



---

*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 Sandy Phillips:*

News from 4<sup>th</sup> St.

The guys at the 4<sup>th</sup> St. group home have had an awesome summer! Everyone got a chance to go on a vacation. Some went to Indianapolis, some to Michigan and one to Tennessee. All the guys seemed to enjoy themselves very much. I would like to thank the staff who gave up some of their time to make sure vacations were possible; Geri Winston, Lasagna Ladd, James Hill, and Virginia Ladd. You guys are the best! They also went to the zoo, the water park, Michigan City, shopping, out to eat, The Lake County Fair, walks around Lake George and the mall.

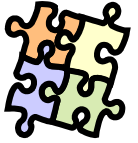
Now that summer is over it is time to watch the leaves fall off the trees and to keep warm. Before it got cold the guys had a BBQ and invited some of their friends and staff from the Forest Avenue group home. It was nice to see them again and everyone had a good time.

The guys went to a Halloween dance on Friday October 24<sup>th</sup>. They had a fun time dancing and can't wait till the next one. They are getting excited about the upcoming holidays and making Christmas list early.



Submitted by Cheryl Kriss:

It's raining, and raining more and suddenly there is water coming up the front walkway and into the basement. This was a reality recently for some of the group homes. In some homes staff were able to deal with the water as it entered the homes. Two homes were not so lucky and they had to evacuate



to the Club House. Berens was out for one night, while Vermont Street was out of their home for several days. Vermont had a basement full of water that had to be pumped out. .

One of the staff had her car in the driveway and the car too began to float and ended up being too wet to repair. All of the appliances, furnace and water heater had to be replaced. Through out this horrible event staff did what they had to do to keep the consumers safe. Vermont's staff consistently can be counted on to do the best job possible some even wading in knee deep water to get to the group home. Thank you especially Dorothy Pearson and Dorothy Traylor for the long hours you put in and the comfort you gave the consumers during the evacuation and setting up for the sleep over at the Club House and then later at the hotel. We really appreciate all the staff at Vermont Street.



Submitted by Judy Edwards:

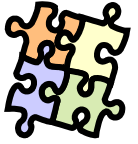
Congratulations to Jeff Urbanczyk and Michel Hall on their exchange of vows during a commitment ceremony on September 20, 2008. Many family and friends were present to witness the event. The bride wore a beautiful white dress as she walked down the cascading staircase into a garden setting on the lakefront. Jeff stood handsomely in his tuxedo by the gazebo watching his beautiful bride approach. Michel and Jeff have been with In-Pact many years and we were all glad to be a part of the wonderful day set aside to celebrate their journey together.

Submitted by Ruth Fields:

### Life Lessons

In early September, five self-advocates from the Friendship Union attended the national Self-Advocates Becoming Empowered (SABE) Conference in Indianapolis. Although this was an exciting privilege for everyone, it meant even more for one self-advocate, Ruben Torres. For him it was not only a chance to attend a national conference, but his first time getting to be a presenter, which was a fulfillment of one of his many dreams.

I was honored to get to see his dream come true as he spoke about his life and lessons he has learned along the way to a packed room. His presentation was set up as a question/answer forum. I truly felt that what he talked about was not only important for other self-advocates to hear but for all people to hear. So, for December's monthly training, we are building off of Ruben's initial presentation and he, and two other self-advocates/consumers, Christina Garza and Freddie Robinson, will be talking about



their experiences and life lessons. Although predetermined questions will be asked, attendees are encouraged to bring their own questions.

### ***Friendship Union News***

*The Friendship Union wants to thank everyone who helped make this year's Luau of a Walk-a-thon a great success. The walk was kicked-off by former Crown Point Mayor, Dan Klein. Local musician Josh Holmes, performed through the lunch time. The title sponsor for the event was BP through the Estrada and Fisher families. Food and soda were donated by the Crown Point Strack and Van Til store and water bottles were provided by Blue Moon Towing. Chicago Behavioral Consultants sponsored the luncheon and rest stop was sponsored by Dr. Lambert.*

*This year's walk included a raffle which was coordinated by Martha Marvel, Carl Bernacky and Robert Watson.*

*Altogether, the walk raised \$2,500. The money raised will be used to fund the Friendship Union's activities which include community awareness activities, state and national conferences and state training events.*

*Upcoming meetings: Monday, November 10<sup>th</sup> - 6 pm-8 pm*

*Monday, December 15<sup>th</sup> - 6 pm-8 pm- Christmas Potluck/Party*

### **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 9 am -5 pm**

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

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

### **November Training Opportunities**

**Wed, the 5<sup>th</sup>: Current Employee Review 9 am -3 pm**

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

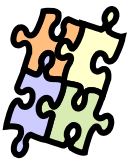
**Tue, the 18<sup>th</sup>: New Employee Orientation- Med Core A and B 9 am-1 pm**

**Wed, the 19<sup>th</sup>: New Employee Orientation 9 am-5pm**

**Thu, the 20<sup>th</sup>: New Employee Orientation- Crisis Intervention 9 am-5 pm**

**Mon, the 24<sup>th</sup>: Art and Other Alternative Therapies 10am-12pm**

**Tue, the 28<sup>th</sup>: Art and Other Alternative Therapies 5 pm-7 pm**



In- Pact, Inc. would like to

the Following New Staff.

## **Supported Services**

### **Promotions**

Supported Service has two new Assistance Managers  
Gregg Honeycutt and Sandy Swearengin

### **New Hires**

Shawn Johnson- Supported Serves Specialist  
Jennifer Popka- Supported Serves Specialist  
Blake Heckler-- Supported Serves Specialist

### **New Hires**

## **Group Home**

Willie Marks- Residential Instructor  
Tomeka Newson- Residential Instructor  
Kasey Jansma- Residential Instructor  
Jimmy Martinez- Residential Instructor

## TIPS FROM TOM

Submitted by Tom Atchison:

### **Keep your commitments**

Trustworthy. Dependable. Reliable. Do those words describe you? Would others say that your word is your bond? The answer to each of those questions needs to be resounding "yes" for success to be in your future (and your present).

Most successful people place a premium on keeping their promises and commitments. If they say they'll do something- whether "important" or seemingly insignificant - they remember it.... And they DO it. They count on the fact that people can count on them. And they understand that statements like " I was gonna, " " I meant to", and " I haven't forgotten" all translate the same way: I JUST DIDN'T DO IT! Those are excuses. They're close to meaningless. They're ersatz (look it up).

With the exception of the few unethical jerks out there, all people really do intend to keep "their word" and their promises. But good intentions alone won't take you very far. You get no "points" for them. Points come only when you deliver.

So, don't make promises lightly; don't make ones you can't (or really don't intend) to keep. And when you do make commitments to your boss, to consumers, or to coworkers, do whatever it takes to make good on them. Those people are expecting you to keep your word. Your reputation is at stake.... Your success is on the line.

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

Submitted by Emerson Caress:

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

A last minute change prevented the publication last month of our Supported Services Employee of the month so here it is!

She is always ready to help out, and her attitude is positive. I can't remember a time when she spoke a harsh word to a peer, or management let alone a client, and yet she is an effective advocate for the rights, health and safety of her clients. She reports problems with her clients and their homes to her Manager and she seeks out new experiences for her clients and they know that she cares about them, and she is there for them.

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

### **Starla Hill!**

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 Emerson Caress:

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

The rain is driving, the snow is falling, traffic is in a snarl, and do I worry about the safety of our clients on the van route? I do not. Because behind the wheel is a person who is cautious, and careful, a defensive driver with years of experience and a genuine concern for the clients in her care. This concern doesn't end at the van door either, she keeps a close eye on the condition of the van, it's cleanliness and safety insuring that her riders are safe, and comfortable on their long ride to work. If she wants a day off she arranges a replacement, and when something isn't right she speaks up.

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

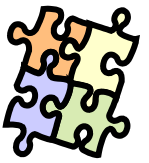
### **Penny Givens!**

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.

-----

## **New Assistant Managers**

Supported Services recently had the opportunity to promote two people to the position of Assistant Manager. Sandy Swearengin and Greg Honeycutt won out over a very strong field of applicants. The committee was very pleased by the many qualified people from the Supported Services and Group Home Departments



## **Consumer- Staff Forum**

We are going to have our first consumer- staff forum on Saturday November 22, 2008 at our new clubhouse building. CARF gave us the idea of having an open forum every once in awhile where consumers and staff could sit down with the upper administration of In-Pact and ask us question or give suggestions. At least four of the six members of our senior management team will be there.

We would like to invite all of the consumers, staff and householders of In-Pact to come and join us that day from 1:00 to 3:00 PM. We will be serving turkey sandwiches and cold drinks in honor of Thanksgiving. After the forum there will a movie for everyone to enjoy. We hope that some of your folks will be able to attend.

## **For Your Information:**



The winner of the drawing of our staff congratulations cards this month was Virginia Stokes. She won a \$ 25.00 gift card to a nice restaurant in the area.

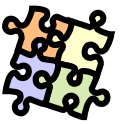
Congratulations to **Virginia Stokes** from 76<sup>th</sup> Group Home, on 8-15-2008 Virginia spent a day at the office helping us purge files and create a new filing system. Her name was submitted by Traci Hardesty. Thanks again Virginia for all of your hard work.

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 November 30, 2008 at 219 662-1905 and give her your name and work location.

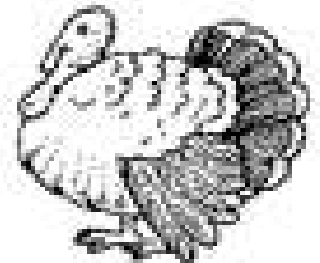
## **PARENT SUPPORT GROUP**

Submitted by Joan Link:

There will be a parent support group potluck at 6:00 P.M. on Thursday 11/20/2008 at the new clubhouse. Please encourage your parents to plan to attend. Please have them RSVP Joan Link and let her know what dish you will be bringing. We look forward to having our families come and tour the new clubhouse.

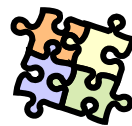


# Thanksgiving Word Search



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

AMERICA  
COLONY  
COOK  
CORN  
ENGLAND  
FALL  
FAMILY  
FEAST  
FREEDOM  
GRAVY  
HARVEST  
INDIANS  
MAIZE  
MAYFLOWER  
PIE  
PIGRIMS  
PLYMOUTH  
PUMPKIN  
SAIL  
SETTLERS  
SICKNESS  
SQUASH  
STUFFING  
THANKSGIVING  
TURKEY  
YAMS



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.

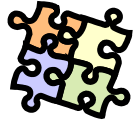
Thank you and good luck!!

**Happy**



**Birthday**

Jacob Elman , John Wilson, Michele Thomas, Peter Uchman , Veronica Hughes , Mary Ndungu, Kristine Melsh, Valerie Krolik, Dana Rock, Jewel Carlisle, Debora Krallman, Deborah Mosley , Sharon Staley, Marcus Polk, Alice Kalwinski , Dana Hesse, Ian Bussey, Virginia Stokes, Anna Reilly, Josephine Shannon, Lettica Bonner-Sanders, Maria Rodriguez, Angel Vinson, David Magonda, Loren Mangena, Keyana Lawrence, Nokuthula Zvandasara, Amanda Nelson



## Clubhouse News

Submitted by Heather Chopps:

The summer flew by after our June 16<sup>th</sup> grand opening. We spent the summer going to the fairgrounds, fishing, and playing basketball. Many of our consumers were able to enjoy the Rail Cats game and the Lake County Fair. The Open House was a wonderful way to show off all our consumers beautiful art work. The consumers also took great pride in helping create the palm trees for the walk-a thon.

Our Halloween party was a huge success due to everyone's efforts, time and the wonderful candy and pumpkin donations we received. A huge thanks goes out to everyone at the main office for taking the time out of their busy day to allow us to "trick or treat" throughout the main office building. Our consumers were over joyed with the excitement of the entire day.

Now, as we approach the end of fall, we have the winter holidays to prepare for and look forward to. Our consumers have already begun to help us plan a Thanksgiving feast that everyone will prepare and enjoy! Some consumers are anxious to get started on the Christmas celebrations and have inquired about whether or not we will be getting a Christmas tree.

The clubhouse staff would like to extend a sincere thank you to all those who have donated their time as well as supplies. Everyone's continued support and generosity has helped us be successful. We are still in need of egg cartons or foam containers for paint, coffee cans for art projects, and ceramics materials.

