



---

*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 Cheryl Kriss:*

Spring is finally here and we are looking forward to a lot of warmer activities. Jonathan, who lives at 76<sup>th</sup> Ave., has been invited to a day of fishing on Lake Michigan for children with disabilities. Jon likes to fish and he may catch enough to have all his friends over for dinner.

Our department is progressing through our survey season. Already this year we have had 7 of the 9 expected surveys completed in our homes. It is always good to have a different look at the services we provide on a daily basis in order to help us see where we can improve. I am very proud to say that surveyors always exit the survey with positive things to say about the interactions they have had in our homes with our staff. Often the surveyors will say that the active treatment they saw in the home is the best they have seen in the state. That is something everyone can be very proud of as it speaks volumes of how you respect and treat our consumers. Thanks to each of the group home staff.

Coming up May 15<sup>th</sup> and 16<sup>th</sup> is the Tootsie Roll Drive in Merrillville. Our agency participates in this drive each year and the Knight's of Columbus give a large portion of the money donated back to our agency. It is enjoyable to take one or two consumers with you and sign up to stand in front of a store somewhere in Merrillville. The Knights provide a hotdog; chips and pop lunch for all the volunteers either before or after you fundraise. The community is aware of this fund raiser and generally seems to like to give money and get the candy in return. Please plan on signing up to help when the schedule comes out. The managers will soon have the schedule available for you to indicate your interest. Thanks again for all you do.



Submitted by Emerson Caress:

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

She works especially well with difficult consumers, she has excellent relationships with both them and their families and can act as a conduit between them and us. She has a ready smile and a kind word for everyone. She also volunteers to help out on special projects. She is professional, courteous, polite and dedicated.

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

## **Jennifer Popka!**

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 INARF conference in Indianapolis next spring.

## **Congratulations to the 56<sup>th</sup> ST. Running Team**

The 56<sup>th</sup> St Running Team won a great victory at the beginning of March, the victory we love most of all; they kept one of our consumer's safe. Despite rain, cold, dark of night, threats of imprisonment, verbal and physical abuse and the ineffectuality of the police, doctors and hospitals to help them, they kept going and working to insure the safety of a young man who seemed determined to do himself harm.

So congratulations:

Virginia Twidty  
Karl Smith &  
Sandy Swearingin

Nice save!

Quote on Respect:

Respect your fellow human being, treat them fairly, disagree with them honestly, enjoy their friendship, explore your thoughts about one another candidly, work together for a common goal and help one another achieve it. No destructive lies. No ridiculous fears. No debilitating anger."

-- **Bill Bradley**



## TIPS FROM TOM

Submitted by Tom Atchison:

### Respect

The second type of respect is the kind you EARN by your actions. This kind is different from the first, because it's based on who you are (the quality of your character) rather than what you are (a human being); it comes from behavior rather than mere birth. And since not everyone exhibits the same behavior and character, not everyone gets the same amount of this respect.

Want your judgment, opinions, and skills respected? Well, ya gotta earn that by demonstrating judgment, opinions, and skills that are respect-worthy. Want to be respected for dependability? Ya gotta earn that, too- by consistently BEING dependable. Feel it's important to be trusted? Yep, you guessed it- trust must be earned in order to be deserved. Finally, for leaders at all levels: Need the respect of your people in order to lead effectively? The response is the same - you must EARN it...by being a person of integrity!

If you're looking to hold a prominent place in the ranks of the truly successful, you must devote constant effort and attention to:

- Treating everyone with dignity, courtesy he or she deserves as a human being.
- EARNING the additional respect of character you need in order to succeed.

**R**ecognize the inherent worth of all human beings.

**E**liminate derogatory words and phrases from your vocabulary.

**S**peak with people- not at them... or about them.

**P**ractice empathy. Walk awhile in other's shoes.

**E**arn the respect of your coworkers through your behaviors.

**C**onsider others' feeling before speaking and acting.

**T**reat everyone with dignity and courtesy.

I'm not concerned with your liking or disliking me... all I ask is that you respect me as a human being.

~Jackie Robinson

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



In- Pact, Inc. would like to

the Following New Staff.

## **Supported Services**

### **New Hires**

Michaiaella "Mimi" Bryant- Supported Serves Specialist

LaTanya Jones- Supported Serves Specialist

Rodney Lee - Supported Serves Specialist

Evony Mabone - Supported Serves Specialist

Cami Smith - Supported Services Specialist

Amy Spencer- Supported Services Specialist

Katie Unwin- Supported Services Specialist

## **Group Home**

### **New Hires**

Amy Dines - Residential Instructor Sherwood

Steven Hemphill - Residential Instructor Heavlin

Holly Levin - Residential Instructor Heavlin

Clyde Outlaw - Residential Instructor 200

Eugenia Pelmer- Residential Instructor Forest

Tiffany Yorek- Residential Instructor Forest

Submitted by Ruth Fields:

## **Social Thinking**

Social thinking is required before the development of social skills and successful social interaction. Michelle Garcia Winner coined the term and received a Congressional award in 2008 for her development of social thinking as a treatment program. Individuals with autism spectrum disorders, ADHD, nonverbal learning disorder and similar challenges have benefited greatly from this treatment approach over ten years.

Successful social thinkers consider the points of view, emotions, thoughts, beliefs, prior knowledge and intentions of others. Social thinking is for most people an intuitive process. Most of us, very quickly, can determine the meaning behind the messages communicated by others and know how to respond to them. For persons on the autism spectrum and with similar challenges, social learning becomes the primary challenge of their lives. But this is not necessarily related to intelligence scores. Someone can score very highly on IQ tests and have quite limited social skills.



Social thinking strategies are being practiced, innovated upon and refined around the world. The term social thinking now encompasses many treatment programs, broadly described as "teaching social thinking and related social skills," that build the thinking processes behind successful and rewarding interactions. These strategies share common traits:

- They teach individuals how their own social minds work.
- They teach individuals the behaviors that are helpful to and those that are disruptive to others.
- They teach individuals which behaviors affect their own emotions, responses to and relationships with others across social contexts.

May's monthly in-service will introduce the concepts behind social thinking training and how it may apply to some of the people we support.

### **Upcoming Friendship Union Meetings**

***Monday, April 27<sup>th</sup> 6 pm-8 pm***

***Monday, May 18<sup>th</sup> 6 pm-8 pm***

### **May Training Opportunities**

**Mon, the 11<sup>th</sup>: Social Thinking Training 10 am-12 pm**

**Tue, the 12<sup>th</sup>: Social Thinking Training 5 pm-7 pm**

**Mon, the 18<sup>th</sup>: New Employee Orientation 9 am-5 pm**

**Tue, the 19<sup>th</sup>: New Employee Orientation- Med Core A and B 9 am-1 pm**

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

**Thu, the 21<sup>st</sup>: New Employee Orientation- Crisis Intervention 9 am-5 pm**

**Wed, the 27<sup>th</sup>: Current Employee Review 9 am-3 pm**

### **April Training Opportunities**

**Tue, the 7<sup>th</sup>: Management Training 10 am-12 pm**

**Mon, the 13<sup>th</sup>: New Employee Orientation 9 am-5 pm**

**Tue, the 14<sup>th</sup>: New Employee Orientation- Med Core A and B 9 am-1 pm**

**Wed, the 15<sup>th</sup>: New Employee Orientation 9 am-5 pm**

**Thu, the 16<sup>th</sup>: New Employee Orientation- Crisis Intervention 9 am-5 pm**

**Sat, the 18<sup>th</sup>: Current Employee Review 9 am-3 pm**

**Tue, the 21<sup>st</sup>: Personality Conflicts at Work 10 am-12 pm**

**Wed, the 22<sup>nd</sup>: Personality Conflicts at Work 5 pm-7 pm**



## Updated Guidelines for In-service Credit Beginning April 1, 2009

### What qualifies for in-service credit:

1. Attending any training offered through In-Pact
2. Attending any training through other organizations such as other service providers, Outreach, conferences, etc. with proper documentation
3. College courses with proper documentation
4. Reading a book related to the field of disabilities with proper documentation
5. Watching a movie related to the field of disabilities with proper documentation
6. Staff meetings that include some type of training with proper documentation

For numbers 2-6 above, proper documentation is the standard training sheet that includes the title of the training; location; trainer's name and signature; date of training; and hours of training must be attached. (All trainings offered through In-Pact supply necessary documentation.) This standard training sheet should be available through any supervisor or the Training Coordinator. **Trainings that do not include this sheet will be returned. This is a BQIS requirement.**

### How much in-service credit you get for:

1. In-Pact training: Hours indicated on standard training sheet
2. Attending any training through other organizations: Hours indicated on standard training sheet
3. College courses with proper documentation: In-service hours = credit hours
4. Reading a book: One in-service hour per 1 typed paged report or 1 ½ hand written report.
5. Watching a movie: One in-service hour per 1 typed paged report or 1 ½ hand written report.
6. Staff meetings: Hours indicated on standard training sheet

Outside of trainings held by In-Pact and staff meetings, staff are not paid or reimbursed for trainings done through other agencies or on their own.

### Quote on Respect:

"If you want to be respected by others the great thing is to respect yourself. Only by that, only by self-respect will you compel others to respect you."

-- **Fyodor Dostoevsky**

Submitted by: Ann Peters



**Tootsie Roll Industries**

## **ANNUAL TOOTSIE ROLL DRIVE**

This year, the annual Tootsie Roll Drive will be held on Friday, May 15 from 9:00 am to 5:00 pm and Saturday, May 16 from 9:00 am to 4:00 pm.

The locations are being finalized by the Knights of Columbus and we will be notified as soon as they have been confirmed.

As soon as we receive a confirmation of the locations, I will be sending out the schedule asking for your assistance and participation in getting all of the locations and times filled.

In-Pact has benefited from the drive for several years. The stronger our participation, the larger the piece of revenue we receive. So watch for my e-mail within the next week or so and plan to participate this year.

Ann Peters  
**Fund Development Consultant**

***YOU COULD WIN A DAY OFF WITH PAY FOR JUST 50 CENTS***

As you all know, the annual Tootsie Roll Drive is scheduled this year for May 15<sup>th</sup> and 16<sup>th</sup> in our community. In conjunction with the drive, we are holding a staff raffle that will earn one of our staff members a day off ***with pay*** just by taking a guess at how many Tootsie Roll items are in the jar.

We will be displaying a large container in the reception area and giving you an opportunity at 50 cents a try to guess the number of products in the jar.

The person guessing closest to the actual number of items will indeed get a day off with pay that they can enjoy anytime between June 1 and December 31<sup>st</sup> of this year.

Of course, days off, as always, must be approved by your supervisor and you must give a 2 weeks notice of the intended day off.

So watch for the Tootsie Roll jar and take your best shot. You can take as many guesses as you like. The jar will be on display until May 7<sup>th</sup> and the winner will be announced at the Annual Staff Retreat.

AND THE BEST PART: According to Ray Giacomini, if he guesses closest, he will forfeit to the next closest guess. And I promise you, Ray will have no knowledge whatsoever of how many items are in the jar. ONLY Herb and I will have access to that information.

So Good Luck...Guess Away.

Ann Peters



## HAPPY APRIL BIRTHDAY

James Hill, Angie Rojo, Jhanero Porter, Felecia Kubina, Dennis Kabara, Jimmie Bluiett ,Protas Makimu, Shirley Kersh, Debra Lee, Starla Hill, April Perrin, Nevonne Brent, Audrey Simpson, Sherri DiMarco, Shari Clillford, Vera Miller, Kasey Jansma, Karen Benedict, Cynthia Kretz, Sam Mehran, Brandon Sheets, Marva McAfee, Ben Link, Donna Ann Tindall, Diana Howard, Debra Perry, Mary Jane Lewis, Ray Giacomin, Demetrice Scott, Birhanech Nida, Karen Parks, Patricia Dawson, Kenneth Stewart, Denise Coots, Margaret Nichols, Sonja Smith, Perlean Fizer, Natasha Robinson , Janice Vesely, Dave Williams

### April Word Search Puzzle

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

APHRODITE  
 APRIL FOOL'S DAY  
 ARBOR DAY  
 ARIES  
 BASEBALL BEGINS  
 BIRDS MIGRATE  
 BLOOM  
 DAISY  
 DIAMOND  
 EASTER

FLOWERS  
 FOURTH MONTH  
 GOOD FRIDAY  
 PALM SUNDAY  
 PASSOVER  
 PLANTING  
 SPRING  
 SWEET PEA  
 TAURUS  
 WARMING UP



