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GROUP HOME SERVICES



Submitted by Lorraine Webber

Dear Families

Just to update you on a few things that happened in the past few months here at Sullivan, as of November 30th Sharon Kasten (Mckay) resigned from being the manager at the Sullivan house. Sharon got married to a great guy and gets the luxury of being home now. She was the first manager and opened the Sullivan Lane home 2 years ago. We wish her lots of luck in her new adventure. On December 1st I stepped into her shoes and became the house manager. I have been through some trials and tribulations but nothing too bad. I am looking forward to working closer with each and every family. Please feel free to pick up the phone and give me a call.

Now some upcoming events: We have renewed our membership for the YMCA. Joe and Tommy are looking forward to swimming twice a week while Chris, Nick and Dan like to wade in the shallow end. We have been able to get Derrick in the pool this past year and hoping to once again at the YMCA.

April 5th we have In-Pact's 3rd annual talent show. Each of the guys picked out of a hat to find out which of the Village People they will portray. They have been working very hard on their dance moves. They are having a great time although I think they like the fact staff will be dressing up and dancing right along with them. In May the guys are having a Mother's Day Brunch and they will be giving mom a special gift. Moms, hang on to your panty hose, you're going to love the gift. Come closer; want me to give you a hint? NOT, you're just going to have to wait. Now dad's they did not leave you out of the loop. In June for Father's Day your sons want to see how much you still got it. We have a Father's Day BBQ planned for you. Dads bring your tennis shoes! You have a basketball game to play. The Sons against the Dads.

The guys are starting to talk about vacation. They had a great time camping last year and are leaning toward that again this year.

This summer the guys will be going to a baseball game in Chicago. Christian (staff at the house) has donated White Sox tickets. Not sure who the Sox will be playing on the day they go, but I am sure the guys will have a great time.

As you can see for the next three months the Sullivan men are in for plenty of fun and adventures. I also want to thank each of the parents for their patience and warm welcomes as I transitioned into my position here at the house.



SUPPORTED SERVICES

April Supported Services Employee of the Month

Submitted by Emerson Caress

She is always dependable to her consumers, as well as to her fellow staff - she never calls off despite working 3 jobs. She has excellent communication skills with

not only her consumers, but with her co-workers and management as well. She keeps everyone informed of changes or issues about her consumers that others need to know to provide the highest level of care possible. She is a great team player – she helps out with everything that needs to get done at the house and helps keep the house running smoothly. She never argues about what needs to be done or whose job it is to do - if it needs to be done she just does it. She works well with the consumers at the house and puts their needs first.

That's why the April Employee of the Month is...

Mirian Brown!

The Supported Services Employee of the Month receives an In-Pact Entertainment Book worth hundreds of dollars in discounts at local establishments! As an added bonus, three of the Supported Services' Employees of the Month for this calendar year may attend the IN-ARF conference in Indianapolis next spring.

TRAINING CORNER



Submitted by Ruth Fields

Aging and Disability Issues

I get to hear a lot of stories about some of our consumers from people who knew them when they were just little kids. It started me thinking about the guys I started with at In-Pact almost 13 years ago. Of the 6 boys I worked with at one of our children's group homes, 4 have moved on to adult group homes or into supported living. The other two guys are within years of doing the same. It surprised me a little to realize how fast time passes.

The more years that go by, the more aging and our consumers have become a bigger issue. We have already started and will continue to have to make hard decisions about how to best support our consumers in their later years. May's monthly training will focus on the issues, concerns and strategies related to aging and people with disabilities.

Reasonable Suspicion Training

We will be having our annual Reasonable Suspicion Training for all supervisory staff on Wednesday, May 7th from 9:30 am to 11:30 am at the main office. Barbara Santay from the EAP will be presenting the training on recognizing potential alcohol or drug use while on the job.

PLEASE NOTE: Due to a conflict with a self-advocacy event, April's monthly training on Nutrition will be held on Monday the 21st from 5 - 7 pm & Tuesday the 22nd from 10 am-12 pm.

Friendship Union News

Friendship Union Meetings:

Tuesday, April 29th from 6 pm-8 pm

Tuesday, May 13th from 6 pm-8 pm

April's Training Opportunities

Tues, the 8th: Current Employee Review 4 pm-9 pm

Mon, the 14th: NEO 9 am-5 pm

Tue, the 15th: NEO 9 am-5 pm

Wed, the 16th: NEO Med Core A and B 9 am-1 pm

Thu, the 17th: NEO Crisis Intervention 9 am-5 pm

Thu, the 17th: NEO Crisis Intervention 9 am – 5 pm

Mon, the 21st: Nutrition and Healthy Eating 10 am-12 pm

Tue, the 22nd: Nutrition and Healthy Eating 5 pm-7 pm

May's Training Opportunities

Tue, the 6th: Current Employee Review 9 am-3 pm

Mon, the 12th: New Employee Orientation 9 am-5 pm

Tue, the 13th: New Employee Orientation 9 am-5 pm

Wed, the 14th: New Employee Orientation- Med Core 9 am-1 pm

Thu, the 15th: New Employee Orientation- Crisis Intervention 9 am 5 pm

Mon, the 19th: Aging and Disability Issues 10 am-12 pm

TIPS FROM TOM

Submitted by Tom Atchison

Put the consumer first: Put your consumer hat on for a minute and do a little reflection. Have you ever stood in a business, waiting to be served, while the person who's supposed to be waiting on you completes some paperwork, makes a phone call, performs some other duty- or worse yet, chats with a coworker? If you have, you know how frustrating it can be. The employee is putting his or her business before yours. The wrong person is doing the waiting. And saying "I'll be with you in a minute" doesn't cut it. That's just one of many examples of business people failing to realize that consumers are supposed to come first. And if you intend to be successful at work, you'd better not fall in the same trap.

Maybe you're thinking: This doesn't apply to me ...I don't deal directly with consumers. Well think again! Fact is, EVERYONE has consumers – whether they be members of the general public who patronize your business or other employees within your organization for whom you provide services. Your job exists because those consumers exist. Fail to serve them properly- put your needs before theirs- and they just might take their business elsewhere. And then elsewhere is probably where you'll be working. Not good! Remember: The only reason a consumer should wait for you to serve them is because you're serving another consumer. Even then, they shouldn't have to wait too long.

From the book "Start Right...Stay Right" by Steve Ventura

Planning for the Future:

On Wednesday April 30, 2008 Melissa Justice, the director of the Arc Master Trust, will be at the Lake County Library. She will be conducting an informational meeting for parents and relatives of persons with developmental disabilities. It will be held in Room A & L of the main library on 1919 W 81st Ave. in Merrillville. The meeting starts at 2:00 pm that Wednesday. You can learn more about planning for your child's needs after you are gone. You can also learn more about funding your own trust if you have a disability.

HAPPY APRIL BIRTHDAY

Audrey Simpson, Denise Coots, Nevonne Brent, Patricia Dawson, Perlean Fizer, Shirley Kersh, Wayne BeVan, Ray Giacomini, Kathy Bertrem, Debra Perry, Dave Williams, Valarie Porter, Mary Jane Lewis, James Hill, Birhanesh Nida, Protas Makimu, Wendy Crowley, Marva McAfee, Karen Parks, Sherri DiMarco, Margaret Nichols, Debra Lee, Shari Clifford, Diana Howard, Felecia Kubina, Lewis Bagley, Dionne Zamudio, Wendy Balentine, Sonja Smith, Cynthia Kretz, Angela Taylor, Kenneth Stewart, Jhanero Porter, Renee Upshaw, Karen Benedict, Donna Ann Tindall, Shawn Scheeringa, Demetrice Scott, George Kiarie, Starla Hill, Demetria Williams, Ben Link, Dennis Kabara, Sam Mehran, Angie Rojo, Natasha Robinson, Julissa Sandoval, James Ashe, Brandon Sheets, Chris Sheets