



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.

GROUP HOME SERVICES

Submitted by Dorothy Singleton

Berens

The ladies at Berens are looking forward to the year's activities. They are preparing for their mini-vacations, they are going various places; the Museum, Indianapolis Zoo, Dave & Buster's Circus, and Navy Pier again. We are also contemplating going back to Medieval Times. Two of the ladies joined the Challenger Baseball Team. Surprisingly, they really enjoy it.

Thanks to all my staff for a perfect State Survey. Yeah! In August we are having our yearly cookout for the families. September is our big gala birthday bash for the ladies. In November we will be hosting our Thanksgiving dinner for the families, and of course in December the Christmas and gift opening party. So, as you can see, we are going to be very busy this year.

SUPPORTED SERVICES

July *Supported Services Employee of the Month*

Submitted by Emerson Caress

She's been working here forever, we like to keep her with high -need people because she's always there; she's always there for her consumers, for her fellow staff and for her managers. She knows her stuff and she knows her consumers. She came back from her vacation early because she knew that one of her shifts was not covered, but that's just the way she is, thoughtful, knowledgeable, caring.

That's why the July Supported Services Employee of the Month is...

Nevonne Brent!

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.



Submitted by Ruth Fields

TRAINING CORNER

Relationship Building and Community Involvement

Many people with developmental disabilities lack in social connections. For each person, the reason may be different. For some it's part of the nature of their disability; others may not have the support needed to make personal connections. Regardless of the reasoning, it is a vital part of our work to assist the people we support to build appropriate relationships with others and become involved in their communities. The monthly training in August will examine ways staff can support and assist people in these areas.

Management Training

On Tuesday, August 19th, Tom Atchison, Cheryl Kriss and Steve Bazin will be presenting the management training on Disciplinary Procedures. This training will cover Policy and Procedures, documentation issues, unemployment possibilities and practical advice. The training will be from 10am-12pm.

Friendship Union News Friendship Union News

Upcoming Meetings:

Monday, July 14th 6 pm-8 pm

Monday, August 18th 6 pm-8 pm

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

July Training Opportunities

Tue, the 8th: Current Employee Review 9 am-3 pm

Wed, the 9th: Management Training- Managing Conflict 10 am -12 pm

Mon, the 14th: New Employee Orientation 9 am-5 pm

Tue, the 15th: New Employee Orientation- Med Core A and B 9 am-1 pm

Wed, the 16th: New Employee Orientation 9 am-5 pm

Thu, the 17th: New Employee Orientation- Crisis Intervention 9 am-5 pm

Mon, the 21st: Basics of Behavior Management 10 am-12 pm

Tue, the 22nd: Basics of Behavior Management 5 pm-7 pm

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



TIPS FROM TOM

Submitted by Tom Atchison

Follow the rules

Getting tired of following rules? Think there are way too many restrictions to remember and abide by? Well try imagining a world without rules. Picture driving your car without signals, signs, lane markers or traffic regulations...or playing sports with no time limits, no defined playing areas, and no fouls. Now, picture those same scenarios with rules- but each driver or player gets to pick and choose the ones he or she will follow and those that will be ignored. In both cases you'd end up with total CHAOS, not to mention unfair and dangerous conditions for the participants. Nope, rules aren't bad, they're good. We need them... we rely on them- in our private lives and at work. They provide stability and guidance. And they allow each of us to compete on a "level playing field."

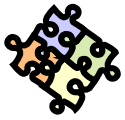
Most of the rules in your workplace represent nothing more than common sense and therefore may seem unnecessary. But, unfortunately, common sense isn't as common as we'd like to think. Too often, some yahoo, somewhere, does something stupid- forcing the organization to establish yet another written regulation for everyone to follow. That's okay, however, because rules help us stay on track and avoid dumb and counterproductive actions ourselves.

Successful people accept and understand three key concepts:

1. Rules typically exist for good reasons.
2. Employees are responsible for knowing and abiding by ALL of those rules.
3. If you think a rule is stupid or problematic, you try to get it changed but you never ignore it.

Avoid penalties. Win the game. Play by the rules

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



On Tuesday July 1, 2008 Joan Link the Social Services and Adult Foster Care Coordinator for In-Pact will be facilitating a parent support group meeting for all of the parents of In- Pact consumers. This meeting will be held at the In-Pact office in Crown Point at 12300 Marshall Street beginning at 6:00 P.M. We encourage all parents to come and share their experiences with other parents who may be in similar or identical circumstances that you have been in.

HAPPY July BIRTHDAY

Henry Meadows ,Veronica Johnson, Sukoluhle Chihaba, Gerelyn Winston, Lorraine Webber, Sarah Solley-Mead, Takesha Howard , Carlyn Johnson ,Tim Mejia , Peyton Grizzard, Samantha Baker, Justin Webster, Shameka Hicks, Noah Garza, Diane Del Rio, Joseph Karengo, Paula Lucas-Grafton, Carolyn Dancler, Sheila O'Dell, Sue Combs, Theresa Saager, Paul Davies, Mary Williams, Patrice Olive, Kara Weaver, Melissa Burrell, Traci Hardesty, Alexis Carneygee, Andrea Villarreal, Audrey Bowens, Jessica Rodriguez, Cora Hamel, Bianca Sutton, Eric Williams, Janet Helmick

Health & Safety Tip from

Emerson Caress

**Do not mix ammonia and bleach, it
will kill you quick!**