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GROUP HOME SERVICES

Submitted by Starr Frohock:

So far, the winter season has had its ups and downs here at Forest. For the holidays, 4 of the guys went home to be with their families, and the one who didn't go home got to enjoy the holiday with a staff member and their family.

One of the guys had a health issue that kept him out of school for about a month, but he is now back in school and doing fine! Everyone has been trying to keep busy during the cold weather.

The guys have been out to eat, gone to basketball games, the Mardi Gras celebration at the Clubhouse. Timothy and Donnell will be going to play basketball on Wednesdays at Eads School in Munster.

It's a little nerve-racking right now with the anticipation of the state survey, but I am happy to say that staff at Forest are doing an excellent job. Their awesome teamwork and caring attitude are very much appreciated by the consumers and me, and I'd like to thank them for a job well done.

Submitted by Emerson Caress:

March Supported Services Employee of the Month

Who takes a lick in' and keeps on tick in'? She is one of Valpo's own. You might know her by her everlasting smile; others might know her by her pleasant personality. Still others might know her by the mere fact that she picked up the majority of shifts left behind by someone who just walked away from the job. We are her second job, but you might not know it the way she has stepped in to pick up the pieces left by her former co-worker. We at the office know her by her multiple detailed, professional and descriptive incident reports recently and her unflinching dedication to her consumer. Her dedication was unwavering as she returned to work a little banged up the day after her consumer physically aggressed against her. She may not be perfect, but she is one of the perfectly wonderful stars we have in Valpo! That's why this month's employee of the month is

Jen Teske!

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:

Give, and earn, respect

Everyone wants it, everyone needs it, but not everyone gets or gives it. The "it" is RESPECT.... And it's something we all need to ratchet up in varying degrees.

There are two types of respect. First is basic human respect- the kind you're entitled to merely by being born. Everyone deserves it equally because through birth, everyone is equal- we're all living, breathing human beings.

This type of respect is based on the fact that other people's needs, hopes, rights, dreams, ideas, and inherent worth are just as important and valuable as your own. And it's demonstrated through specific behaviors such as:

- Treating everyone with dignity, courtesy, and equality.
- Appreciating "different" backgrounds, cultures, and ideas- not expecting everyone to be just like you... unless you're perfect (yeah, right).
- Avoiding ethnic and sexually- oriented references and "humor" (which, by the way, isn't all that humorous but is very illegal).
- Talking with people- not at them...and not about them.

This first kind of respect is purely and simply an entitlement (a right) - one that comes with our human skin....regardless of its color or condition. We all deserve it.

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

From the Desk of Tom Atchison:

His name was Fleming, and he was a poor Scottish farmer. One day while trying to make a living for his family, he heard a cry for help coming from a nearby bog. He dropped his tools and ran to the bog.



There, mired to his waist in black muck, was a terrified boy, screaming and struggling to free himself. Farmer Fleming saved the lad from what could have been a slow and terrifying death.

The next day, a fancy carriage pulled up to the Scotsman's sparse surrounding. An elegantly dressed nobleman stepped out and introduced himself as the father of the boy Farmer Fleming had saved. "I want to repay you," said the nobleman. "You saved my son's life." "No, I can't accept payment for what I did," the Scottish farmer replied waving off the offer. At that moment, the farmer's own son came to the door of the family hovel.

"Is that your son?" the nobleman asked. "Yes", the farmer replied proudly. "I'll make you a deal. Let me provide him with the level of education my own son will enjoy. If the lad is anything like his father, he'll no doubt grow to be a man we both will be proud of."

And that he did. Farmer Fleming's son attended the very best schools and in time, graduated from St. Mary's. Hospital Medical School in London, and went on to become known throughout the world as the noted Sir Alexander Fleming, the discoverer of Penicillin.

Years afterward, the same nobleman's son who was saved from the bog was stricken with Pneumonia. What saved his life this time? Penicillin The Name of the nobleman? Lord Randolph Churchill. His Son's name Sir Winston Churchill. Someone once said: What goes around comes around.



In- Pact, Inc. would like to

the Following New Staff.

Supported Services

New Hires

Joy Dunbar- Supported Serves Specialist
Melanie Good- Supported Serves Specialist
Colleen Hansen - Supported Serves Specialist
Jeremy Vanaman- Supported Serves Specialist
Sandra Elizabeth Miller- Supported Services Coordinator -NC

Group Home

New Hires

Max Mercer- Residential Instructor Heavilin
Kevin Stokes - Residential Instructor 4th street



Submitted by Ruth Fields:

Working Effectively with Different Personalities

Our consumers' homes are just like any other situation where many people must work together in order to achieve similar goals. There are going to be people who naturally lead among the group along with natural followers. Some will be extroverted and outspoken in what they believe while others may be more introverted and easily swayed by others' opinions on an issue.

Every employee brings with them personality traits that are unique to that individual. Some characteristics are more welcome, such as taking initiative or tact in discussions. Other personality traits, however, can adversely affect the interpersonal dynamics causing problems among co-workers and the people we support. Dealing with these difficult personalities can be a challenge.

During April's monthly in-service, we will examine different personality types and discuss effective, yet professional, ways to handle more difficult people.

PLEASE NOTE: Due to a scheduling conflict, April's monthly in-service will be on Tuesday, the 21st from 10 am-12 pm and on Wednesday, the 22nd from 5 pm -7 pm.

Management Training on Appraisals and How to Supervise When You're Not There

The management training on Tuesday, April 7th from 10 am-12 pm will consist of a summary of Bob Ireland's presentation from the INARF Conference by Tom Atchison, Associate Executive Director. He will share the handouts from the training on "How to Supervise Staff When You're Not Always There" and provide highlights of the training.

Following will include a training and group discussion on filling out employee performance appraisals including how it should be completed and general standards for each category.

Upcoming Friendship Union Meetings

Monday, March 30th 6 pm-8 pm

Monday, April 27th 6 pm-8 pm



April Training Opportunities

Tue, the 7th: Management Training 10 am-12 pm
Mon, the 13th: New Employee Orientation 9 am-5 pm
Tue, the 14th: New Employee Orientation- Med Core A and B 9 am-1 pm
Wed, the 15th: New Employee Orientation 9 am-5 pm
Thu, the 16th: New Employee Orientation- Crisis Intervention 9 am-5 pm
Sat, the 18th: Current Employee Review 9 am-3 pm
Tue, the 21st: Every Penny Counts 10 am-12 pm
Wed, the 22nd: Every Penny Count 5 pm-7 pm

March Training Opportunities

Mon, the 16th: New Employee Orientation 9 am-5 pm
Tue, the 17th: New Employee Orientation- Med Core A and B 9 am-1 pm
Wed, the 18th: New Employee Orientation 9am-5pm
Thu, the 19th: New Employee Orientation- Crisis Intervention 9 am-5 pm
Mon, the 23rd: Every Penny Counts 10 am-12 pm
Tue, the 24th: Every Penny Count 5 pm-7 pm
Wed, the 25th: Current Employee Review 9 am-3 pm

Clubhouse News

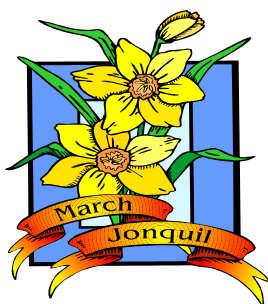
Submitted by Heather Chopps:

As winter breaks so we are breaking out of the clubhouse. During our recent 60 degree weather the guys made it out to shoot baskets, quickly followed by the girls! In honor of a young man's fancy, cupid stopped by for breakfast and stayed for Valentine's bingo on Friday the thirteenth. Every one is just chomping at the bit to get out and enjoy the beautiful trails we have been lucky enough to have all around us. Everyone is looking forward to a whole season of Railcats Baseball, we will attend four games this season, as well as our monthly interactive movie.



Jeanine Wilson congratulation on your out standing work,

On January 23, 2009 Jeanine picked up one of her consumers from the workshop who was very ill and needed to get to there doctor's appointment, in route to the appointment Jeanine had to endure a number of unfortunate events, but she was able to get the consumer to the scheduled appointment. Jeanine's name was submitted by Susan Whitten.



Happy March Birthday

Dorothy Singleton, Tina Gallo, Desa Walsh, Eddie Jones, Bettina Kilgore, John Leouses, Jessica Tribble, Bill Price, Maxine Townsend, Gwen Smith, Monique Hendrix, Caroline Young, Jessica Brown, Michael Lawrence, Jelina Dow, Kristie Carley, Hope Medford, Odessa Brice, Latisha Bonds, Charles Frazier, Jennifer Howell, LaSandre Polk, Dorothy Lofton, Michelle Smith, Samantha Harris, Melaku Gebru, Nakeisha Hughes, Yvonne Lott, Hollie Rossi, Lara Blanchard, Winnie Coleman



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



CONGRATULATIONS TO
IN-PACT'S
RECENTLY CROWNED
MARDI GRAS KING and QUEEN.

King Guy Heuck
Queen Erin Coughlin



