



CITY OF FISHERS AGENDA

BOARD/COMMISSION: Fishers Advisory Committee on Disability

DATE: 4/14/2026 at 5:30 PM

**ADDRESS: City Hall Theater,
1 Municipal Drive, Fishers, IN 46038**

Members of the public are encouraged to [submit comments to the board via this form](#) before 12 p.m. on the day of the meeting.

See the list of board members at FishersIN.gov/FACD.

- 1. Call to Order / Roll Call**
- 2. Approval of Previous Minutes**
 - a. FACD Minutes 12-16-2025 DRAFT
- 3. Committee Member Mayoral Appointments**
 - a. Jodi Johnson

 - b. Joanne Tedesco

 - c. Susan Smith
- 4. Committee Member Updates**
 - a. Katie Jackson Resignation - Thank you for service

5. Guest Speaker(s)

- a. Project Will - Jeanine Coleman-Miller, Executive Director

6. New Business

- a. ADA Matching Grant Funds Have Been Awarded To:
 - Fishers United Methodist Church
 - Opportunities for Positive Growth, Inc.
 - Outside The Box
- b. ADA Matching Grant - Applications Ongoing
 - \$3,730 remains available for distribution
 - Discussion on further grant promotion
- c. March Disability Awareness Month Recap
- d. Save The Date: Disability Employment Breakfast - October 13 at City Hall Theater
- e. 2026 My Point of View Day Top 3 Takeaways & Survey Results

7. Committee Updates

- a. Refocus Subcommittee Efforts to Match 2026 *My Point of View Day* Topics/Goals
- b. Housing
- c. Employment
- d. Community Support
- e. Networking/Social/Accessibility
 - Farmers' Market Accessibility & Inclusion Day - 7/11/26
 - Social Media
- f. Deaf & Hard of Hearing
 - Instagram Live at: Fishers_Deaf
 - Fishers Community Center to review accessibility for the Deaf & Hard of Hearing to provide captioning, interpreters, and classes.
 - Fishers Event Center - Provide feedback for interpreters and captioning on Jumbotron.

- Deaf Awareness Night - Fuel & Ignite game
- Ongoing project with captioning for the community events/businesses
- ASL National Day - April 15th

8. Community Comment

- a. Public Recommendations

9. Future Meetings

- a. 2026 Fishers Advisory Committee on Disability Public Meetings

- April 14, 2026
- June 9, 2026
- September 15, 2026
- December 15, 2026

- b. 2027 March Disability Awareness Month **Proposed** Dates

- Kickoff Event: Monday, March 1 - New Format
- Fishers Arts Council's Exhibition: Friday, March 12
- My Point of View Day: Tuesday, March 23

10. Adjournment

Project WILL, Inc.

Now PROUDLY serving Fishers at
Heartland Church!

Building inclusive pathways
from transition to
meaningful work



The WILL to Grow Against All Odds

LINKS Initiative • transition-age support • community experience • work readiness • belonging

Project WILL, Inc. at a glance



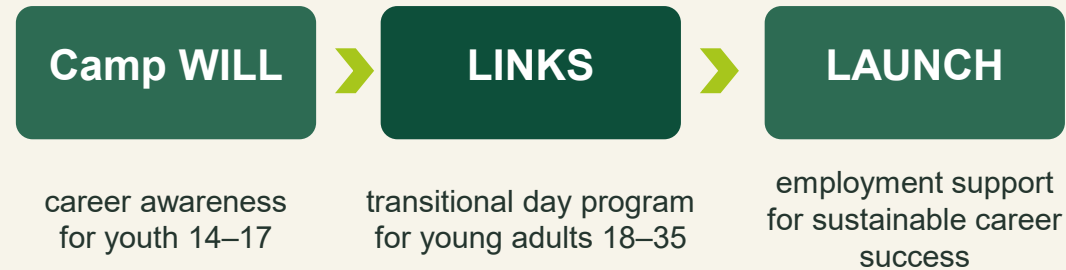
A mission-driven organization building structured growth through programs, partnerships, and quality systems.



Mission

Support young adults with behavioral health challenges through life's transitions while providing a launching pad for true growth and positive transformation.

Program continuum



2019

founded

\$400K+

grant funding secured

11,000+

experiential work hours

**ISO
9001**

quality accreditation

Who LINKS is designed for



Young adults 18 –35 who are transitioning out of high school and are not yet ready for the next step alone.

The program is built for individuals who need more than a referral—they need coaching, repetition, structure, and real community participation.

The transition need

- Mild-to-moderate or borderline intellectual functioning
- Verbal or nonverbal communication
- Individualized goals based on their own plan and readiness
- Support across life skills, socialization, and employment routines

What members often need most

- community experiences and belonging
- peer relationships and social confidence
- paid or unpaid work exposure
- life skills plus employment skills
- support through the “what’s next after high school” moment

How the LINKS model works



The 4 E's of transformation



Operationally, this happens through a 4:1 participant-to-staff ratio, individualized goals, guided learning, technology use, workplace routines, and recurring practice in both in-house and community settings.



“LINK” classroom and community training to real-life experiences and goals.

Curriculum themes include self-advocacy, teamwork, workplace preparedness, financial literacy, social relationships, wellness, and everyday employment habits such as timekeeping, communication, deadlines, and requesting time off.

Community partnerships make the training real



Host sites turn skill-building into meaningful community contribution and employer-connected experience.

Volunteer tasks

hands-on experiential learning with coaching and supervision

Internships

skill development, career exploration, and evaluation

Paid employment

an employer pipeline built around trained, job-ready members

Current and past partner examples



Impact signals: outcomes, credibility, and lived experience



What the organization is already showing

67 Total worked events at Lucas Oil Stadium since 2024

75% Attendance Rate 2025

66 Members Served in 2025

All Members build and maintain resumes

Paid work opportunities have included Lucas Oil and the Indiana Convention Center for a variety of events and experiences.

Voice of families and partners

“My son enjoyed all of it and was able to get a job at his preferred employer.” ~Parent

“Project WILL is very easy to work with... The staff who bring the Bakers are a delight to work with.”

~ Buttermilk Mountain, Inc., Host Site

“Before Project WILL, we didn’t know what came next for our son. We worried about his future, his independence, and where he would belong. Now, we see confidence, purpose, and growth every single day. Project WILL didn’t just support him — they gave our entire family hope again.” ~Parent

Active and impactful in the community



Why we are excited to partner with Fishers



Employment

Established groups like the Fishers Disability Inclusion Business Networking Group, among other entities and businesses in the area that provide opportunities for our members, can gain more exposure to meaningful work.



Transition support

Sharing Project WILL with schools, counselors, families, and transition teams who need more options for structured bridges between high school and adult life.



Inclusive community partnership

Utilize Project WILL as a practical collaborator for awareness efforts, referrals, and community-based skill-building opportunities.

Fishers has already defined the goal:

"...becoming a community where persons of all abilities are recognized as a key component to our vibrancy."

Four practical ways the Council can help



1 Open referral doors
Share Project WILL with transition-age families, counselors, and disability-serving organizations.

2 Introduce host sites
Connect Fishers nonprofits, faith communities, museums, and service groups that could host members.

3 Expand employer links
Help build internships and paid-work pathways with businesses that value reliable, supported talent.

4 Champion access
Support awareness, transportation assistance, scholarships, or community activity access that removes participation barriers.

Quick and Easy Way to Help: help Project WILL become easier to find, easier to partner with, and easier for Fishers families to access.

Upcoming Events

Project WILL, Inc. presents



WEAR
BLUE!

AU**some**

AUTISM AWARENESS EXPO

Join Project WILL, Inc. in celebrating our AU**some** members!
The celebration will consist of an art exhibit, interactive activities, and an AU**some** resource panel!



Wednesday, April 15th
1010 Central Avenue
Indianapolis, IN 46202
6:00pm - 8:00pm
Peck Street Entrance



SAVE THE DATE

GATHER, GIVE, &
GROW

4th Annual



Bubbles & Bags

Brunch & Auction

SATURDAY
AUGUST 22, 2026
10 A.M. TO 1 P.M.

VISION LOFT
235 DELAWARE ST.
INDIANAPOLIS, IN



Thank you

Project WILL is building what many families are looking for: a place where growth, dignity, structure, and meaningful work can happen together.

Now PROUDLY serving Fishers at Heartland Church



Contact

Charles Woods, Executive Director
cwoods@projectwill.org
(602) 785-4724

Kennedy King, Program Manager
Kking@projectwill.org
(317) 871-4038



www.projectwill.org



FISHERS ADVISORY COMMITTEE ON DISABILITY

“MY POINT OF VIEW DAY”: SURVEY RESULTS

AS OF TUESDAY, APRIL 14, 2026

Overall Feedback:

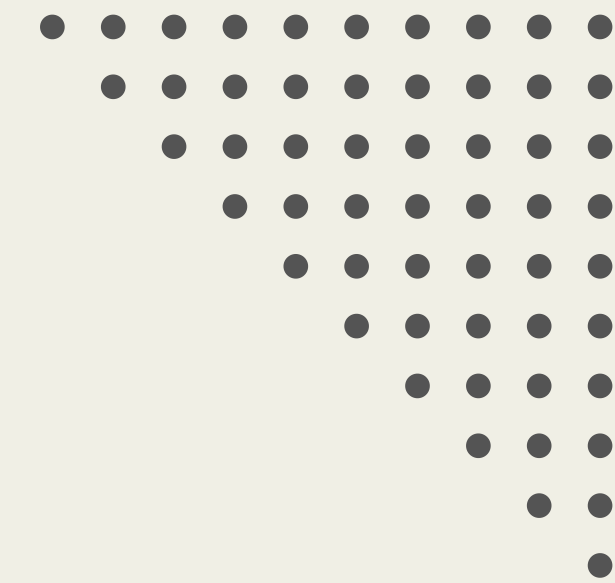
- Wonderful event
- Great networking and collaboration
- Diversity of thought and lived experiences
- Sincerity from the group to make a difference
- People need more time to discuss the topic of disability
- Need more diverse ages participating and diversity within disability type
- Need input from young adults
- Good topics were discussed
- Microphones should always be on and used
- Have one young adult with IDD represented at each table/topic for input

PROGRAM



1. Need more time – add 1/2 hour for the discussions
2. More time to network prior to starting
3. Provide statistics as it relates to Fishers and Hamilton County about the topics being discussed
4. Provide resources that can be shared with attendees that can then be shared in the community
5. Instruct attendees to use the microphones provided and to speak louder into the microphone
6. Provide more instruction/guidance/expectations to scribes/facilitators/attendees about the discussion process prior to starting
7. Have scribes use the computer for discussion notes – better to read and understand post event.
8. Need more interpreters
9. Share what has been discussed from the previous MPOVD events
10. Share what the FACD has accomplished as a committee and as a result of feedback at MPOVD events
11. Have more social media presence about MPOVD
12. Invite media to attend and share what is being done for disability inclusion
13. Provide the notes/input from all the tables for all the participants to read on what was discussed at other tables

PROGRAM



1. Provide a follow up meeting after MPOVD
2. Bring Transportation back as a topic discussion
3. Add Medicaid Waiver as a topic discussion
4. Add Parent/Caregiver discussion
5. Invite more ethnic groups to participate
6. Add a Veterans discussion group
7. Spent time identifying problems/challenges – provide time for ideas to solve challenges
8. Provide questions in advance so attendees can research and process their answers prior to the discussion
9. Update language document that was provided at the event and provide more updated resources
10. Need action items and next steps in the discussions
11. Provide overview of each topic discussion
12. List accomplishments of past years

NEW INITIATIVE IDEAS FROM MPOVD SURVEY PARTICIPANTS:

1. Start a Special Education Parent Advisory Council (SEPAC) at HSE Schools
2. Provide a list of accessible restaurants/events for the community
3. Provide disability inclusion training for staff at Fishers Event Center
4. Share contact information of individuals/organizations that provide disability inclusion training
5. Continue to ensure all venues in Fishers has closed-captioning
6. Engage Mudsock to look into Unified Sports program – Unified Sports in part of the Special Olympics Indiana
7. Engage Fishers Community Center and other fitness centers in providing reduced memberships and/or special passes for Fishers residents with IDD and their caregivers
8. Provided adaptive exercise classes at the Fishers Community Center
9. Ideas on how to address ASL interpreter shortage
10. Create Fishers Disability Awareness social media site for information sharing, resources, etc.
11. Share with community and the MPOVD participants that we have established sub-committees to work on initiatives in each topic – looks like community does not know about our efforts.
12. Making requests for accommodations easier



NEW INITIATIVE IDEAS FROM MPOVD SURVEY PARTICIPANTS:

1. Evaluate accessible parking around the City of Fishers for barriers
2. Continue to focus on Housing for adults with disabilities
3. Continue to focus on Transportation barriers
4. Collaborate with partners for housing initiatives
5. Collaborate with partners to advance disability inclusion
6. Look at hosting and developing adaptive sports opportunities – events, tournaments, etc.
7. Survey accessibility needs in the City of Fishers community – hotels, restaurants, etc.
8. Survey all city buildings and events to ensure accessibility
9. Work with Hamilton County Tourism with sharing information about information regarding disability inclusion from the HCT bloggers.
10. Accessibility group should meet on a regular basis
11. Next steps and action items should be discussed at MPOVD
12. Look at changing ADA code requirements in the City to make accessibility better



FUTURE INVOLVEMENT



MPOV Participants that would like to be a part of subcommittee:

Accessibility:

- Jodi Johnson, Fishers resident & new member of FACD
- Jessica Minor, Fishers resident & Director of Community Engagement accessAbility Center for Independent Living
- Sarah Buckner, Visit Hamilton County
- Susan Smith, Fishers resident & new member of FACD

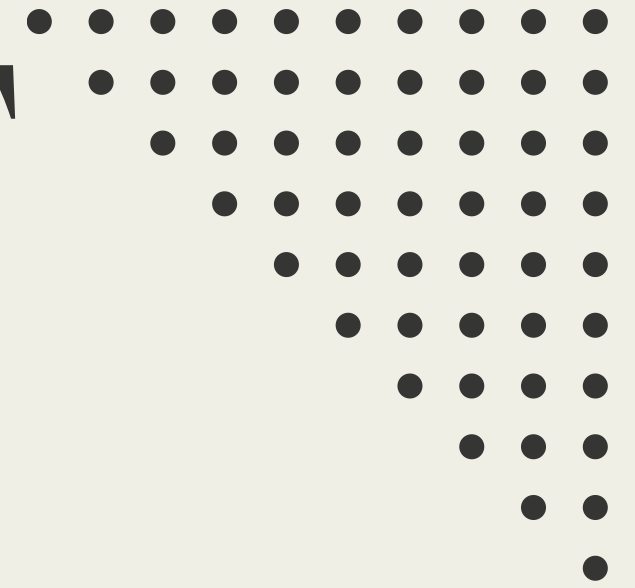
Housing:

Kristy Hayes, Director of Village of Merci

Mike Smith, Fishers resident

Amanda Sexton, Fishers resident, parent of a young adult with special needs, educator at HSE Schools

FUTURE INVOLVEMENT



Social/Recreational Opportunities:

- Zach Curtis, Fishers resident & member of Thrive Social Club

Health & Wellness:

- Zenobia Inez, Fishers resident & Caregiver of an adult with IDD

Transportation:

- Amanda Sexton, Fishers resident, parent of young adult with special needs & educator at HSE Schools

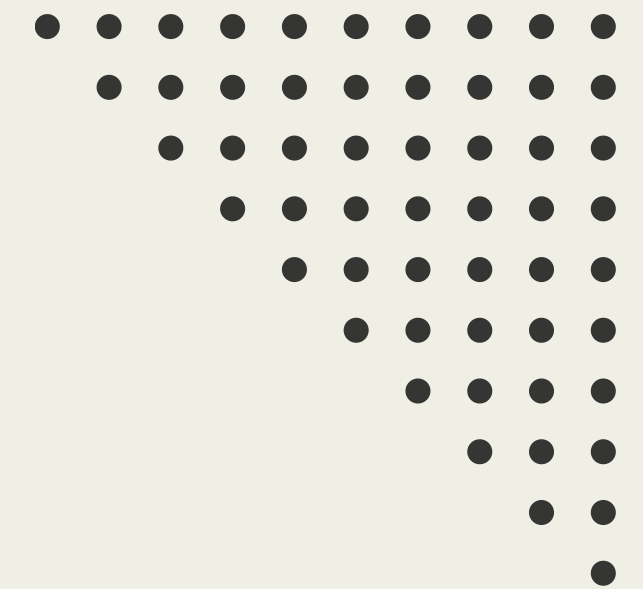
Education:

- Joanne Tedesco, Fishers resident & new member of FACD
 - Would like to help with organizing SEPAC at HSE Schools
- Shellie King, Fishers resident & CEO of KIDS, Inc.
 - Would like to help with organizing SEPAC at HSE Schools
- Dr. Afsheen Rishi, Alhuda Saturday School Administrator & Parent Advocate

PARKING

1. Need more accessible parking and signage for those participants – need to know where to park prior to arriving.
2. We need to mark a few more as accessible spaces (reserved) in both parking lots by Municipal Center Theater

ROOM SET UP



1. Too loud
2. Table should be limited to ten seats per table
3. Hard to hear
4. Give Instructions to participants to only talk using the microphone, so folks can hear better and so that closed captioning can be captured
5. Fix IT issues
6. Positive feedback on the use of video screens throughout the room
7. More signage needed to guide attendees as to where the event is located
8. Positive feedback on providing sensory kits at the event
9. Signage needed outside the building to let attendee know where to go for event
10. Big screen in the middle of the room should also have closed-captioning
11. Scatter the discussion tables throughout the building



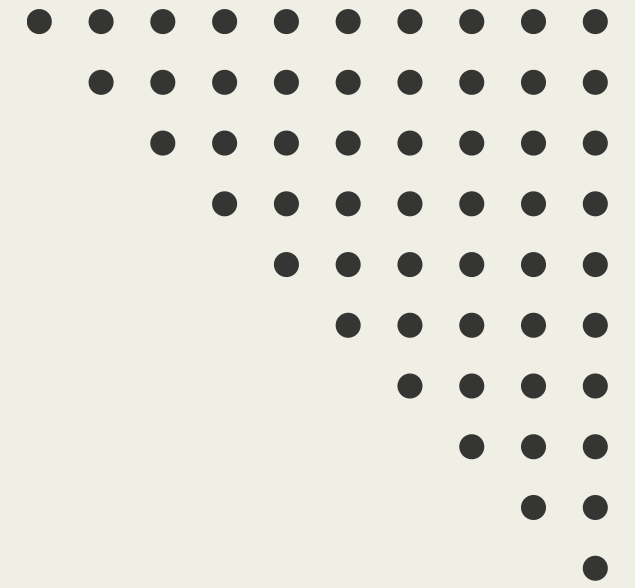
REGISTRATION



Registration:

1. Provide a cut off for registration to MPOVD
2. Add topics of discussion in advance & at registration time, so attendees can select their top three choices in the RSVP
3. Provide what topic attendees will be participating in prior to MPOVD
4. Provide the questions in advance in order to be better prepared for the discussion
5. Ask for any need accommodations in the registration link to make it easier for those registering

BREAKFAST



Food:

1. More eggs and potatoes – less carbs and more protein
2. Ran out of food and coffee – need more
3. Table with food should be set up with both side table access for better wheelchair navigation
4. Provide juice
5. Have a volunteer/volunteers assisting at the food table to help carry food for those who need assistance