



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 Peggy Buchanan

The staff at the Vermont group home are pretty proud this month and justly so. It was due to their team work and dedication to the young men that we serve that their home was awarded the trophy for "Group Home of the Month" for November. I have to say, it looks great above our fireplace and we hope to see it there again....and again!

Fall is always a busy time of year for the consumers at Vermont. Alley Cats bowling started up in September so every Saturday morning it's off to Hammond for league bowling. Mid-October brings hayrides and lots of Halloween parties and dances. The guys always have a lot of fun getting dressed up in their new costumes.

Thanksgiving has come and gone and all of the consumers were very excited to be spending it with their families this year. Of course, nothing beats the excitement of Christmas with all of the decorations to be put up; gifts to buy; cookies to bake and of course... MORE PARTIES! All of us look forward to In-Pact's great dinner and dance at Turkey Creek as well as our own festivities here at Vermont. This year our group home party will be on December 19th. It will be a time for consumers, staff and families to enjoy an evening of holiday food; exchange gifts and enjoy one another's company. Wishing everyone a safe and joyous holiday season and health and happiness in 2010!



The Sherwood group home was selected by the In-Pact group home management staff as the In-Pact group home of the month for October.

The Vermont Street group home was selected by the In-Pact group home management staff as the In-Pact group home of the month for November.



The Sullivan group home was selected by the In-Pact group home management staff as the In-Pact group home of the month for December.

Submitted by Emerson Caress:

December Supported Services Employee of the Month

Consideration, that's one of the things that makes an exceptional staff. Not just living your life in your own little bubble but taking a look around, seeing what needs to be done and doing it. This month's Supported Services Employee exemplifies this. She is extremely considerate and always offers her help to those around her who need it. You never have to worry about a consumer when they're in her care. The care she gives her consumers and help she gives her fellow staff mark her as an outstanding person. She volunteers her time to bring monthly paperwork to the office and when something needs to go out to Valparaiso she'll volunteer for that, too.

The December Supported Services employee of the month,

Amy Spencer!

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.



Entertainment Books 2009-2010

Submitted By Gloria Bodnar:

We already have the books in my office and I can begin taking your orders now. The books contain hundreds of 50%- off and two- for- one discounts offers on fine and family dining, fast food, movies, sporting events, special attractions and hotels. Cost is

\$ 20.00 this year.

Please call me at 662-1905 (Ext. 317) if you are interested in making a purchase, or stop by to see me. You can begin using the book immediately. This is one of our fundraisers.

Thanks
Gloria



TIPS FROM TOM

Submitted by Tom Atchison:

Think " health "

Expecting some self-help type lecture on getting and staying healthy? Forget it! This isn't about preachy lectures...it's about facts. And the fact are that healthy people typically are vibrant, have more energy and drive, display greater focus, experience less stress, and lose fewer days due to illness. The overriding fact: Health is a competitive advantage. It's yet another key to job (and personal) success.

Look around. Who are the successful people you know? How would you describe their physical conditions? Chances are they're healthy people...they take care of themselves. And that's not coincidence. Will you be able find exceptions to that if you look hard enough? Of course. But for the most part, health and success go hand-in-hand. There IS a connection between the body, mind, and spirit.

So if you're really serious about success, work on staying fit. While there's a ton of things you can (and probably should) do to improve your physical condition, the following three- the " RED" areas – are

REST

Make sure you get enough sleep. There's no way you can be at your best if you start your workday already tired.

EXERCISE

Engage in some type of physical activity (working out, walking, playing a sport, etc.) several times a week.

DIET

Eat well-balanced meals. Minimize the "garbage foods" (you know what they are) and limit your portions.

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



Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can." – John Wesley

Submitted by Ruth Fields:



Stress Management

December's monthly training will be presented by Supported Services Habilitation Manager Judy Edwards and Group Home Services Program Coordinator Susan Whitten. They will cover various Stress issues many of us and our consumers may face and ways to manage stress.

January Training Opportunities

Mon, the 4th: New Employee Orientation 9 am-5 pm
Tue, the 5th: New Employee Orientation- Med Core 9 am-5 pm
Wed, the 6th: New Employee Orientation 9 am-5 pm
Thu, the 7th: New Employee Orientation- Crisis Intervention 9 am-5 pm
Thu, the 14th: Current Employee Review 9:30am-3pm
Mon, the 18th: Stress Management presented by Susan Whitten and Judy Edwards 10 am-12 pm
Tue, the 19th: Stress Management presented by Susan Whitten and Judy Edwards 5 pm-7 pm
Tue, the 19th: November NEO Review 10 am-12 pm (This is only open to staff who attended the November New Employee Orientation.)
Wed, the 20th: Management Training lead by Sheila O'Dell 10 am-12 pm

December Training Opportunities

Mon, the 7th: Nutritional Cooking by Wilma King 10 am-12 pm
Tue, the 8th: Nutritional Cooking by Wilma King 5 pm-7 pm
Thu, the 10th: Current Employee Review 9:30 am-3 pm
Fri, the 11th: Management Training lead by Steve Bazin 10 am-12 pm
Tue, the 22nd: October NEO Review 10 am-12 pm (This is only open to staff who attended the October New Employee Orientation)



"A goal without a plan is just a wish." - Antoine de Saint-Exupery



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

Supported Services

New Hires
Shawn Harris
Mary Reeves
Rakeesha Robinson
Candice Edwards
Lynless Ulrich
Leah Worlie
Ollie Cornelius

Group Homes

Alissa Bell



Congratulation:

Joan Link on your promotion to Day Services Manager, **Holly Levin** on your promotion to Heavlin Group Manager, **Sharon Staley** on your promotion to Sullivan Group Manager, **Judy Edwards** on your promotion to Social Services Adult Foster Care Coordinator.

In-Pact Inc. would like to welcome: **Carolyn Washington-Thompson**, Carolyn is the New Habilitation Manager replacing Judy Edwards.

Winner of Congratulation Card Drawing:

Submitted by Holly Levin:

Tawanna Redmon congratulations on your outstanding work, on 11/11/2009 Tawanna shared some great ideas, showing some Team Spirit.

The following staff received congratulations cards that where placed in the Congratulation Cardbn drawing Max Mercer, Eddie Jones, Traci Hardesty, Colleen Hansen, Tiffany Yorek, Sharron Kimbrough, Valerie Krolik, and Diane Howard. Congratulations to you all for your outstanding work.



Submitted by Ray Giacomini:

It's time once again for the Annual In-Pact Holiday Raffle. Last year, with the support of our community and staff, we raised \$4,000, which was used to support the programs and services we provide to our consumers with developmental disabilities.

This year's grand prize winner will receive an LG 50 inch plasma HDTV. Second prize will be a Kodak digital camera. Third and fourth prizes are \$75 and \$50 cash.

Tickets are only \$10 apiece. All ticket stubs must be turned into Ray no later than Friday, December 18th by 11:30 am. The drawing will be held on Friday, December 18th 12:00 pm and you need not be present to win.

We look forward to staff support again this year. If you're one of the lucky winners, you'll be notified immediately following the drawing. For more ticket information, or to purchase tickets, see Ray or Ann.

All tickets must be turned into Ray by 11:30 AM on Friday, December 18th.
Good Luck.



With the price of gas going back up into the stratosphere, as a service to all of our staff, we will try to help you find gas stations in the area that sell their gas at cheaper prices than most other gas stations. You can go to the following web addresses

<http://www.garygasprices.com/>. http://www.gaspricewatch.com/default_V3.asp.



HAPPY December BIRTHDAY

Davis Lyle, Sharon Stanley, Lorraine Beron, Josephine Shannon, Alice Kalwinski, Clarice Hobbs, Virginia Stokes, Maria Rodriguez, Angel Vinson, Deborah Mosley, John Wilson, Jewel Carlisle, Tim McCalister, Dana Rock, Dana Hesse, Veronica Hughes, Connie Meadows, Michele Thomas, Valerie Krolik, Ian Bussey, Marcus Polk, Peter Uchman, Joyce Parrish, Rachel Stenberg, Keyana Lawrence, Jacob Elman, Steven Hemphill, Anna Reilly, Camie Smith, Amanda Nelson, Kristine Melsh, Katherine Johnson, Joy Dunbar

MERRY CHRISTMAS



