



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 Betty Moody

76th Avenue News

"So glad summer is over"

This summer it was difficult to find interesting activities/outings for our guys, due to their busy schedule. The guys started the summer off working at In-Pact's work crew about a week after the end of the school year, and the guys started summer school the following week. The guys are back in school now and we had to settle for going on local activities and outings for our summer vacation. We attended In-Pact's Fun fair and took part in the 4th of July parade. The guys went to a Railcats' game, enjoyed local park picnics, and our guys took advantage of the passes to Deep River Water Park several times this summer. We went on a day trip to Indy to enjoy the Holiday Inn's indoor water park. Jonathan loved the hot tub.

Jonathan voiced an interest in continuing his bowling, which all the guys enjoyed as well. We saw some of the latest movies this summer, "Hell Boy II, the new Mummy movie, The Dark Knight, and Journey to the Center of the Earth." We attended the Lake County Fair on Disability Day. We all enjoyed the free rides and a variety of good foods. The Lincoln Park Zoo is an old favorite for the guys, which also included train rides, an animal merry-go-round and other fun rides the guys enjoyed. To top off our summer we attended the back to school picnic at Sullivan's group home. There was plenty of food and activities, such as a best tasting cake contest, basketball hoop throwing contest, water balloon contest, and musical chair. The following day Sullivan invited us to attend Disability Day at Jasper County Fair Grounds, which included helicopter rides, ride on a fire truck, police car, and big rig truck. All the above activities helped to give our consumers a very busy but fun summer.

SUPPORTED SERVICES

September ***Supported Services Employee of the Month***

Submitted by Emerson Cares:

She handled an incredibly difficult situation with professionalism and tact. She was attacked by a consumer in an incident that resulted in her receiving stitches yet went back to the house on her own time to show the consumer that she was not afraid and that there were no hard feelings. She continued to work there until we took her out and put her in a new house; where still rather new to that house she handled a hostile visit to the home with professionalism and integrity. Her documentation of this event was EXACTLY what was needed: Complete, specific, and objective.

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

Stephanne Altman!

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:

Effective Instructional Supports for People with Autism

In-Pact has been accepted to participate in the Autism Team Training series sponsored by the Indiana Institute on Disability and Community. Only 10 teams throughout the state were chosen. The training series is three 2 - day trainings over the course of three months. This is a wonderful opportunity for the agency and a great way to bring the most up-to-date information to all staff. October's monthly training will be on the information gained through the first two trainings. This training will cover effective instructional strategies, including an overview, instructional approaches and positive behavior supports.

Management Training: Follow-up on Disciplinary Procedures and Evaluations

On Thursday, October 23rd from 10 am-12 pm we will have a follow up to the August 19th management training. The same forum will be used to address disciplinary issues and discuss staff evaluations. Again, Tom Atchison, Cheryl Kriss and Steve Bazin will be leading the training.

Friendship Union News

The 2008 Luau of a Walk-a-thon will be held at the Lake County Fairgrounds on Saturday October 4th from 10:30 am-2 pm. There will be a raffle, luau games, lunch, a musical performance and much more. You can register by contacting Ruth Fields at the main office. As a special incentive for staff to bring in more participants, the Friendship Union will reward the In-Pact staff who has the most referrals with a \$200 gas station gift card- you can choose which gas station. On the registration form, is a section for people to write who referred them to the walk-a-thon.

The next Friendship Union meeting will be a work meeting on Saturday, September 27th at the main office from 10 am-2 pm. We will be putting together the decorations, t-shirts and signs. Lunch will be provided.

September Training Opportunities

Tue, the 10th: Current Employee Review 4 pm -9 pm

Mon, the 22nd: New Employee Orientation 9 am-5 pm

Tue, the 23rd: New Employee Orientation Med Core 9 am-1 pm

Wed, the 24th: New Employee Orientation 9 am-5 pm

Thu, the 25th: New Employee Orientation Crisis Intervention 9 am-5 pm

Mon, the 29th: Meaningful Days and Consumer Choice 10 am-12 pm at the clubhouse

Tue, the 30th: Meaningful Days and Consumer Choice 5 pm-7 pm at the clubhouse

October Training Opportunities

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

Mon, the 13th: New Employee Orientation 9 am-5 pm

Tue, the 14th: New Employee Orientation- Med Core A and B 9am-1pm

Wed, the 15th: New Employee Orientation 9am-5pm

Thu, the 16th: New Employee Orientation- Crisis Intervention 9am-5pm

Thu, the 23rd: Management Training on Disciplinary Procedures and Employee Evaluations 10 am-12 pm

Mon, the 27th: Effective Instructional Supports for People with Autism 10 am-12 pm

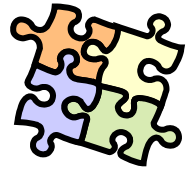
Tue, the 28th: Effective Instructional Supports for People with Autism 5 pm-7 pm



A friendly reminder from Toni:

To all management staff, please doesn't forget to put your order in for your 2009 Planner/Calendar
Also please let me know if you're going to need a desk calendar.

TIPS FROM TOM



Submitted by Tom Atchison

Work the hours you're paid for

Come in ten minutes before my starting time to get ready to work? Don't be ridiculous! "Shut down" ten minutes before my shift ends to get ready to leave? Hey, that's perfectly okay!

Sound familiar? Probably! There are more than a few people who share those thoughts. You might even have "a friend" whose mind works that way. What's up with that? I don't get it. Actually, I do get it...I just don't agree with it. And if your friend wants to be successful, he or she needs to do some rethinking.

Most organizations have the expectation that employees will begin working at their start time- and continue working (minus breaks) until the end of their scheduled hours. What a novel idea! If you really think about it, expecting people to actually work the hours they're being paid for is very reasonable and very fair. It's just like paying your auto mechanic for an hour's worth of labor: You expect your car to get the full hour of work, right? Sure. But look around... and maybe even examine your own occasional behavior. You'll find it doesn't always work that way.

Check out the "stragglers" – the people who wander in as the clock strikes their appointed hour. By the time they put their stuff away, fire up their equipment, hit the rest room, and grab a cup of coffee, ten minutes are shot. (That's compounded when they slide in a few minutes late.) And then, of course, there's the end of the day when many engage in the all-too- common practice of "preparing to leave" (i.e., shutting down ten or more minutes early in order to walk out the door precisely at the end of one's workday).

In both of the previous examples, employers are losing productive time that they're paying for... They're being shorted.

Now I've known a few people in my working lifetime who wouldn't think twice about ripping off "the company" for ten minutes here, fifteen minutes there. Ironically, those are the very same people who would pitch the biggest fit if ever shorted on their paychecks. Interesting, isn't it? By the way, that's called "hypocrisy"!

Imagine you have your own business and that you have two employees. One of them is productively working throughout her shift. The other regularly does his preparation (to start and to leave) on your time. Who will you rely on? Who are you going to train and promote? Who are you going to help be successful. I sure as heck know who it is for me!

So here's the deal: If you want to be successful, make sure you work- really (and proactively) work- the hours you're being paid for. Be willing to throw in a few extra minutes when needed and you'll stand out even more. It's that simple...it's that easy.

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

HAPPY September BIRTHDAY

Karen Allen, Beth Biggerstaff, Carl Bernacky, Tyne Adair, Cheri Hooten, Angela William, Starr Frohock, Zerbabel Agafari, , Kiryondrea Pellebon, Cheryl Kleckner ,Dorothy Humes, Andrew Foday, A'Rhonda Hickerson, Anthony Floyd, Rachelle Terrebone, Shannon Harvey, David Conner, Herb Grulke, David Johnson, Joseph Bukassa, Stephanie Altman, Shawna Dickson, Arthur Dillard, Ruth Altman, Michele Bryan, Grace Kariuki, Mikia Dillard, Penny Givens, Betty Moody ,Ryan Lumely ,Stephanie Bardley ,Cheryl Kriss

In- Pact, Inc. would like to **welcome** the Following New Staff



Support Services

Marquita P. Fuentes / Support Service Specialist
Janice Vesley / Support Service Specialist
Francine Lloyd / Support Service Specialist
Gregory Honeycutt / Support Service Specialist
Krista King /Support Service Specialist
Barb Lopez/ Support Service Specialist
Malisa Davis Support Service Specialist

Group Home staff

Cleo Hoskins / Residential Instructor
Rosetta Rucker / Residential Instructor
Dawn Davenport / Residential Instructor
Dawn Harrell / Residential Instructor

Vera Miller / Residential Instructor

