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GROUP HOME SERVICES

Submitted by Dana Rock

Sherwood

What's Going On!

Well we have been busy! Three consumers are in extended school year at Eagle Park this summer. One consumer is going to Day Camp at the YMCA. We have two consumers that are working the Summer Work Crew at In- Pact, and one consumer attending the Day Program at the Community Learning Program at the Club House.

So far this summer the guys have attended the Water park, Air Show, and went or participated in the Crown Point 4th of July Parade. Everyone attended the movie night at the new club house, and they all went on the Paddle Boats at Rogers Park. We have just over a month before the next school year starts.

We plan on going with Sullivan Group Home to Lincoln Park Zoo, and the Shedd Aquarium. We will be going to Wolf Park, and Fair Oaks Farm. Not to mention Lake County Fair Grounds. We are also in the process of transitioning a consumer to an adult home and replacing him with an eight year old from Merrillville. All this will take us into Fall and the start of school.

SUPPORTED SERVICES

August *Supported Services Employee of the Month*

Submitted by Emerson Caress

Of the Month is...

When we do our jobs right our consumer's come to rely on us. When we are the conduit to the outside world they do so even more. That's the way it is when you are working with a consumer who is blind and deaf, who communicates only by a specialized manual sign language, who has a developmental disability and an insatiable desire to explore his world, you become his eyes and ears, his entry into the world. When you go away you leave that consumer once again lost in a world very difficult to understand.

Recently one of our consumers was left this way when not one but two of his long time staff moved on to better opportunities leaving only two staff in the house who knew him well, and both of them worked nights. They knew how lost he would feel without familiar

staff so they changed their availability so he would have familiar staff with him when he was the most active. Despite the inconvenience it would cause in their life's they made the sacrifice to help their client through this difficult transition. That's the kind of caring sacrifice that makes this business so gratifying sometimes.

That's why the Supported Services Employee of the Month is for the first time split between two fine staff...

Marva McAfee and Alicia Spencer!

The Supported Service Employee of the Month receives a Gift Card for use at a local establishment! As an added bonus three of the Supported Service Employees of the month for this calendar year may attend the INARF conference in Indianapolis next spring.

Submitted by Ruth Fields

TRAINING CORNER

Meaningful Days and Consumer Choice

“Meaningful Days” refers to providing individuals with disabilities access and choice in their participation in activities and functions of community life that are desired by the general population. The term “day” does not exclusively denote activities that happen between 9:00 am to 5:00 pm on weekdays. What is included is purposeful and meaningful work; sustained opportunity for optimal health; self-empowerment; personalized relationships; skill development; and social, educational and community inclusive activities that are directly linked to the person’s goals and wants.

In-Pact recognized the need for providing meaningful days for the people we support with innovative opportunities such as Mega Thrift and the Community Resource Center (e.g. the clubhouse). People who were not happy with their previous day program choices now have found options that better suit their needs and desires. This is a tremendous effort on the part of In-pact in that many other organizations offer very limited choices for the people supported and if those people are unhappy, so be it.

September’s monthly in-service will examine hands-on what really are meaningful days and consumer choice. With the assistance of Heather Chopps, Director of Community Resources, and the staff at the clubhouse, you will get to see the concepts brought to life. Monday and Tuesday in-services will be held at the clubhouse.

Results from the In-service Training Survey

First, I would like to thank everyone who responded to the survey. From the results listed below, the majority of staff want to keep trainings as they are. A lot of positive responses were given in regards to the on-site training packet, which will be looked into further and hopefully developed soon.

81% Would attend trainings if they were within ten minutes of home. (57 agree)

80% Would complete training packet on-site and complete extensive open book test. (56 agree)

70% Prefer to keep in-services as they currently are. (49 agree)

46% Would attend a 4 hour block of training. (32 agree)

40% Think trainings should be held in either a 4 or 6 hour block. (28 agree)

26% Would attend in-service training on a Saturday. (18 agree)

16% Would attend a 6 hour block of training. (11 agree)

Friendship Union News

We want to give a HUGE thanks to the DaJuan, Paula and Katie from the Sullivan group home for their assistance at the 4th of July Parade.

Upcoming Meetings:

August: Monday the 18th 6pm-8pm

September: Monday the 6pm-8pm

SAVE THE DATE: *The 3rd annual Friendship Union Walk-a-thon will be held Saturday, October 4th at the Lake County Fairgrounds. Details will be forthcoming.*

September Training Opportunities

Tue, the 10th: Current Employee Review 4 pm- 9 pm

Mon, the 22nd: New Employee Orientation 9 am-5 pm

Tue, the 23rd: New Employee Orientation Med Core 9 am-1 pm

Wed, the 24th: New Employee Orientation 9 am-5 pm

Thu, the 25th: New Employee Orientation Crisis Intervention 9 am-5 pm

Mon, the 29th: Meaningful Days and Consumer Choice 10 am-12 pm at the clubhouse

Tue, the 30th: Meaningful Days and Consumer Choice 5 pm-7 pm at the clubhouse

August Training Opportunities

Sat, the 16th: Current Employee Review 9 am-3 pm

Mon, the 18th: New Employee Orientation 9 am-5 pm

Tue, the 19th: New Employee Orientation Med Core A and B 9 am-1 pm

Tue, the 19th: Management Training on Disciplinary Procedures 10 am-12 pm

Wed, the 20th: New Employee Orientation 9 am-5 pm

Thu, the 21st: New Employee Orientation Crisis Intervention 9 am-5 pm

Mon, the 25th: Relationship Building and Community Involvement 10 am-12 pm

Tue, the 26th: Relationship Building and Community Involvement 5 pm-7 pm



A friendly reminder from Toni:

To all management staff please doesn't forget to put your order in for your 2009 Planner/Calendar Also please let me know if you're going to need a desk calendar.

TIPS FROM TOM

Submitted by Tom Atchison

Safe Assumptions

Most people realize that making assumptions is bad and can get you into serious trouble. Nevertheless, as humans we tend to make them. So here are some safe ones... things you can feel ok in assuming

- The e-mails you send will be seen by more people than those they're addressed to.
- Things said "just between you and me " won't stay that way.
- The time you pick to take a long break or lunch will be the same time your boss looks for you.
- The "minor" rule you choose to ignore will be the pet peeve of the manager that catches you.
- Call in sick so you can do something else and you will be seen by someone who knows you should be working.
- Treat one consumer poorly, and ten people will hear about it including someone who has authority over you.
- Your ability to get "another job " will be directly related to how well you do on the job you have now.
- Whenever you think "no one will know, " someone will.
- Whenever you think "no one will care, " someone will.
- Whenever you think "it will never be missed, " it will.
- whenever you think you're as good as you need to be, you aren't.

From the book "Start Right Stay Right" by Steven Vent



The winner for the June 2008 Congratulations drawing is Kris Melsh from Sherwood Group Home. She won for her preparation and participation in the CARF Survey; submitted by Dana Rock

The drawing was done on July 8, 2008

In- Pact, Inc. would like to **welcome** the Following New Staff



Jasmine Williams / Habilitation Manger

Dezimon Alicea / Support Service Specialist

Jimmie Bluiett/ Support Services Specialist

Mikia Dillard/ Support Services Specialist

Chandra Pfeiffer/ Support Services Specialist

Jacqueline Shaw/ Residential Instructor

Rachelle Terreborne/ Support Services Specialist

Welcome Back Susan Whitten / Habilitation Manger

HAPPY August BIRTHDAY

Dawn Pruitt, Davida Stevenson, Kara Boester, Debbie White ,Colleen Hensel, Megan Lambert, Justine Pchelka, Edna Wallace, Anthony Stewart, Virginia Ladd, Steve Bazin, Matthew McKnight, Cathy King, Deborah Crawley , Tracy Honeycutt, LaTasha Williams, Kisha Smith, Jeanette Jarrard, Angela Woodley, Shannon Davis, John Gichachi ,Vicky Sliz, Deanna Christ, Sandy Swearengin , Amy Arnett, Tom Atchison , Lateash Janigan, Tom Alexander , Kenyattia Bostic ,Shannon Stewart, Ken McQueen

