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GROUP HOME SERVICES

Submitted by Mike Ritchie:

Heavilin Group Home January 2009

The year 2008 had a great finish for the Heavilin Group Home boys! Randy, Noel, and Zack qualified downstate in Special Olympics swimming in October and all three returned with medals. They also have been in a Special Olympic bowling league and competed in Indianapolis at the beginning of December. Zack and Noel both brought home Bronze Medals and Randy finished fourth. Beginning in January the three will be playing basketball for the Porter County Special Olympics.

The school year has gone very well for the Heavilin boys. Denny, Noel and Zack are at Valparaiso High School and are active in the Hope Club. They attended a hoedown in November at the high school and Danny especially enjoyed the Square Dancing and Line Dancing. Randy, Zack and Noel also went to an excellent Christmas Breakfast and play at the Crosspoint Church in Crown Point that all of the group homes were invited to. Zack is happy at Thomas Jefferson Middle School and looks forward to activities at the YMCA after school.

Christmas was very special for Matthew. His mother lives in Virginia and she visited him in December and he got to see his brother and baby sister. All of the group homes boys were able to spend Christmas with their families.

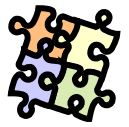
Submitted by Emerson Caress:

January Supported Services Employee of the Month

He's only been with us since July but he's done an awesome job. Working at Jackson ST, he's taken on a new consumer with TBI. He helped him to understand the limits and the possibilities of our services. He is frequently willing to take on shifts and is very popular with his consumers and fellow staff. He creates a positive and peaceful atmosphere at the work sites and keeps in close communication with his Manager and Assistant Manager.

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

Jimmie Bluiett!



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:

Be considerate of others

Don't know about you, but I've got a real problem with inconsiderate people. You know them- they're the ones who behave like the workplace is an extension of their homes. These are the people who leave messes for others to clean up (or live with), play the music they like (which some others hate) way to loud, hog equipment as if no one else's work matters, expect others to immediately respond to their every need... and exhibit a bunch more selfish and inconsiderate behaviors.

See, here's the deal: the workplace is shared environment. That means everyone has the same rights as everyone else- including not having to accept or endure the personal preferences (or disturbing behaviors) of others....and yours.

You're not the only person in the world, so don't act like it. Instead, enhance your success at work by building a reputation for being a thoughtful, considerate coworker. How? By doing things like:

- Cleaning up after yourself.
- Sharing- not monopolizing- equipment and resources.
- Filling the copy machine with paper for the next person- even though there were a few sheets left when you finished.
- Restocking (or letting the appropriate person know) when you take the last of supplies.
- Keeping your music and your voice down.
- Respecting others' time by not interrupting them – and not expecting them to serve your every need" on the spot."
- Immediately stopping behaviors that coworkers tell you are disturbing.

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



For Your Information:

As you probably know by now, TV as we know it will change next month as the airwaves go all-digital. Most stations now broadcast both analog and digital signals, but that will end February 17, 2009, when a new law requires them to transmit only digitally. Apply for a \$40 **coupon** that can be used towards the purchase of a TV converter box. The Federal government is offering US households up to two \$40 **coupons**...To get your coupons; you can call a toll-free number, 1-888-DTV-2009, and give them your name and address.

You can also visit a website, www.dtv2009.gov, to apply. The last day to request coupons is March 31, 2009, but there's no guarantee they'll be available at that late date if funding for the program runs out. The coupons are good for 90 days, and the federal government is supposedly timing coupon distribution to coincide with retail availability of the DTV converters. Many leading retail chains, including Best Buy, Circuit City, Kmart, Radio Shack, Sam's Club, Sears, Target, and

Clubhouse News



Submitted by Heather Chopps:

The clubhouse celebrated several more “firsts” in December. It felt like the month just flew by with all the activities going on. The consumers from Mega Thrift came over for a field trip to the clubhouse and spent the afternoon making stockings, Christmas tree decorations and watching “How the Grinch Stole Christmas”. The consumers also participated in a name draw so they could be a “Secret” Santa to other consumers. Many expressed great excitement about buying gifts and the gift exchange at the party they knew we would be having. Our Christmas tree was decorated all month long with our consumer’s fantastic arts and crafts decorations.

Many rehearsals were held so the consumers could dazzle visitors with their caroling ability; despite the weather causing one postponement our caroling was successful. The consumers worked diligently all morning to provide scrumptious cookies and treats for our appreciative guests from the main office. We definitely want to make that a yearly tradition!

We received so many generous donations for our party we would like to again extend our deepest appreciation to John Curley of the Crown Point Food Pantry. He donated several turkeys and a large



quantity of supplies needed to create our wonderful Christmas Dinner. On the day of our party we had a surprise visit from Santa who happily dispersed Christmas presents among the many delighted consumers.

As December winds down and we look forward to the New Year, we are excited to begin planning spring activities and we are always excited to hear of any ideas to help us along. Of course we continue to enjoy our Wednesday Yoga Classes and soon we will be adding Low Impact Aerobics Classes to our schedule. We will also start using the kiln for ceramics crafts. We would like to welcome our newest Instructor Vince Stefanelli; we're sure he will be a wonderful asset to our team and program. Again, many thanks to those whose generosity and support ensure our success!

Sincerely,

The Clubhouse Staff



In- Pact, Inc. would like to

the Following New Staff.

Supported Services

New Hires

Lara Blanchard- Supported Serves Specialist

Monique Kimp- Supported Serves Specialist

Lucia Yednak- Supported Serves Specialist

Cheryl Scott- Supported Serves Specialist

Group Home

New Hires

Erin Chick- Residential Instructor

Samantha Harris- Residential Instructor



Congratulations Winner on October 10th 2008 Shannon Davis assisted one of the consumers from the Crown Point Apartment with his meaningful activity planner & helped to increase his quality of life. Her name was submitted by Ruth E. Fields, **Bravo** Shannon Davis!

The winner for the drawing for reading the News Letter and calling into the office to say that she read it is Virginia Stokes from the 76th group home.



Submitted by Ruth Fields:

Sensory Processing Disorder

Sensory processing is a term that refers to the way the nervous system receives messages from the senses and turns them into appropriate motor and behavioral responses. Sensory Processing Disorder (SDP) is a condition that exists when sensory signals don't get organized into appropriate responses. Pioneering occupational therapist and neuroscientist A. Jean Ayres, PhD, likened SPD to a neurological "traffic jam" that prevents certain parts of the brain from receiving the information needed to interpret sensory information correctly. A person with SPD finds it difficult to process and act upon information received through the senses, which creates challenges in performing countless everyday tasks. Although SPD is found mostly in people with the diagnosis of autism, it is not exclusive to the diagnosis. February's monthly In-Service will examine SPD, how it can affect behaviors in people we support and ways to manage the disorder.

This is also a good time to introduce the Life Enrichment Team (L.E.T.). Back in October, Judy Edwards, Joan Link, Sheila O'Dell and I were given the opportunity to go through the Autism Team Training by the Indiana Institute on Disabilities of I.U. Bloomington. We attended three 2 day trainings over the course of three months to become what the Institute terms an "expert team" on Autism. As part of this training, we formed L.E.T. and developed goals and a plan to utilize what we had learned to better our agency and communities. Part of this was started in late October with the monthly In-Service on Meaningful Days, which is one of the major components we are focusing on. The second area of focus is on SPD, which will be discussed in much detail at the February monthly In-Service. In next month's Newsletter, I will go into more detail of the plans and goals of L.E.T.

Friendship Union News:

The Friendship Union would like to thank everyone who helped with the Spirit Tree this year. Because of your assistance, over 30 consumers had a Christmas experience they would not have had without you. Your help is greatly appreciated.

*Upcoming Meetings: Monday, January 26th from 6 pm-8 pm
Monday, February 23rd from 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



January Training Opportunities

Wed, the 7th: Current Employee Review 4 pm-9 pm

Mon, the 12th: New Employee Orientation 9 am-5 pm

Tue, the 13th: New Employee Orientation- Med Core A and B 9 am-1pm

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

Thu, the 15th: New Employee Orientation- Crisis Intervention 9 am-5 pm

Mon, the 19th: Art and Other Alternative Therapies 10 am-12 pm

Tue, the 20th: Art and Other Alternative Therapies 5 pm-7 pm

Thu, the 22nd: Management Training on Hostile Working Environment 10 am-12 pm



Happy Birthday January

Koneraad Adams, Stanley Kalwinski, Virginia Stewart, Jasmine Williams, Gloria Bodnar, John Szymkowiak, Armeta Rutledge, Brenda Smith, Wilma King, Twanna Redmon, Sandy Phillips, Sarah Burrell, Rhonda Woodley, Kelli Gail, Katie Rock, Lauren Ward, Bemnet Kidane, Zereida Lee, Freddie Mullins, James Wright, Rebecca Chisnell

Submitted by: Ray Giacomin & Ann Peters

Thank you to all the individuals who purchased tickets for our Annual Holiday Raffle.

This year we sold 430 tickets and made a profit of \$ 2,600, an increase of \$ 200 over last year.

The winner of the \$ 1,500 television was Tom Van Prooyen. Our own Judy Edwards won the camera valued at \$ 150 and cash prize winners were Brooke Templin (\$ 75) and Bill Mendoza (\$50)

We appreciate your support of the raffle and look forward to your support again next year.



Submitted By: Herb Grulke

On behalf of myself and the entire In-Pact board of directors, I would like to extend our gratitude for the loyalty and commitment to those that we serve for the following employees who we recognized at the holiday party.

2008 Anniversary List

5 Years:

Karen Benedict – Community Resources
Jewel Carlisle – Support Services
David Magondo- North Central
Patrick Nairn Supported Services
James Van Nevel- 200 East Group Home
Cheryl Kriss- Administration / Group Home
Joan Link- Administration
Carole Johnson- Community Resources / Supported Services
Keiva Pickett – Supported Services
Kisha Smith- Supported Services
Alice Kalwinski- Community Resources / Supported Services
David Comer- Community Resources / Supported Services
Shirley Kersh- Supported Services
Peter Uchman- Supported Services
Freddy Cruz- Supported Services
Tina Gallo- Sherwood Group Home
Marva McAfee- Supported services
Donna Tindall- Supported Services
Dave Williams- Forest Group Home
Jessica Rodriguez- Supported Services
John Wilson – Community Resources
Debra Cichocki- Administration
Ruth Altman- Supported Services
Jelina Dow- Supported Services
Perlean Fizer- Supported Services
David Johnson- Supported Services
Gail Hendershott- North Central
Veronica Johnson- Supported Services
Carlo Whitlow- Supported Services



10 years:

Benjamin Link – Forest Group Home
Heather Chopps- Administration/ Community Resources
Deborah Foster – Forest Group Home
Sue Combs – Supported Services
Steven Bazin - Administration / Supported Services
Carneta Brown - Vermont Group Home
Cheryl Kleckner – Supported Services
Sandra Swearengin- Supported Services

20 Years:

Emerson Caress- Administration/ Supported Services

25 Years:

Lynn Phillips- Administration

In addition the following employees received Meritorious Performance Awards for extraordinary service and performance.

Betty Moody
Katie Rock
Dorothy Humes
Joann Arnold
Sandy Phillips
Tracey Honeycutt
Denise Chambery
Fern Johnson
Hope Mefford
James Van Nevel
Sandra Kimbrough
Felicia MaBone
Jelina Dow
Maria Shea

