent Residential Living of Central Indiana (IRL) as a 501(c)(3) not-for-profit in 1985, we planned to establish two group homes in Greenfield. Today, we serve more than 200 consumers from a main office that occupies almost

40% of a strip shopping center. Our current location cannot accommodate direct services or service delivery to groups, both of which are important in today's regulatory climate. We've designed a new facility that will give us more—and more usefully configured—space at less cost than the upkeep on our current offices.

OUR NEEDS ■ HELPING CONSUMERS FIND MEANINGFUL WORK ■ Employment services are among our most important initiatives. Nationally, more than two-thirds of adults with disabilities want gainful work. In 2004, only 35% of Hoosiers with physical disabilities in the 21-64 age group held a job, compared with 79% of the population with-

out disabilities. Now, rather than trying to fit consumers into jobs, we're working to find consumers employment based on their likes, dislikes, talents, and skills, and with input from the people who know them best. This person-centered approach can revolutionize what we do.

OUR NEEDS ■ HELPING CONSUMERS FIND MEANINGFUL RELATIONSHIPS ■ Persons with disabilities need to feel connected to people beyond their support networks or family. Some of our consumers seek new friends with whom they can go out to dinner, see a movie, shop, chat, and make the kinds of connections we all want. Others are searching for someone to share their lives. As all



Independent Residential Living of Central Indiana, Inc., serves Marion, Hancock, Shelby, and Johnson Counties

INDEPENDENT RESIDENTIAL LIVING—OUR HISTORY AND OUR NEEDS:

of us do, our consumers have the right to pursue individual happiness. We're developing new programming to help them build social skills and relationships.

OUR NEEDS ■ HELPING CONSUMERS BUILD FITNESS AND WELLNESS ■ You probably don't think twice about the benefits of exercise and a healthful diet. For persons with disabilities, planning a workout regimen or tailoring a diet plan can be more complicated than it is for the rest of us. Disability can be a source of stress and a challenge to mental well being. But the benefits of a health-centered life are just as real for our consumers as they are for anyone else. We're launching new

programming to help them establish and meet fitness and nutrition goals through personal initiatives designed specifically for their individual needs.

WHAT WE'RE DOING TO REACH OUR GOALS ■ Independent Residential Living has embarked on a \$2,273,500 capital campaign to build the facility we need and implement the person-centered programming that can transform the services we offer. We're reaching out to the community for assistance in meeting our monetary goal—and our service objectives. We believe that the consumers we serve today and tomorrow deserve nothing less than the best we can offer.

WHY THESE THINGS SHOULD MATTER TO YOU ■

In these pages, you'll meet some of our consumers and find out what our services mean to them. As they tell their stories, you'll gain an understanding of what we do, how our services fit into real people's lives, and how your support can expand our reach and our ability to help.

BRIAN BROWN

Brian enjoys meeting and helping people and working with computers. He's a confident, happy, enthusiastic person with a baccalaureate in psychology from IUPUI, who continues his studies to find self improvement and keep his mind limber.

Brian drives himself to work at a food and clothing pantry in Indianapolis. He has worked in retailing and served as a camp counselor. Although he currently lives with his family, he'd like to find an apartment when he can afford to live on his own.

Membership in support groups offers Brian opportunities to help others as well as himself. Whether he's visiting friends, studying, or spending time on the Internet, Brian takes a lively interest in the world and the people around him.

PATRICIA KOJIRO

In October 2005, Patricia began working part time at The Bread Ladies bakery and restaurant in Greenfield, Indiana. Her ability to fit right in to the easy-going, laid-back atmosphere of a nonetheless extremely busy restaurant soon made her

invaluable to entrepreneurs Donna Johnson and Donna Eckler.

Patricia lives in an apartment with a roommate. She loves eating out in restaurants, going to movies, visiting and playing with her nieces and nephews, and making latchhook rugs. She participates in group travel, saving her own money for the trips she takes. She's planning an upcoming Hawaiian vacation.

Compassionate, fun loving, soft spoken, with a mischievous sense of humor and a ready smile, Patricia is a dedicated worker with a full, busy life.

KIM HIDAY

With a background in secretarial and administrative work for state government and a large bank, Kim is looking for a job in which what she does can benefit others directly. After corporate downsizing eliminated her last position, Kim chose

to work part time at her church while she looked for a position that offered the right balance of responsibility and relaxed atmosphere.

Kim currently lives with her mother, although she looks forward to living on her own again when her circumstances permit. She drives an adapted vehicle.

Principled, ethical, with a strong sense of humor, Kim is an experienced, polished professional who can be an asset to any business that values hard work and seasoned thoroughness.



A CONFIDENT, ENTHUSIASTIC GO-GETTER:

BRIAN BROWN works at the Lutheran Child and Family Services Sharing Place, a food and clothing pantry. Before starting his current position at the end of 2005, Brian summed up his career aspirations by saying that “I am looking for a job where I can work with youth and help my community. My dream job would involve working in an office, from 9am to 5pm, helping people. I have many skills and am well educated. I am very positive, friendly, and upbeat, which also will help me succeed at work. I am also looking forward to making money, which would allow me to become more independent and move out of my family’s house.

“I feel that having a job and being able to contribute helps me feel more valued and successful,” Brian says.



**HARD-WORKING,
CHEERFUL, OPTIMISTIC:**

PATRICIA KOJIRO works as a dishwasher in The Bread Ladies' restaurant in Greenfield, Indiana. She says, "I get to work with a lot of nice people and make new friends. I really like being a dishwasher and I like the people I work with. My job gives me something important to look forward to and I really like making money!"

LEFT TO RIGHT: DONNA JOHNSON, PATRICIA KOJIRO, DONNA ECKLER

**POISED, PRINCIPLED,
DEDICATED:**

KIM HIDAY says she's "looking for a job where I can help people, such as working as an administrative assistant in the medical field. It's also important to me that through my work, I can show the community that people with disabilities are valued and can contribute.

"I have nine years' work experience and am skilled in the use of office software. In addition, I am very detail oriented and have a positive, helpful attitude.

"I feel that through working, my own quality of life would be improved because it is very gratifying to me to help other people, and I like that," she concludes.



DOUG and MARY HUGHES



When Mary Dawn Shanklin and Doug Hughes met at summer camp, it was love at first sight—for Mary. “Hey, you, come here,” she said. “I’m going to marry you some day.” Doug says that at the time, “I was an 8-year-old boy thinking, ‘Yuck!’”

He soon changed his mind. But Doug lived in Ohio, so the two spoke long distance and only saw each other once a year at camp. Their courtship, which spanned more than a decade of official dating, culminated in their marriage on February 14, 2004.

Marriage has made Doug a better communicator and a better person, he says. He’s learned that “communication is of utmost importance: saying ‘I love you’ as often as I can.”

Mary’s become more outgoing, less shy and quiet, than when she was single. The cute little girl in the cat-shaped eyeglasses has grown into a loving partner in a happy marriage.

DENNIS SMELTZER



Dennis has worked full time in a large retail store for seven years. He lives in his own apartment and rides a moped to work. He’s a friendly, easy-going person with a good sense of humor and wide, varied interests, from animals to motor sports.

Although he’s somewhat reserved, Dennis is committed to exploring the social world in greater depth. He’s building on his ease with and love of children to branch out into a wider range of adult relationships.

With an established life as a dependable, independent adult, Dennis is looking for added levels of fulfillment. He wants to share his interests with a caring person who recognizes his strengths and can encourage him to broaden his social horizons.

KATIE LOZOW



After years of living with family and in group homes, Katie moved into her own place in the fall of 2004. Her intelligence, sense of humor, independent spirit, and broad interests have helped her enjoy her new life to its fullest.

Katie sells cosmetics on the Web to a locally based clientele. Whether she’s drawing and painting, taking art classes, shopping with friends, watching Animal Planet and family-oriented TV programming, or planning her meals, Katie has a clear sense of her own wants and needs. Her ability and willingness to speak her mind are matched by her compassion and empathy for others. She loves company and conversation, welcoming her friends and family (including the family dog) with love and affection.

HAPPY, EASY-GOING, FRIENDLY:

About his desire to build new relationships, **DENNIS SMELTZER** says, “I feel having a companion would make me feel happier, less lonely, and better about myself. I would like to spend quality time with someone who shared my interests in seeing movies, going out to eat, NASCAR®, the Brickyard 400, and flea markets. I really want to spend time with someone who is caring, honest, and friendly.”



JOHN GRUBBS



Before embarking on his fitness and wellness program, John was a couch potato. His YMCA membership card was gathering dust. He was overweight, slept poorly, and felt tired after walking five feet. He drank lots of caffeinated soda and ate big meals.

IRL designed John's fitness program to help him lose weight; gain strength, mobility, and energy; and improve his ability to get a good night's sleep.

John lost 12 pounds in just over five months. Realizing that real fitness requires a lifetime commitment, he has become a regular visitor to the YMCA, working out three or four times each week. He lifts weights, gets cardiovascular exercise on a stationary bicycle, and takes a weekly spinning class.

Today, John is stronger and more flexible, busy, and filled with enhanced self esteem.

FITNESS AND WELLNESS FOR PERSONS WITH DISABILITIES:

John Grubbs' fitness and wellness program represents the coordinated efforts of his doctor, physical therapist, and occupational therapist, along with help from members of IRL staff and his family. It combines eight components to produce a balanced, sustainable program customized to John's needs and centered around his input. It enhances his overall health and self esteem. It helps him become and stay more active, energetic, and mobile. These goals make sense for any fitness plan—but they take on even greater significance for persons with disabilities, whose lives can be transformed by the added independence they gain from physical well being.

EIGHT COORDINATED COMPONENTS, ONE WELLNESS PLAN:

IRL fitness and wellness programs combine eight core components.

- **Health education** to guide consumers toward smart lifestyle choices
- **Doctor's screenings, documentation, and evaluations** to assure that nutrition and fitness goals match individual consumers' abilities
- **Physical activity** tailored to the individual
- **Nutritional guidance** to complement workout activities
- **Mental health assessment and guidance** to help reduce stress and maximize self esteem
- **Social involvement** to help consumers build relationships through group fitness activities
- **Employee and consumer input** to assure that each plan reflects and meets consumer needs
- **Outreach activities** to involve community partners in fulfilling wellness objectives

**STRONG, ENERGIZED,
ACTIVE:**

JOHN GRUBBS used to lead a sedentary life in front of his TV set. Now he's a regular at the YMCA, a familiar, friendly face on the weight machine and stationary bike. He used to have trouble walking even short distances. Now he enjoys running errands and visiting family.

"I know that I need to keep up the exercise and eat well to stay healthy," John says. "I really enjoy feeling stronger and having more energy. I like meeting new people at the YMCA and other places."

John's life has gained new dimension along with his new muscle tone. "I feel good about myself," he says.



INDEPENDENT RESIDENTIAL LIVING PROJECT BUDGET:

PROJECTED COSTS

Customized employment services	\$ 87,000
Companionship services	\$ 75,000
Fitness and wellness services	\$ 250,000
Endowment	\$ 400,000
New facility	
■ Land acquisition and site work	275,000
■ Construction	900,000
■ Architectural and project-management services	121,000
■ Furniture	50,000
■ Exterior signage	4,500
■ Communications systems	50,000
■ Builder's risk insurance	2,000
■ Relocation costs	9,000
■ Project contingency	50,000
■ Total building costs	\$1,461,500
TOTAL PROJECT COSTS	\$2,273,500

FUNDING (APPLIED FOR OR ANTICIPATED)

UWCI Capital Projects Fund grant	\$ 730,750
Endowments and foundations	\$ 750,000
Campaigns	\$ 775,500
In kind	\$ 17,250
TOTAL FUNDING (APPLIED FOR OR ANTICIPATED)	\$2,273,500

INDEPENDENT RESIDENTIAL LIVING MISSION STATEMENT:

All people have the right to reach for their potential. Independent Residential Living empowers persons with disabilities to enhance their quality of life and to celebrate their successes.

The independent residential living community celebrates diversity and embraces a philosophy that recognizes and respects the gifts of all people.

Consequently, we believe...

...**all people** are valued human beings with rights, freedoms, and choices.

...**all people** have the potential to make significant contributions.

...**all people** are free to direct their lives.

...**all people** are empowered by the dignity of risk and are strengthened by their experience.

...**all people** benefit from meaningful relationships and active community membership.

29% OF INDIANA FAMILIES INCLUDE A MEMBER WITH A DISABILITY:

DOES THAT INCLUDE YOUR FAMILY? If so, you understand some of the challenges that persons with disabilities face—and how important it is for them to lead rewarding lives of fulfilled promise and realized potential. If not, the people you've met in these pages have shown you how much they deserve personal and professional opportunities, just as everyone does.

Finding a job, a friend, a life partner; getting fit: these are basics for most of us. For persons with disabilities, some of these goals can be as difficult to achieve as they are important. Independent Residential Living of Central Indiana helps make them become realities.

Please help us continue transforming lives. It's all we do—and we've been doing it for more than two decades. Our personnel and experience make us one of the few organizations recognized by the professional community for service to people with multiple disabilities. Our consumers will tell you how much our services matter to them. And now you have the opportunity to help us launch innovative new programming in a facility devoted to our consumers' needs.

Independent Residential Living of Central Indiana thanks you for joining with us to help persons with disabilities lead the lives they want to lead, with the dignity, respect, and opportunity we all deserve.

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