



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 Renee Tomerlin

200 East



It is hard to believe that another of summer is quickly approaching. The guys at 200 East have been enjoying the few nice days that we have had lately. Tom, Billy, and Bob are anxiously awaiting the prom on May 24th. The guys seem to love being all dressed up with a fun place to go. This year it will take place at the Chesterton Moose. Brian and Jimmy have both visited the zoo in Chicago already, and are planning an overnight excursion to Great America this summer.

Keith has stated that he would like to go to Chicago for pizza. The zoo will be in his future as well. All of the staff and guys have been working on yard work, including planting flowers and leaf and stick removal. The guys seem to take pride in their beautiful yard. All of us at 200 East are keeping busy and looking forward to all of the heat and humidity that is on our way! Thanks to all of the staff who are sincerely here for the consumers, and those who make a difference in their lives daily.



SUPPORTED SERVICES

June *Supported Services Employee of the Month*

Submitted by Emerson Caress

He has been an absolute gift to the Valparaiso Team. He never ever says no to anything. He watches his hours to avoid or limit overtime. He takes other shifts to help others avoid overtime. He has been driving from Valparaiso to the Crown Point Office to get one of his clients used to a new routine, and he has been instrumental in helping us deal with that client's frequent behaviors of late, and in the ongoing task of finding a resolution. Invariably polite, unerringly correct, and inevitably on time...

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

Patrick Nairn!

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.

TRAINING CORNER



Submitted by Ruth Fields

Basics of Behavior Management

Many of us work with challenging people. A lot of difficult behaviors are due to communication difficulties and almost all the behaviors we see are learned behaviors. It is important to the growth of the people we support to have a good understanding of why people do what they do and the best ways to handle those behaviors. The Basics of Behavior has been a regular part of the In-Pact training curriculum. Some staff may have gone through the original training; although it would have been years ago and most people could definitely use a refresher. Also, additional information has been added.

Managing Conflict

July's management training will focus on managing conflict on the job. Supervisors face many situations between themselves and staff; staff and staff; parents, etc. Being an effective supervisor means being able to recognize conflict and resolve it in a manner where all parties are satisfied with the result. Reminder: The management training, although geared towards those in a supervisory position, is open to any staff person.

Friendship Union News

Upcoming meetings:

Monday, June 9th 6 pm- 8 pm

Monday, July 14th 6 pm- 8 pm

June Training Opportunities

Mon, the 9th: Safety Training 10am-12pm

Tue, the 10th: Safety Training 5pm-7pm

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

Tue, the 17th: New Employee Orientation- Med Core A and B 9am-1pm

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

Thu, the 19th: New Employee Orientation- Crisis Intervention 9am-5pm

Thu, the 26th: Current Employee Review 9am-3pm

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 9am-5pm

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 10am-12 pm

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

TIPS FROM TOM

Submitted by Tom Atchison

Volunteer ... and
Show some initiative

Yep, here they are... you probably knew they were coming- the "V" and "I" words: *Volunteer and Initiative. They're two more factors leading to job success- and concepts that many people avoid like the plague.*

The rap on both is that they can lead to more work. Well, DUH! Yeah! Of course they represent more work. So what? Extra efforts is what increases your ability to make a difference... to develop, grow, and show what you can do. That's how you separate yourself from the rest of the pack. That's precisely why volunteering and displaying initiative are success factors.

Put yourself in a boss's shoes for a minute. Who are you more likely to identify (and treat) as a rising star- an employee who just does what he or she is supposed to or one who is always looking for additional ways to contribute? There's a no-brainer! Of course it's the person who seeks additional responsibility...the person who finds things to do rather than waiting for those things to find him or her.

Fact, is to be noticed, you have to do things that will get you noticed. Remember that the next time you see something that needs to be done; remember the next chance you have to volunteer for a special duty or project. Raise your hand, step forward, and say: "I'd like a shot at that." From going out of your way to pick up a piece of trash, to offering to stay late to help fill a consumer's request- just DO IT!

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

HAPPY June BIRTHDAY

Joan Link, Renee Tomerlin, Maurice Sanders, Lola Morgan, Virginia Twitdy, Renee Brazelton, Heather Chopps, Wallace Chatman, Carneta Brown, Dorothy Wilborn, Olga Chambers, Tiffanie McDonald, Heather Wolfe, Tina Heusing, Vince Stefanelli, William BeVan, Gail Hendershott, Christy Anderson, Ezekiel Battle, Tammy Beville, Brittany Barnes, Dovie Hogan, Michael Bomani, Fonda Baskins, Mirian Brown, Mariette Williams, Michael Ilonze, Tracey Malesa, Jennifer Doffin, Melody Richards, Marcetta Walton, Alison Willmore, Adenike Oloyede, Sengamo Sakana,