



Newsletter

Greetings

Connie F. Sanders

President/CEO

Since July 1, 2011 board members, staff and parents having been working to help Janus establish agency goals and values. The goals will be the things we most want to accomplish over the next two year period. Our values make a statement about what we are and what guides us in our endeavors.

Goals:

1. Diversify funding sources to reduce reliance on government support.
2. Get businesses to adopt Janus and become the non-profit leader of choice.
3. Continually explore innovative enhancements and extension for our services which will serve to further improve our reputation, consumer base and resources.

Values:

- Teamwork
- Adapting to Challenges
- Service Excellence
- Respect for Others
- Integrity

A lot of work has been done to bring us to this point and I thank the Board of Directors, the staff and our parents for eagerly participating in this process. The Governance Committee and the Advisory Council will be working together to plan a board retreat to develop a strategic plan for meeting our goals and defining our values.

On the international front, President Obama proclaimed December 3 the International Day of Persons with Disabilities. In issuing the proclamation the President said, “We press forward, renewing our dedication to embrace diver-

sity, end discrimination, remove barriers, and uphold the rights, dignity, and equal opportunity of all people.” It is anticipated that the President will send the Convention on the rights of Persons with Disabilities to the Senate for ratification in the near future.

This year, as part of my annual evaluation the Governance Committee made a few requests; I want to share with you a few of those requests and my responses.

Provide the Board with the most significant accomplishment for the last budget year.

I think the key word is budget, and the most significant accomplishment was completing the fiscal year with a surplus... We are stronger financial than we have been in our 32 year history, our financial viability results in our ability to keep our doors open pro-



viding services to an entire community and providing work for 78 consumers and 44 staff.

As part of the annual report provide an overview of your most important work and describe the biggest impact (or change) you made.

My most important work is to make sure we provide the highest quality of services possible. I have visited several agencies that provide services to individuals with disabilities and can tell you that every one, every single one reminded me of an institution; dirty, bleak environments where individuals are not engaged but left to sit alone, to slobber and to rock back and forth staring into space! The consumers are my primary focus and I make sure that they know it! Before my arrival at Janus the doors leading from the Work Experience area to the administrative offices were kept closed

and locked-not anymore. When a consumer comes into my office I take the time to interact. I actively participate in all consumer-related activities and proudly post on my door notes and drawings given to me. Every day I walk to the Work Experience area and greet our consumers and I take interest in what product they are working on. I let them know what a good job they are doing and how proud we are of their work. I tirelessly advocate for those with disabilities and always consider what is in their best interest. But most importantly, I listen to what they are saying, I care about the way they feel and I am literally touched by their courage and perseverance!

Describe the group's biggest accomplishment.

It is amazing what this team has been able to accomplish in the face of a painfully slow recovery from the worst recession since WW



II. Our ability to continue to serve more individuals and provide the highest quality of services with fewer dollars is the team's biggest accomplishment and quite impressive. It is impressive that 72% of the children served through First Steps will not need to enroll in special education programs. It is impressive that 92% of persons served through Community Employment have remained on their job after four years even in these tough economic times. It is impressive that the Work Experience Program has never missed a deadline or been called on quality control. It is impressive that the Capabilities Catering and Café program has served over 18,000 meals last fiscal year, many to the community at large. It is impressive that consumers, through the Habilitation Program and Aktion Club, provided 128 hours of community service last fiscal year giving back far more to the community than

they "consume". It is impressive that HCE has a consistent on-time rating in the 95% plus range. Quality is never an accident; it is the result of high intention, sincere effort, intelligent direction and skillful execution. This Janus team is impressive and I am privileged to be a part of something that is making a substantial and sustainable difference in the lives of the individuals that we serve.

My final evaluation comments:

I have internalized Janus' mission and have a passion for that mission. There is no better feeling than to leave at the end of the day knowing you have been a part of a team that makes an incredible difference in the lives of others. I so very much appreciate the board members and staff and I feel blessed to have the opportunity to work with individuals that inspire me on a daily basis!



***The Rainbow Connection: A
Terry Dunn, Dustin Worthman
Story of Success***

“Success is measured not so much by the position one has reached in life as by the obstacles one has overcome while trying to succeed.” If Booker T. Washington was correct I can say without hesitation that our consumers represent an incredible inspirational success story. Our consumers strive to overcome countless challenges every day for just a chance to realize their dreams, learning basic independent daily living skills and social skills, even learning to read and write, things most of us take for granted. But they do learn and they do succeed! Terry Dunn and Dustin Worthman are two gentlemen that exemplify success and it is my honor to tell their story. Terry Dunn was a healthy six month old baby in 1967 when a deadly car accident changed his life. Terry and his parents were struck by an

intoxicated driver. Tragically, his father was killed and Terry and his mother Linda were critically injured. Linda would spend two weeks at the hospital recovering from her injuries, but for Terry, the hospital stay lasted almost 6 months. During that time, he underwent several surgeries to repair his broken little body. He had suffered multiple bodily injuries including a traumatic brain injury and his mother was told that her child’s probability of survival was slight. In spite of the injuries, Terry did make progress. When it was time for Terry to leave the hospital after those long months, Linda was told by the doctor that she should not take Terry home but should send him to spend the rest of his life in an institution. She was told that because of the brain injury he would not progress like other children, and would experience serious delays in development. Linda describes herself as



a fighter and she was determined to take her baby boy home where he could celebrate his first birthday with family and friends.

At home, Terry slowly started talking and walking and learning to do things independently. He spent the next several years in and out of hospitals and underwent multiple surgeries, but as time marched forward he did become stronger and continued to make progress. Terry says that he is a “fighter” just like his mother. Terry was able to attend school and when he finished high school he enrolled in the Work Experience Program at Janus. He successfully worked as a Janus employee for seven years. Drawing upon that independent “fighter’s” spirit, he boldly determined that he wanted transfer from the “safe haven” of a sheltered working environment to a career in a community based job. Hand in hand and side by side, Janus was able to help and support

Terry as he obtained a community job at Wal Mart as a greeter. He started his job at Wal Mart in April 1996, 29 years after the car accident. He has been successfully fulfilling his job responsibilities at Wal Mart for over 14 years.

Linda remarried, and in 1976 Terry’s brother Dustin was born. Dustin was born almost two months prematurely. As a result of his early birth, he spent the first year of his life in a hospital. His lungs were underdeveloped, and at one year of age Dustin weighed only 14 lbs. He would not respond to sounds and after examination by doctors at Riley Hospital, Dustin’s mother learned that her second child may have suffered brain trauma as a result of his premature birth. Like a nightmare relived, Linda was told that her son was likely to develop developmental disabilities. The expert’s advice was the same. “Leave him in the care of others, don’t become



attached, he won't live long anyway". Her unchanging resolve was resolute. Her second child would also live at home.

At three years of age, Linda noticed that Dustin's drawing skills were above the normal skill level of a child his age however he was experiencing delays in other developmental areas. Dustin's delays coupled with his above average ability were frustrating and confusing. Later, Dustin was diagnosed with Autism. He spent the next 12 years in and out of hospitals combating lung problems that included asthma which made him susceptible to frequent bouts of pneumonia. In spite of the challenges, Dustin started his education at Tri County Opportunity School. It was determined that he needed a different school because he was able to demonstrate an advanced ability to learn. Linda went before the Superintendents of all the local Hamilton County schools to

defend Dustin's rights to attend his local school. Since 1917, education has been compulsory for American children, but even by the 1970's the education needs and rights of children with disabilities were addressed only sparsely, at the local level. Most schools deemed them, "too difficult to teach", and many children spent unfulfilled, dismal lives at home or in impersonal state institutions. The Individuals with Disabilities Education Act was enacted by Congress in 1975 to guarantee free and appropriate public education for children with disabilities, in the least restrictive environment possible. Linda won her battle for Dustin and he was enrolled in school.

At the age of 19, Dustin started attending Janus Developmental Service's Work Experience Program. He has been successfully working as a Janus employee since that time. Today, Dustin and his brother, Terry, share an apartment



and have been living together for over 12 years. Dustin has been able to teach himself to play the piano, and the organ without formal training. He plays for many of the activities at his church. Terry sings with his brother. They have thrived in spite of their challenges and have achieved the goal of living and working independently. To Linda, Terry's and Dustin's disability was not an insurmountable barrier to accomplishing their goals, and achieving their dreams. Together, they have lived their lives with determination and grace, caught their dreams, came out fighting and have never, never given up. Terry and Dustin were invited to perform at the Arc's Annual Conference November 1st and their selection was "The Rainbow Connection". Written by Paul Williams and originally performed by Jim Henson The Rainbow Connection is about a spiritual walk, examining the meaning of life, the voice of the soldier referenced

is that voice inside us all that tells us we can do anything we set our minds to doing.

It's A Wonderful Life,
and it is! Kathie Bowman contacted Home Depot in Noblesville on Friday December 2nd about donating poinsettias for our People Helping People holiday fundraiser on December 8th. Kathie was asked to submit a request on Janus letter head on Monday December 5th. When Kathie arrived at Home Depot on Monday December 5th with the request, the employee at customer service told her that she was not sure they had any funds left in the budget for December that would provide for the donation of poinsettias. She told Kathie that she would have to check and it might be Tuesday or Wednesday before she had an answer and that they would call. Kathie left to pick up other donations. When Kathie returned to Janus she found a message on her phone from the employee



at Home Depot. The message said that she still did not have an answer from Home Depot, but when they had talked that morning at Home Depot a customer had overheard their conversation about the donation requested and had purchased enough lovely poinsettias for Janus to line the Christmas tree path. When Kathie returned to Home Depot to pick up the poinsettias, she asked who was the wonderful person who had done this as she wanted to thank that person. She was told that they could not give the person's name but they were sure the person knew that Janus was thankful for this gift. They gave Kathie a duplicate paid receipt. When Kathie got back to her vehicle and looked at the receipt she saw that the wonderful person who had purchased the poinsettias had received a military discount. So this Christmas angel was a member of our Armed Forces. Janus thanks this person,

one who has the courage to serve in the military, one who has the compassion to care and give to others. I hope you had a wonderful Christmas and New Year, and I look forward to all the wonderful things we, as a team, will accomplish in 2012!

Developmental News

Joanne McDonough

Janus Developmental Services hosted their Annual People Helping People Holiday Tree Festival on December 8. The community was invited to enjoy holiday treats, music and view the Holiday Lane of Trees sponsored and decorated by community businesses and individuals. Christmas trees were donated by Piney Acres, Gatewood Farms, Yakey Tree Farm, Brawners, Engles Tree Moving and



Landscaping, Walmart of Noblesville, Mannix Farms and Mr. Gale Conley. Indiana Members Credit Union, Larry and Ellen Schafer, Janine Cowell and Nancy Redd sponsored holiday treats for the event. Jena Jennings and Brian Cowell donated their time and creativity to the event. Lowes of Noblesville donated poinsettias to Janus.

Local businesses and individuals sponsoring trees in support of Janus were : Bastin, Dorrell and Snyder, Blue Sky Technology Partners, Box, Pack and Ship, Clean Zone Marketing, Clifton Gundersen LLP-Craig Conley, Gale Conley, Brad and Yvette Coverdale, Bradley Davis, Joe and Courtney Davis, GMH Services- Mary and Gene Herndon, Hare Chevrolet, Kahlo Chrysler Jeep Dodge and Ram, Gram and Heather Lester, MetLife Center for Special Needs Planning- Gordon Homes, Jr., Penwell Insurance- Craig and Heather

Penwell, PNC Bank, Randall and Roberts Funeral Homes, Regions Insurance, Riverwalk Commons, SaucePan Creative, Brandon and Alyssa Swart, Theresa Thompson, Thurston Springer Miller Herd and Titak, and Todd and Jennifer Thurston. The individuals and community businesses who sponsored the holiday trees have truly made a difference in the lives of individuals with disabilities and we are so grateful !

Indiana Members Credit Union donated their popcorn machine and popcorn bags for our Holiday Open House. Thank you to Gina Codalata, Senior Business Development Officer who attended and operated the popcorn machine. Gina also brought a holiday gift basket for the event. Theresa Thompson was the winner of the gift basket raffle.



Janus would like to thank the very special Noblesville Home Depot customer who purchased and donated the lovely poinsettias to Janus for the Holiday Tree Festival. The customer had heard that Janus was in need of donations for the event and purchased the poinsettias. The customer then asked Home Depot to call Janus and let the agency know that the poinsettias had been purchased for the event. The customer, who wished to remain anonymous, is a member of the military. Everyone at Janus greatly appreciates the wonderful person who donated the poinsettias for our holiday tree festival. The holiday spirit that was generated by this donation touched us all!!

Janus appreciates all the sponsors, donors and participants who made the 2011 Janus People Helping People Holiday Tree Festival such a wonderful event!

The fourth annual Janus Developmental Services. Create, Connect, Commit Ask event will be hosted on Friday, March 23, 2012 at the Ritz-Charles in Carmel at 7:30 AM. During this breakfast event, table captains invite guests to the Ask breakfast and the “Janus story” will be highlighted through the presentation of testimonials from consumers and family members of consumers. This dynamic presentation highlights the impact that Janus makes in the lives of the individuals we serve. We are in the process of securing table captains, business sponsors and attendees. If you are interested in being a table captain or would like some more information, please contact Joanne McDonough at (317) 773-8781, ext. 112.





Transportation News

Elaine McGuire

Transportation Manager

Hamilton County Express (HCE) has had a very busy year!!! We have provided 45,479 trips for 2011, which is 2,434 more trips than what was provided in 2010. Our dispatcher is always taking requests from new riders who have just found out that we do have public transportation in Hamilton County. We had a total of 18 new riders who called for the first time in December.

The HCE /Indy Go connection has provided a total of 532 rides for the year of 2011. These connections were made at St. Vincent's Hospital, Keystone at the Crossing Shopping Center, Nora Plaza Shopping Center, and Castleton Square /JC Penney. We do track our "on time" percentage which is based on passenger pick up times. Our "on time" pick up statistics were 95.7% for the month of December 2011.

We would like to welcome Jerry Lacey to our transportation department. We are now fully staffed .

To schedule a ride, please call Hamilton County Express at 773-2688. Our schedulers are able to take calls from 8AM-4PM Monday thru Friday. Please remember that a 24 hour advance notice is required for this service.

“Signs”

Shannon Smith

Director of Adult Day Services

Consumers in the Doorways program at Janus enjoy many different activities from gardening to sports. The Doorways program has grown exponentially over the past year as families and consumers have discovered the program opportunity and diversity.



Doorways is a consumer centered day service option for consumers at Janus that centers on ability, talent, and personal growth. One activity becoming very popular is the “Expressions” class. This class highlights and strengthens abilities to communicate through creativity and sign language. To learn more about the day program options available at Janus Developmental Services, contact Shannon Smith, Director of Adult Day Services. (317) 773-8781 Ext. 128.

Children’s Services

Joanne McDonough
Children’s Services Manager

What Can I Do If I Suspect My Child Might Have an Autism Spectrum Disorder?

In the last ten years, the number of children diagnosed with autism spectrum disorders (ASD) has increased dramatically, with more awareness on the part of parents and professionals. Often, families go first to their child’s doctor for guidance. The doctor may

question the family about developmental milestones or behavior, or may use a screening tool, and may give your child a diagnosis of autism. A more thorough diagnosis can also be pursued using a licensed psychologist, a specialty physician or a diagnostic team.

While you are waiting for an assessment or a diagnosis, **DO NOT** wait to pursue services. If your child is under age three and you have concerns with behaviors or delays, contact First Steps in Indiana. Your child can receive a professional assessment at no cost, and if eligible, may receive appropriate early intervention services in your home or other community settings. Children over age three can be evaluated and if eligible receive services through your local school system.

While each child with an autism spectrum disorder shares common characteristics, symptoms can present quite differently in each child. Some possible concerns might be:



- not responding to their name by 12 months
- not pointing to objects to show interest by 14 months
- no pretend play by 18 months
- limited eye contact/social avoidance
- difficulty with understanding feelings
- delayed speech/language skills
- repetition of certain words or phrases
- gets upset with minor changes
- focused and repetitive interests, but limited creative play
- spends significant time with repetitive movement
- has unusual reactions to smells, sounds, tastes, textures or visual stimuli

If you are concerned with your child's development or behavior, our Children's Services Depart-

ment can help you begin the First Steps referral process. Contact Joanne at 773-8781, ext. 112 for more information.

Community Employment News

Kathie Bowman

The Community Employment staff hope that everyone had a wonderful holiday season! We are looking forward to a great new year !

During November and December, we were able to make contact with five new employers in the community. These contacts were made from the community luncheons that are held each month at Janus. We had two consumers start jobs in November and we met with three other employers in December. We are looking forward to more job placements in the beginning of 2012. So far the mild winter has helped boost the local economy, so here's hoping the mild weather continues. Think Spring !!!

