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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 Lori at the In-Pact office (219) 662-1905.*

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## GROUP HOME SERVICES



Submitted by Cheryl Kriss

The old saying, “March roars in like a lion and goes old like a lamb”, is how we expect to see our state surveyors behave when they arrive to complete the annual survey. Last year by the end of March, we had 5 annual surveys completed. When a surveyor arrives at the office, there is no fear factor that jumps up at us as we know that each of you continue to do your jobs and the surveyors will find our homes meeting the state and federal requirements. We continue to prepare for each new survey as soon as the last one is exited. Our efforts on behalf of our consumers are ongoing. Whenever we clean the houses, go to activities, complete behavior and medication reliability checks, complete ISP’s, run skill and behavior programs, record data, do PSR’s, prepare and serve nutritional meals, etc. we are preparing for the next survey. By staying on top of all the requirements of our positions, we are ensuring that our consumers are served in an exemplary fashion and our homes continue to be respected in the state. At the survey exit the surveyors always tell us what wonderful and welcoming staff we have. It makes me very proud of all the staff in the group home department to know that you are consistent professionals that continue to provide your consumers with excellent service. Thanks to each of you.

## From the H.E.R.O.S. Committee:

Submitted by Traci Hardesty

The Third Annual In-Pact Talent Show will be held on Saturday, April 5<sup>th</sup>, from 2-5pm at the Marian Center (St. Anthony’s Hospital). There is a \$5.00 entry fee. Consumers who are interested must sign up by March 14<sup>th</sup> by calling Traci or Sheila at the office. A dress rehearsal will be held on March 27<sup>th</sup> from 6-8pm **at the office**. We will have baked goods for sale during the show. If you would like to donate a baked item, please bring it to the office on Friday, April 4<sup>th</sup> by noon. Everyone is welcome to come and enjoy the talented folks that In-Pact proudly serves!

HEROS will be holding a bake sale during the Talent Show on April 5<sup>th</sup>. If you or the consumers and parents would like to donate a baked item, please bring it to the office on Friday, April 4<sup>th</sup> by noon. Please **do not** cut it, but bring it in a disposable container. Proceeds benefit the HEROS program and allow us to offer bigger and better events for our consumers.

# SUPPORTED SERVICES



## *March Supported Services Employee of the Month*

Submitted by Emerson Caress

She is always up-to-date with the information on her consumers; she is eager to learn to work with other consumers, to expand her knowledge and skill base. She works with one of the most challenging people we work with and does it in such a way that the consumer's parents love her. She is always anxious to share her knowledge with other staff and to help them do a better job.

While helping her consumers to the bus she fell, but in the Incident Report she worries about the safety of her consumers. She was hurt badly enough that she had to go on workman's comp. but she still would not sit still. She pestered her Manager so much that she finally gave her some filing to do at the office, but she won't be doing that anymore because she returns to regular employment **TODAY!!**

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

### **Angela Williams!**

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.

And ...

Special mention to Angela Taylor, one of our Assistant Managers, and her crew at 74<sup>th</sup> Street who have weaned one of our consumers down from 20 cigarettes a day to 6.

### **Way to go guys!**

## **TRAINING CORNER**

Submitted by Ruth Fields

### **Nutrition and Healthy Eating**

Sometimes we get so busy in our daily lives, we neglect to take care of ourselves the way we should. Instead of making the time to fix a healthy meal, we pick up something at a drive through window or we pop a frozen meal into the microwave. This is okay on an infrequent basis, but done regularly can lead to health issues.

How staff chooses to eat is not the concern, as much as what we are teaching and modeling for the people we support. We provide services to a handful of people who have specific dietary needs, such as being diabetic or having high cholesterol. It is extremely important that we educate ourselves on these issues to assist people in making choices that will benefit them. It is also important for those people who do not currently have specific dietary needs to maintain a healthy diet for their future health.



By request, April's monthly training will focus on Nutrition and Healthy Eating. We will explore what the USDA recommends as daily food needs (the food pyramid); specific needs related to different health issues; and how to make easy and healthy substitutes. Come hungry!! There will be an array of healthy food for people to try.

### **Friendship Union News**

*Monthly Meetings: Tuesday, March 18<sup>th</sup> 6pm-8pm; Tuesday, April 29<sup>th</sup> 6pm-8pm*

*Celebrating Disability Awareness Dance: Friday, March 28<sup>th</sup> from 6pm-8pm at the main office. We are coordinating with St. Jude House and instead of there being a cost to attend; we are having a non-perishable food drive. There will be a prize for the person who collects the most non-perishable items. Snacks and drinks will be provided.*

### **March's Training Opportunities**

**Fri, the 7<sup>th</sup>: Current Employee Review 9am-3pm**

**Mon, the 17<sup>th</sup>: NEO 9am-5pm**

**Tue, the 18<sup>th</sup>: NEO 9am-5pm**

**Wed, the 19<sup>th</sup>: NEO Crisis Intervention 9am-5pm**

**Thu, the 20<sup>th</sup>: NEO Med Core A and B 9am-1pm**

### **April's Training Opportunities**

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

**Mon, the 14<sup>th</sup>: NEO 9am-5pm**

**Tue, the 15<sup>th</sup>: NEO 9am-5pm**

**Wed, the 16<sup>th</sup>: NEO Med Core A and B 9am-1pm**

**Thu, the 17<sup>th</sup>: NEO Crisis Intervention 9am-5pm**

**Mon, the 21<sup>st</sup>: Nutrition and Healthy Eating 10am-12pm**

**Tue, the 22<sup>nd</sup>: Nutrition and Healthy Eating 5pm-7pm**

## **TIPS FROM TOM**

Submitted by Tom Atchison

Imagine this scenario: You're struggling to get your work done. Next to you is a coworker with a little extra time who has the knowledge and skills to help. Do you say to yourself: *He doesn't need to pitch in. It's not his job to help me do mine.* Or, are your inner thoughts more like: *He can see I'm falling behind. You'd think he'd offer to help bail me out!* No doubt, you'd be thinking and feeling the latter – hoping for, and perhaps even expecting, a little help. After all, you're all on the same team ... you're all "in this together" ... helping a coworker is ultimately serving the consumer and that's what you're there for. Right? Right!

Now reverse the story, *You're* the one with the ability to help, and next to you is a coworker who's struggling. What are you more likely to do? Answer honestly now. Are you more likely to offer

help or to look the other way? Hopefully, your first instinct would be to pitch in. And if that's the case, you're a "team player" – one of the key characteristics of a successful employee. Congratulations!

So if you're looking to get noticed, appreciated, and perhaps even promoted, look for opportunities to contribute to the success of the people around you. Share your talents and your time to help others learn, grow, and get through tough situations. Just make sure that helping others doesn't prevent you from getting your *own* work done.

By the way, if you happen to be the kind of person who *would* look the other way when someone needs assistance, consider changing your habits. Or at least fasten your seat belt – because what goes around will most definitely come around... backatcha. And you truly will be deserving of all the help you *don't* get!

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

## CONGRATULATIONS DRAWING

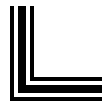
Sue Combs is the winner for March. Sue was nominated for juggling multiple issues in connection with incidents regarding a consumer during crisis management.



### HAPPY MARCH BIRTHDAY

**Dorothy Singleton, Selena Miller, Denis Bwimbo, Tina Gallo, Desa Walsh, Eddie Jones, Jane Dube, John Leouses, Jessica Tribble, Bill Price, Maxine Townsend, Gwen Smith, Terrie Rucker, Monique Hendrix, Jessica Brown, Caroline Young, Jelina Dow, Hope Medford, Latisha Bonds, Charles Frazier, Jennifer Howell, Dorothy Lofton, Michelle Smith, Melaku Gebru, Vaughn Louis, Nakeisha Hughes, Yvonne Lott, Raven Gordon, Winnie Coleman**

## SHARE IT CORNER



Wait until you see what you've been missing out on by not going to [zennioptical.com](http://zennioptical.com); single vision glasses from \$8.00!

Remember, your optician is required to give you a copy of your prescription if you ask for it; you do not have to buy your glasses from them. So get your prescription, have a friend measure the distance between your pupils, go to this site and order great glasses for as little as \$8.00. They also handle more complicated prescriptions, sunglasses and bifocals.