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*This publication is to be distributed exclusively to all employees of In-Pact. For information in regards to this newsletter, contact Toni at the In-Pact office (219) 662-1905.*

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## GROUP HOME SERVICES

*Submitted by Peggy Buchanan:*

### VERMONT GROUP HOME

It's hard to believe that we are down to the last few weeks of 2008! For the most part, it has been a very good year at the Vermont group home. The worst thing we had to contend with was a flooded basement for a few days. But we didn't lose anything that couldn't be quickly replaced. We are grateful that everyone has been healthy and happy and that the few changes we've had have been positive ones.

Probably the biggest change for two of our consumers was the transfer from their day service of many years to In-Pact's C.L.P.C. It is such a joy to drop in and see them happily engaged in a variety of fun and meaningful activities. It is very obvious that it was a good move for them. Not only do they enjoy the baking/cooking; arts/crafts; exercise/yoga, etc. but the lower staff to consumer ratio allows them much more individual attention.

With Fall and Halloween came many parties and with Christmas just around the corner, we are anticipating many more. As we do each year, we are planning a dinner party for the consumers, staff and families on Dec. 20<sup>th</sup>. There will be lots of great food and gifts. The guys are also looking forward to the In-Pact party; the Alley Cats bowling league party and the Christmas dance at Scott School.

One of our young men has been in Georgia since before Thanksgiving and will be staying through the New Year. He is always so excited to make the plane trip and be able to spend the holidays with his family! All of the other guys went home to spend Thanksgiving with their families, also and will do the same for Christmas.

As we come to the end of another year, I would once again like to thank the Vermont staff for their dedication and all the many things they do to insure the safety, health and happiness of the five very special men who live and "grow" here.

The following is a quote by one of my college professors. I think it's a great rule of thumb for all of us who work or live with someone with special needs.

### "MacDonald's Law"

Given that we have limited tools with which to teach; teach individuals who have difficulty learning; quickly forget; and tend to practice what they have learned at the wrong place at the wrong time...



we must strive to teach skills that are functional; immediately useful; age appropriate and able to transfer across environments.

Dr. Stewart MacDonald  
Grant MacEwan College

Submitted by Emerson Caress:

## **December Supported Services Employee of the Month**

Since 2007 when she started with us she has maintained excellent communication with her managers. She has gone above and beyond her duties to ensure her consumer's health and hygiene. She makes sure that their bills are being paid, and when their groceries are getting low she gets them out to do some shopping. She keeps her manager informed when there is a problem in the house which isn't always a popular position with her fellow employees, but to her the consumers come first!

That's why the December Supported Services employee of the month is...

## **Angela Woodley!**

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 IN-ArF conference in Indianapolis next spring.



## **Consumer- Staff Forum**

Submitted by Tom Atchison:

On Saturday November 22<sup>nd</sup> we held a consumer-staff forum at our new clubhouse building in Crown Point. Approximately 40 consumers and staff attended this forum. There were people there from as far away as South Bend and Elkhart. We served turkey sub sandwiches, a variety of chips and all different kinds of soda pop. Those in attendance were able to ask questions of our senior management staff. Senior staff members who answered questions include Heather Chopps, our Community Resources Director, Cheryl Kriss, our Group Home Services Director, Steve Bazin, our Supported Services Director and Tom Atchison Associate Executive Director.

They fielded a whole assortment of question from the consumers and staff who were there. After a couple hours of questions and answer time, the movie "Superman Returns" was shown on the giant screen surround- sound theatre system that we have at the clubhouse. Of course, popcorn and treats were served during the movie. Everyone who attended seemed to enjoy the experience.



## TIPS FROM TOM

Submitted by Tom Atchison:

### Get with change

You no sooner learn and get comfortable with your job and boom, “they” change it. You’ve almost completed a project and wham, “they” decide to go back to the drawing board. You schedule your time to meet a deadline and whack, “they” move it up.

Sound familiar? Either you already have, or eventually will, come face-to-face with change and the frustrations that often accompany it. It’s inevitable- for all of us. And if you're looking to enhance your job success, the best advice I can offer is: GET OVER IT...ACCEPT IT ... DEAL WITH IT.. and even APPRECIATE IT !

When it comes to the old adage, “The only constant is change, ”truer words were never spoken- especially in the business arena. Organizations, today, operate at warp speed. To survive and prosper, they must respond quickly to changing conditions. Business people who lack flexibility place themselves in harm’s way. Don’t be one of them!

So how do you learn to deal with change effectively... and sanely? By continually reminding yourself that:

- Although the timing may sink, there's usually a good reason behind the changes you and others are required to make.
- Those requiring or dictating change ( typically managers) rarely control the circumstances they must respond to...and if they don't respond, you lose.
- Change helps you battle your competition and poor economic conditions. No change equals no progress.
- Everything you now enjoy was a “change” at one time.
- The fact that you must make changes means you're still employed.
- Your job is to do whatever the organization needs done. If that involves change, **so be it!**

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



### **For Your Information:**

As you probably know by now, TV as we know it will change next year as the airwaves go all-digital. Most stations now broadcast both analog and digital signals, but that will end February 17, 2009, when a new law requires them to transmit only digitally. Apply for a **\$40 coupon** that can be used towards the purchase of a TV converter box. The Federal government is offering US households up to two **\$40 coupons**...To get your coupons; you can call a toll-free number, 1-888-DTV-2009, and give them your name and address.

You can also visit a website, [www.dtv2009.gov](http://www.dtv2009.gov), to apply. The last day to request coupons is March 31, 2009, but there's no guarantee they'll be available at that late date if funding for the program runs out. The coupons are good for 90 days, and the federal government is supposedly timing coupon distribution to coincide with retail availability of the DTV converters. Many leading retail chains, including Best Buy, Circuit City, Kmart, Radio Shack, Sam's Club, Sears, Target, and



Submitted by Ray Giacomini:

It was suggested at the staff retreat held earlier this year, that staff might be more apt to participate in the Annual Holiday Raffle if we made the tickets available earlier than we have in the past, beating the rush of the holiday season and making it more timely and affordable.

The tickets are available NOW for you to purchase. Just \$ 10.00 each

This year's first place winner will receive a 50" Samsung Plasma Television. Second place will be a Kodak Digital Camera. Third and fourth prizes will be \$75 and \$50 cash.

Tickets can be purchased through Ray or Ann Peters.



Managers can take a group of tickets and distribute them to their staff or individuals can make the purchase themselves.

We hope you'll support the raffle this year. The money raised will of course, be dedicated to the new clubhouse which will benefit all the consumers we serve.

Thank you and good luck!!

### **Clubhouse News**

Submitted by Heather Chopps:

#### **Community Resources**

##### **Special Thanks:**

A special, albeit belated, thank you goes out to Robert Watson for all of his assistance with fundraising. Over the past few years, along with his staff Carl, Robert has raised thousands of dollars worth of cash and merchandise for the golf outings as well as the Walk-A-Thon. His efforts are greatly appreciated. Thanks again, Robert!

##### **Welcome Aboard:**

Congratulations and welcome to Vince Stefanelli. Vince was selected out of a large group of very qualified applicants as an Instructor for the Community Learning Program at the Clubhouse. He comes to the program with over 10 years of experience. We are confident that he will be a very valuable addition to the program.

##### **Hours/ Positions Available:**

Community Resources has part time positions available in both Lake and Porter Counties. Hours vary Mon-Fri between 7:00am-6:30pm and are between 5 and 15 hours per week. We have both temporary and permanent positions. If you need some extra day time hours (not to exceed 40 per week) please contact Heather Chopps at the office.

Community Resources also has some part time openings on the cleaning crew in Crown Point. If you know of a consumer that may be interested, please have them contact Heather Chopps at the main office.

### **Clubhouse News December 2008**

Submitted by Tracy Honeycutt:

The Clubhouse celebrated its first Thanksgiving with much success. All the consumers assisted staff in the preparations of their feast. Twenty-four staff and consumers were able to eat beyond capacity. The Crown Point Food Pantry donated much of the food. A huge thanks goes out to the pantry and John Curley. Without community support like this we would not be able to do many of the things we enjoy so easily.



Christmas is right around the corner and the Clubhouse is in the process of obtaining a Christmas tree and other decorations. The consumers have made many Christmas tree decorations. Everyone is welcome to come to the Clubhouse to share in the pride our

consumers feel when they look at all the hard work they put into the decorations. When discarding any decorations please keep in mind that we are always in need of any unwanted or unused decorations.

There is quiet chatter that the Clubhouse staff and the Mega Thrift store staff are developing a “virtually interactive” movie day. We are looking for themes and ideas. So far, “The Pirates of the Caribbean”, and “Star Wars” have been proposed. More to come on this later...

Finally, we again want to thank all those whose support and donations make our program successful and our consumers happy. We are still in need of coffee cans, egg cartons and empty foam trays.



In- Pact, Inc. would like to

the Following New Staff.

## **Supported Services**

### **New Hires**

Anthony Adams- Supported Serves Specialist  
Tiffany Bachan- Supported Serves Specialist  
Clarice Hobbs - Supported Serves Specialist  
Meghan Parker- Supported Serves Specialist  
April Perrin - **Supported** Serves Specialist  
Janice Wolfe- Supported Serves Specialist

## **Group Home**

### **New Hires**

LaCheryl Beeks- Residential Instructor  
Charles Bianchard- Residential Instructor  
Debra Givens- Residential Instructor  
Krystal Guajardo- Residential Instructor

## **Community Learning Program**

Vince Stefanelli - Instructor for Community Learning Program

Submitted by Ruth Fields:



### **Art and Other Alternative Therapies**

**This is a make-up of the training that was canceled due to illness:** Art therapy is a form of [expressive therapy](#) that uses art materials, such as paints, chalk and markers. According to the [American Art Therapy Association](#), art therapy is based on the belief that the creative process of art is both healing and life-enhancing. Art therapists use the creative process and the issues that come up during art therapy to help their clients increase insight and judgment, cope better with stress, work through [traumatic](#) experiences, increase cognitive abilities, have better relationships with family and friends, and to just be able to enjoy the life-affirming pleasures of the creative experience. Art therapy and other alternative forms of therapy such as music have been shown to help people with developmental disabilities cope, relax and become more engaged.

January's monthly in-service will be a part hands-on training using different art therapy activities that can be taken back to those we support. We will also discuss other alternative forms of therapy that can be utilized.

### **Management Training on Hostile Working Environment**

A representative from the Employee Assistance Program will be presenting a training on various harassment issues; a review of In-pact's policy on harassment and different ways of preventing situations from occurring. The training will be held on Thursday, the 22<sup>nd</sup> of January. This will be a very informative training that is pertinent for anyone in a supervisory role. Members of upper management will be at the training to answer any specific questions related to this topic as it applies to policies and procedures. Just a reminder: Management trainings are geared towards those in supervisory roles but are open to any employee.

#### **January Training Opportunities**

**Wed, the 7<sup>th</sup>: Current Employee Review 4 pm-9 pm**

**Mon, the 12<sup>th</sup>: New Employee Orientation 9 am-5 pm**

**Tue, the 13<sup>th</sup>: New Employee Orientation- Med Core A and B 9 am-1 pm**

**Wed, the 14<sup>th</sup>: New Employee Orientation 9 am-5 pm**

**Thu, the 15<sup>th</sup>: New Employee Orientation- Crisis Intervention 9 am-5 pm**

**Mon, the 19<sup>th</sup>: Art and Other Alternative Therapies 10 am-12 pm**

**Tue, the 20<sup>th</sup>: Art and Other Alternative Therapies 5 pm-7 pm**

**Thu, the 22<sup>nd</sup>: Management Training on Hostile Working Environment 10 am-12 pm**

#### **December Training Opportunities**

**Mon, the 8<sup>th</sup>: Current Employee Review 9 am-3 pm**

**Mon, the 15<sup>th</sup>: New Employee Orientation 9 am-5 pm**

**Tue, the 16<sup>th</sup>: New Employee Orientation- Med Core A and B 9 am-1 pm**

**Wed, the 17<sup>th</sup>: New Employee Orientation 9 am-5 pm**

**Thu, the 18<sup>th</sup>: New Employee Orientation- Crisis Intervention 9am-5pm**

**Mon, the 29<sup>th</sup>: Life Lessons 10 am-12 pm**

**Tue, the 30<sup>th</sup>: Life Lessons 5 pm-7 pm**



*Friendship Union December's meeting will be held on Monday the 15<sup>th</sup> from 6pm-8pm at the main office.*

We are having a special drawing for all of In-Pact direct support staff who read the news letter. If you would like to be entered into the drawing for a \$ 25.00 gift card to a restaurant or store of your choice, please call Toni Applegate by December 30, 2008 at 219 662-1905 and give her your name and work location.

**2009 Calendar/Planner:** If you have not ordered your 2009 planner / calendar please do so at this time, while supplies last this is for In-Pact Management staff only. **This is just a re-minder.**

### DECEMBER'S BIRTHDAY



**Journe Caldwell, Sharadada Coats, Louis Hudson, Ruth Fields, Ramona Tolbert, Barb Lopez, Krista King, Carol Whitlow, Shirley Robinson, Latoya Stanberry, Curtis Lewis, Debby Cichocki, Jenine Sherman, Scott Mehran, Mike Richie, Teresa George, Phillip Phillipov, Carolyn Mauk, Sharon Bell- Lewis, Da Juan Donald, Demon Emory, Robyn Bianco, Jerri Spear, Jodi Motley- Stewart**



Submitted by Ann Peters:  
A brief by line:

The generosity of the community during the holiday season is obvious by the many gifts brought in by just one of the local residents.

Just a reminder that there are still many names left on the Spirit Tree that you can take. Sharing your holiday spirit with a consumer means so much to them.



# Winter

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M G D H S C A R F F O E I E W  
 D K S E D F M I T T E N S C D  
 I X T U C D R B A W D L Z U U  
 O E S P N E H O L I D A Y S U  
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 C Y G D B S Z J D J U L Q N O  
 J N Y A E B L Q P A D E C H G

Boots	Frostbite	Jackets	Sled
Cold	Hat	Mittens	Snow
December	Holidays	Scarf	Snowman
Fireplace	Ice	Skiing	Winter