

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: Dana Rock

The guys at Sherwood Group Home have been very busy the past few months. They have welcomed new staff, Jasmine Tate and Nathan Wigmore to the group home. During the winter months the guys went sledding and played in the snow a lot. Rob went to his Prom and he had an awesome time with his date. He also graduated and his graduation party was held at In-Pact's Clubhouse. There was a good turnout with family and friends attending.

Rob was working with the summer work crew at In-Pact's main office; he is saving his money preparing to move out of the group home. Rob also went to a Railcats game and he was very excited that they won. Joshua has been very busy, too. He joined the Boy Scouts which he learned a lot. He has earned several badges. He also attends the YMCA where he made a lot of new friends. He does a lot of neat things there. Josh attended a Railcats game and had lots of fun watching one of his favorite teams play.

Austyn is very busy....he loves fishing, the water park, playing in the sprinkler and going to various parks. This Sunday he will be going to Deep River Water Park to meet Sponge Bob; he is very excited about that. In two weeks he will be going to Autism Camp.

Russell learned how to ride a bicycle which was a fun learning experience. He enjoyed several ball games in the back yard, watching movies, going bowling several times a week and going to the watermark. Cody went bowling several times. He also went to the water park and enjoyed playing ball in the back yard. Joshua, Cody, and Austyn camped out in the yard. They made Smores and slept in tents. They all had a lot of fun.



Submitted by: Traci Hardesty

So far this year, we have had 8 of our 9 group homes surveyed. This has been the roughest survey year so far. We've had surveyors come from out of the area who haven't heard of In-Pact and our good reputation. The surveyors have been trained to look more closely at things they never used to worry about. As a result, our surveys haven't gone as well as they usually do. However, in the midst of all this, I am proud to report that 4th Street Group Home was surveyed this week and came out with no citations! Thank you to Sandy and all of the staff for a job well done. Keep up the good work!

Submitted by Emerson Caress:

August Supported Services Employee of the Month

Many people say they care for the people they work with but she proves it by her constant attention to detail. She goes over past med sheets to insure that medications are being passed correctly. She makes sure that there is plenty of food in the house. Her consumers always look clean and well dressed. She helps other staff to do a better job as well. She is respected by her peers, her clients and her superiors. And she writes some of the best shopping lists every seen in this agency.

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

Shirley Kirsh!

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.



TIPS FROM TOM

Submitted by Tom Atchison:

Ask for feedback

Two of the most important keys to job success are: 1) Keep doing the things you do well (your strengths), and 2) Correct the things you don't do so well (your weaknesses-a. k a. "developmental opportunities "). And in order to do both of those, you need to know exactly what your strengths and weaknesses are. To be sure, you'll want to periodically do a self-assessment on where you stand. But the best and most accurate information on your performance must come from others- from your boss, your coworkers, and your consumers.

If you happen to work in an organization where feed back is frequently provided to you, great! You're fortunate. Pay attention to what you hear and Act on the information. If you're like most folks; however, you'll need more performance evaluation data than is given you. That means you'll have to ASK for it.

Make a habit of posing the " How am I doing? "question to someone at least once a month. Solicit information from your manager, trusted coworkers, or a consumer you're serving. To pinpoint specific areas to work on, try asking:

"What one or two things can I do to be more successful?"

"What can I do to serve you better in the future?"

you'll be amazed at how many people will be more than willing to tell you what you need to hear. And when they do, be sure to thank them. They truly will have given you a gift.

Think asking for feedback is lame? Not all that interested in how you can do a better job? Then don't ask others' help. Hey, it's your call. Just realize that you'll be at a disadvantage of your own choosing. And those people that are willing to ask for- and act on- feedback will appreciate the fact that there's one less person competing with them for success!

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



Submitted by Ruth Fields:

How to be a Great Team Player

“But that’s not my job!”
“Why doesn’t Bobby ever pick up the meds?”
“Someone else can take him grocery shopping tomorrow.”

Obviously, those are not examples of how to be a great team player, although, most of us have heard things like this being said quite regularly. In this field it is vital to our consumers’ well-being to have a strong team to assist and support them. When just one or two staff on the team doesn’t measure up, the quality of services we provide can diminish. September’s monthly training will focus on traits of a good team player; how to increase team work within your place of work; and some fun, team building activities.

Friendship Union Meetings

Monday, August 10th 6 pm-8 pm

Monday, September 21st 6 pm-8 pm

Management Training

- The August Management Training will be held on Wednesday, the 26th from 10 am-12 pm and be lead by Heather Chopps.
- The September Management Training will be held on Wednesday, the 23rd from 10 am-12 pm and be lead by Steve Bazin.

Although the management training is geared towards supervisory staff, it is open to all employees.

In-Pact Parent Support Group

PLEASE NOTE CHAGE OF DATE:

The next Parent Support Group meeting will be held on Tuesday, the 11th from 6 pm-8 pm at the Clubhouse. This will be a potluck meeting with the meat and drinks provided. Part of the meeting will be an informational session on behavioral issues.

August Training Opportunities

Mon, the 17th: New Employee Orientation 9 am-5 pm

Tue, the 18th: New Employee Orientation- Med Core A and B 9 am-1 pm

Wed, the 19th: New Employee Orientation 9 am-5 pm

Thu, the 20th: New Employee Orientation- Crisis Intervention 9 am-5 pm

Mon, the 24th: Communication 10 am-12 pm

Tue, the 25th: Communication 5 pm-7 pm

Tue, the 25th: June’s NEO Review 10 am-12 pm (This is only open to employees who attended the June 2009 NEO).

Wed, the 26th: Management Training 10 am-12 pm

Thu, the 27th: Current Employee Review 9:30 am-3 pm



September Training Opportunities

Mon, the 14th: New Employee Orientation 9 am-5 pm

Tue, the 15th: New Employee Orientation- Med Core A and B 9am-1pm

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: Current Employee Review 9:30 am-3 pm

Tue, the 22nd: July's NEO Review 10 am-12 pm (This is only open to employees who attended the July 2009 NEO).

Wed, the 23rd: Management Training 10 am-12 pm

Mon, the 28th: How to Be a Great Team Player 10 am-12 pm

Tue, the 29th: How to Be a Great Team Player 5 pm-7 pm



In- Pact, Inc. would like to
Staff.

the Following New

Supported Services

New Hires

Shannon Andres- Supported Services Specialist

Connie Berry- Supported Services Specialist

Shalon Byrd - Supported Services Specialist

Darnita Clonts - Supported Services Specialist

Tannisha Johnson - Supported Services Specialist

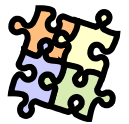
Benjamin Rose - Supported Services Specialist

Group Home

New Hires

Merieka Robinson - Residential Instructor Berens

Jason Smith - Residential Instructor Vermont



Winner of Congratulation Card Drawing:

Submitted by Heather Chopps:

Tina Webb congratulations on your outstanding work, in the month of June. Tina took it upon herself, to update all of the consumer's books; she even saved In-Pact money by finding used binders and dividers. This Initiative and Teamwork is Greatly Appreciated!



The following staff received congratulations cards that were placed in the drawing, Mike Ritchie, Lorraine Webber, John Szymkowiak, Diane Wilson, Dovie Hogan, and Tracey Honeycutt. Congratulations to you all for your outstanding work.



HAPPY August BIRTHDAY

Davida Stevenson, Kara Miller, Deborah White, Monique Kimp, Colleen Hensel, Sandra Mille, Megan Lambert, Justine Pchelka, Edna Wallace, Kathryn Hemphill, Anthony Steward, Virginia Ladd, Matthew Mc Knight, Cathy King, Steve Bazin, Tracey Honeycutt, Kisha Smith, Angela Woodley, Shannon Davis, Marquita Fuentes, John Gichachi, Deanna Christ, Amy Arnett, Tom Atchison, Lateash Janigan, Jennifer Popka, Tom Alexander, Phyllis Fulton, Kenyattia Bostic, Shannon Steward, Ken Mc Queen, Morris Sirleaf