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GROUP HOME SERVICES

Submitted by: Traci Hardesty

In the first 20 days of January, parts of Lake County got a foot of snow and Valparaiso got approximately 27 inches. We had wind chill advisories, saw more ice than we ever thought possible and endured frozen fingers when the temperature dropped to 17 degrees below zero.

Suffice it to say, Mother Nature really let us have it! Schools were closed and workshops were opening late and dismissing early. Some staff weren't able to get their cars started and some went without power. For those of us in management, providing staff for our homes became a challenge. As is always the case in times of crisis, we had staff step up to the plate and make sure our homes were staffed and our consumers cared for.

We would like to extend a **BIG THANK YOU** to the staff that were able to come in during our chaotic weather, come in early, stay late and pick up extra shifts. Your efforts are noticed and appreciated!

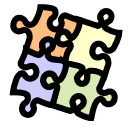
Submitted by Emerson Caress:

February Supported Services Employee of the Month

He came to us with no previous experience working with developmentally disabled adults. He stepped right into his position with a sometimes difficult consumer and worked well with him from day one. The behaviors that the consumer was displaying at a workshop that he has been at for many years stopped almost immediately. Since his responsibility is to take the consumer to the Clubhouse, he does most of his work there. The staff at the Clubhouse often speaks of things that he does to help them with the other consumers there. Staff from all three In-Pact departments have reported his good works.

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

Tim McCallister!



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:

Wisdom of the ages

If you gathered 100 experienced managers together and ask for their advice, they probably wouldn't say much about "completing values models" or "temporal rhythms." Instead, this is a good idea of what you'd hear:

"Don't be afraid of the phrase, I don't know."

If you don't know the answer don't try to bluff. If you're at fault, take the blame. If you're wrong, apologize. A wise person once said, "If you always tell the truth, you never have to remember anything."

"Never gossip." And if someone wants to gossip with you, politely say you're not interested. This corporate adage rings true: When someone gossips, two careers are hurt- the person being talked about, and the person doing the talking. "No task is beneath you." Don't think you are above anything. Be the good example and pitch in- especially if the job is one that nobody wants to do.

"Share the credit whenever possible."

Managers who spread credit around look much stronger than those who take all the credit themselves. "Ask for help." If you think you're in over your head, you are. Before it gets out of hand, ask someone for help- most people enjoy giving a hand. Besides saving yourself from embarrassment, you'll make a friend and an ally.

"Keep your salary to yourself." Discussing salary is a no-win proposition. Either you'll be upset because someone is making more than you, or someone will be upset with you.

"When you don't like someone, don't let it show." Especially if you outrank them. Never burn bridges or offend others as you move ahead.

"Let it go, "What shouldn't happen often does: You weren't given the project you wanted, you were passed over for the promotion you deserved. Be gracious and diplomatic...and move on. Harboring a grudge won't advance your career.

"When your right don't gloat,"The only time you should ever use the phrase "I told you so" is if someone says to you: "You were right. I really could succeed at that project."

From: The Manager's Intelligence Report



For Your Information:

February is Black History Month:

The story of [Black History Month](#) begins with historian [Carter G. Woodson](#). Woodson was passionate about black history. His passion, however, evolved in the most unlikely place. While working at a coal mine when he was twenty, the daily conversation of the black Civil War veterans often focused on interesting historical facts not recorded in history books. Woodson realized that despite the constantly evolving history of the African American experience, documentation was sparse.

In 1926, Woodson finally came across an idea that would forever associate his name with Black History Month. Negro History Week, as it was called by the black fraternity Omega Psi Phi, was a week in February dedicated to celebrating the achievements of blacks. Their celebration was somewhat stagnant until Woodson offered to put the Association's name behind the idea in February 1926. Woodson chose the second week in February because it marked the birthdays of Abraham Lincoln and [Frederick Douglass](#)

Here are just a few Celebrated African Americans

I was a man of many accomplishments – I was the first black to be a Chaplain in the U.S. Army, I served as Chancellor of Morris Brown College in Atlanta, in 1868 I was elected to the Georgia State Legislator, I was elected as the twelfth bishop of the A.M.E. Church, and I was a staunch advocate of African colonization. My name is...

- Richard Allen
- Absalom Jones
- Henry Phelps
- Henry McNeal Turner
- Hiram Revels

Otis Boykin

DOB: (1920 - 1982)

Major Accomplishments: He invented 28 electronic devices including the control unit for the pacemaker.

More information: [Otis Boykin](#)

Dr. Ben Carson

DOB: (1950 -)

Major Accomplishments: This neurosurgeon and professor led a medical team that became the first to separate Siamese twins successfully.

More information: [Dr. Ben Carson](#)

Dr. Charles Drew

DOB: (1904 -1950)

Major Accomplishments: Best known for his work with blood plasma, he helped set up blood bank. He also established the first blood bank in England. **More information:** [Charles Drew](#)

1st African-American Astronaut NASA

In June 1967, Robert Henry Lawrence, Jr. was named the first African-American astronaut, though he never made it into space. Several months later, on December 8, Lawrence died when his F-104 Starfighter jet, in which he was a co-pilot/passenger during a training flight, crashed at Edwards Air Force Base, California.

Answer to quiz: Henry McNeal Turner



Clubhouse News

Submitted by Heather Chopps:

I for one am thankful January is almost over! Despite the record-breaking cold, and the snow we accumulated at the clubhouse we were able to remain open. We only had one day closed due to the severity of the ice storm. I 'm sure I 'm not alone in wishing spring a speedy arrival!

We happily welcomed the return of one consumer who was away on an extended vacation. He was happy to get back into the groove of things as much as we were happy to see him again.

Our Interactive movie day went incredibly well. Our chosen theme was “The Pirates of the Caribbean”. All our consumers and staff enjoyed dressing up as pirates and some even tried to play the part. They made treasure chests in the art room, played pin the eye patch on the pirate, and enjoyed a feast fit for- well a pirate. Mr. John Wilson and the crew did a great job whipping up a ton of Shrimp Kabobs. He was even willing to grill in ankle deep snow and some pretty cold temps to ensure everyone's palate was satisfied.

We want to extend an extra thanks to the folks at Red Lobster for their incredibly generous donation. We also owe Lori a huge debt of gratitude for her hours of work. She spent her extra time creating a more than life size poster of John Wilson. All the consumers and even some of his crew really enjoyed pinning a patch on the Captain John Wilson (aka John Wilson) image.

Sincerely,

The Clubhouse Staff



In- Pact, Inc. would like to

the Following New Staff.

Supported Services

New Hires

Odessa Brice- Supported Serves Specialist
Bartholomew Eubanks- Supported Serves Specialist
La Sandre Polk- Supported Serves Specialist
Karl Smith- Supported Serves Specialist

Group Home

New Hires

Lorraine West- Residential Instructor



From the H.E.R.O.S. Committee:



We will be hosting a Mardi Gras Celebration on Friday, February 13th from 6-8 pm at the Clubhouse. Come and join us for dancing, King Cake and the crowning of the Mardi Gras King and Queen! The cost is \$2.00 per person. Space is limited so please RSVP to Traci at the office by 2-9-2009.

Submitted by Ruth Fields:

Every Penny Counts

Gas prices may not be over \$4 anymore, but the economy is not going to be perking up anytime soon. In addition, Indiana is having a 2% reduction in Medicaid programs, meaning all our consumers are facing even more difficulties with how to make do with a little less. Fortunately, there are numerous ways to save money when buying groceries, going out to eat and other recreational activities. March's monthly training will examine easy and fun ways to make the most out of these hard times for both the people you support and you.

Friendship Union News

Upcoming Meetings:

Monday, February 23rd 6 pm-8 pm

Monday, March 30th 6 pm-8 pm

February Training Opportunities

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

Tue, the 10th: New Employee Orientation- Med Core A and B 9 am-1 pm

Wed, the 11th: New Employee Orientation 9 am-5 pm

Thu, the 12th: New Employee Orientation- Crisis Intervention 9 am-5 pm

Tue, the 17th: Current Employee Review 4 pm-9 pm

Mon, the 23rd: Sensory Processing Disorders 10 am-12 pm

Tue, the 24th: Sensory Processing Disorders 5 pm-7 pm



March Training Opportunities

Mon, the 16th: New Employee Orientation 9am-5pm

Tue, the 17th: New Employee Orientation- Med Core A and B 9am-1pm

Wed, the 18th: New Employee Orientation 9am-5pm

Thu, the 19th: New Employee Orientation- Crisis Intervention 9am-5pm

Mon, the 23rd: Every Penny Counts 10am-12pm

Tue, the 24th: Every Penny Count 5pm-7pm

Wed, the 25th: Current Employee Review 9am-3pm



Happy February Birthday

Sealan Woods, Chandra Pfeiffer, Keisha Hudgins, Chris Fern, Judy Edwards, Mai Pittman, Loretta Crowley, Alicia Spencer, Monique Smith, Jennifer Teske, Felicia MaBone, Rose Coy, Sandra Kimbrough, Mikias Agafari, Debra Fuller, Arthur Perry, Kim Bandy, Nekesha Lockwood, Gwen Robinson, Brenda Lenoir, David Jimenez, Kathleen Huber, John Mashala, Tina Webb, Etta Davis, Lasagna Ladd, James Martinez, Norris Wilburn, Harry Turner, Kay Holder, Phillip Mhlanga, Denise Chambery, Robert Jackson, Matt Lungwitz,

Test your Knowledge of In-Pact

1. What year was In-Pact founded?

1. 1980
2. 1908
3. 1976
4. 1999

2. Myth or Fact

Persons with disabilities have a higher job absentee rate.

1. Myth
2. Fact

3. How many In-Service hours are required per year for group home staff?

1. 24
2. 15
3. 20
4. None

4. Staff should only use Universal Precaution when they feel it is necessary.

1. T
2. F

Answers

1. 1980 2. Myth 3. 24 4. F

