



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 Lorraine Webber:

Burrrr...It sure has been a cold and icy winter. The guys missed a total of 4 days of work due to the snow. Not that they where upset about it (smile).The ice storm sure made the trees look pretty, but just knocked your socks off if you had to go out in it.

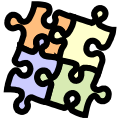
The cold weather just could not keep the guys at Sullivan down. NO SIR.....NO SIR they went out to dinner, the movies, a dance at the clubhouse, a meeting with the Friendship Union group, men and women's basket ball games at V.U, 3 joined S. O. basketball, and they went to Church on Sunday evenings. At Church they ushered, passed bulletins or opened doors.

They made customer of the month at Strack and Van Til's. That just tickled them, they thought it was great. Up coming events; there is never a dull moment at Sullivan. The guys have started planning out the events for the next 6 months. The guys are looking forward to a lot of fun activities this spring and summer with family and friends.

SEE YOU ALL SOON FROM EVERYONE AT SULLIVAN



*March- Wii game pizza party
April – Wizard of Oz Play
May – Mother's Day Brunch and something special
June – Father's Day BBQ and something special
July – Sullivan Vacation
August – End of the Summer Bash*



Submitted by Traci Hardesty:

Luis came to the Forest group home in November 2004. At that time, he was severely overweight, would only eat junk food and wore diapers. In the past 4 ½ years, Luis has lost over 40 pounds and has increased the variety of foods he will eat by more than 100%. Although he is still a picky eater, he will eat vegetables and other healthy foods now. What is even more amazing is that Luis no longer wears diapers and uses the bathroom independently! So many of our consumers come to us wearing diapers and although we try valiantly to train them to become independent with toileting, we are not always successful. I would like to thank the Forest staff for the great work they have done with Luis and for not giving up on him. Luis is a true In-Pact success story!!

Submitted by Emerson Caress:

May Supported Services Employee of the Month

She's back! And we're happy. When her name appeared on the Hire List we snatched her up, knowing she would make a big difference in her consumer's life. Her knowledge of the syndrome her consumer suffers from, her courage in standing up to her consumer and in some cases her fellow staff to make them take the syndrome seriously, her great communications skills and ability to educate the entire team about the malady have all made a big difference in getting the syndrome under control. She has endured threats, assaults and ridicule but she keeps on coming. She's hard working and committed to her consumers.

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

Connie Meadows!

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 INARF conference in Indianapolis next spring.





TIPS FROM TOM

Submitted by Tom Atchison:

Keep Learning

Looking for a fast way to bring your job success and your career to a screeching halt? Adopt the mind set that you already know everything you need to know at work. That'll do it for sure!

There are a lot of people out there who figure that once they've completed orientation training and been around for a while, they're set. Just do the work each day and go home. Well, that kind of thinking probably will keep you employed, but it sure isn't gonna take you anywhere. And if that's where your head is at, get ready to watch people who have a thirst for knowledge, learning, and personal development zoom right past you.

Look around. You don't have to be a brain surgeon to figure it out. Things are changing everywhere in business. There are new products, new processes, and new technologies at every turn. And in most cases, knowledge becomes obsolete before you have a chance to fully use it. Either you keep up, or you get left in the dust of those who do. It's that simple.

So, if a successful career is the target in your sights, become an ongoing learning machine. Request additional training; learn more about your consumers and services; read job and industry- related publications; keep up with what's happening in other parts of your organization; "pick the brains" of knowledgeable coworkers; take a business course at your local community college; and (this one is critical) willingly accept new duties and responsibilities that will help you develop and grow.

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



Submitted by Traci Hardesty:

Renee Tomerlin! Congratulations Card Winner!

On April 8th 2009 Renee did a great job with her consumers during a survey, even enduring being head butted!

The following staff received a Congratulations Card that was placed in this month's drawing:
Judy Edwards, Jasmine Williams, Janet Helmick, Nakisha Pearsall, Stephanie Altman,



Steve Altman, Janice Vesely, Shawna Dickson, Clyde Outlaw, Jim Van Nevel, and Donna Baker. Congratulation to you all for your outstanding work, and going above and beyond the call of duty.



In- Pact, Inc. would like to

the Following New Staff.

Supported Services

New Hires

Timothy Brown - Supported Serves Specialist

Barry Flowers- Supported Serves Specialist

Matill Johnson - Supported Serves Specialist

Denise Lee - Supported Serves Specialist

Kava Parker - Supported Services Specialist

Jeff Popka- Supported Services Specialist

Darwin Weaver- Supported Services Specialist

Gerald Howard- Van Driver

Jacob Mefford- Van Driver

Group Home

New Hires

Monique Ellis - Residential Instructor

Rachel McDuffie Garner - Residential Instructor

Karen Warner- Behavior Specialist

Submitted by Heather Chopps:

Community Resources has the following positions available:

Porter County: part time day and evening

Crown Point: full time day position. This position does require lifting and toileting a consumer.

Highland: part time day position

Anyone interested in these positions can contact Heather Chopps at the main office at 662-1905 Ext.354



Submitted by Ruth Fields:

Basics of Behavior Management

The Basics of Behavior Management is a standard training held every year or so. It was requested to hold this training again. The training covers basic behavior management techniques such as over-correction, D.A., shaping, and modeling, to name a few. It also covers the prompting levels and when and how to use them. This is a great introduction or review for anyone who utilizes a behavior plan.

*****Please note:** Beginning May, Current Employee Review will begin at 9:30 am instead of 9 am. The 9:30 am start time will remain so indefinitely. This change of time should eliminate any scheduling problems for staff that transport in the mornings.

Management Training on Investigations

Cheryl Kriss, the Group Home Director, Traci Hardesty, and Sheila O'Dell, both Group Home Program Coordinators, will be presenting on investigations including how and when to conduct an investigation, what should be included and problem solving. This training will take place on Wednesday, June 24th from 10 am-12 pm. Just a reminder: Although management trainings are geared for supervisory staff, it is open to all employees.

Friendship Union News

*Monthly Meeting: Monday, May 18th 6 pm-8 pm
Monday, June 22nd 6 pm-8 pm*

Friendship Union Dance and Food Drive: *On Friday, May 29th the Friendship Union will hold a dance/food drive at the Clubhouse from 6 pm-8 pm. Cost is either \$2.00 or 2 non-perishable food items. All food and money donated will go to Second Harvest Food Pantry. Light snacks and drinks will be provided. People planning on attending should RSVP to Ruth Fields by May 22nd.*

Parent Support Group Meeting

The next In-Pact Parent Support Group meeting will be held on Tuesday, May 5th from 6 pm-8 pm at the Clubhouse. The agenda includes a roundtable discussion on conflict solving. The meeting will be in part a potluck dinner. Meat and drinks are provided. Parents attending are asked to bring a side dish to share.

May Training Opportunities

Mon, the 11th: Social Thinking Training 10 am-12 pm
Tue, the 12th: Social Thinking Training 5 pm-7 pm
Mon, the 18th: New Employee Orientation 9 am-5 pm
Tue, the 19th: New Employee Orientation- Med Core A and B 9 am-1 pm
Wed, the 20th: New Employee Orientation 9 am-5 pm
Thu, the 21st: New Employee Orientation- Crisis Intervention 9 am-5 pm
Wed, the 27th: Current Employee Review 9:30 am-3 pm



June Training Opportunities

Mon, the 8th: Basics of Behavior Management 10 am-12 pm

Tue, the 9th: Basic of Behavior Management 5 pm-7 pm

Mon, the 15th: New Employee Orientation 9 am-5 pm

Tue, the 16^h: New Employee Orientation- Med Core A and B 9 am-1 pm

Wed, the 27th: New Employee Orientation 9 am-5 pm

Thu, the 18th: New Employee Orientation- Crisis Intervention 9 am-5 pm

Mon, the 22nd: Current Employee Review 9:30 am-3 pm

Tue, the 23rd: April's NEO Review 10 am-12 pm

(This is only open to employees who attended the April 2009 NEO).

Submitted by: Ann Peters



Tootsie Roll Industries

ANNUAL TOOTSIE ROLL DRIVE

This year, the annual Tootsie Roll Drive will be held on Friday, May 15 from 9:00 am to 5:00 pm and Saturday, May 16 from 9:00 am to 4:00 pm.

The locations are being finalized by the Knights of Columbus and we will be notified as soon as they have been confirmed.

As soon as we receive a confirmation of the locations, I will be sending out the schedule asking for your assistance and participation in getting all of the locations and times filled.

In-Pact has benefited from the drive for several years. The stronger our participation, the larger the piece of revenue we receive. So watch for my e-mail within the next week or so and plan to participate this year.

Ann Peters

Fund Development Consultant

YOU COULD WIN A DAY OFF WITH PAY FOR JUST 50 CENTS

As you all know, the annual Tootsie Roll Drive is scheduled this year for May 15th and 16th in our community. In conjunction with the drive, we are holding a staff raffle that will earn one of our staff members a day off **with pay** just by taking a guess at how many Tootsie Roll items are in the jar.

We will be displaying a large container in the reception area and giving you an opportunity at 50 cents a try to guess the number of products in the jar.



The person guessing closest to the actual number of items will indeed get a day off with pay that they can enjoy anytime between June 1 and December 31st of this year.

Of course, days off, as always, must be approved by your supervisor and you must give a 2 weeks notice of the intended day off.

So watch for the Tootsie Roll jar and take your best shot. You can take as many guesses as you like. The jar will be on display until May 7th and the winner will be announced at the Annual Staff Retreat.

AND THE BEST PART: According to Ray Giacomini, if he guesses closest, he will forfeit to the next closest guess. And I promise you, Ray will have no knowledge whatsoever of how many items are in the jar. ONLY Herb and I will have access to that information.

So Good Luck...Guess Away.

Ann Peters

Submitted by An In-Pact Staff:

The Great Outdoors!

The calendar says it is May. So, it is time to get outside and enjoy the numerous recreational facilities we have in the area. The *Lake County Parks* have trails, playgrounds, picnicking, etc. Many of the parks also have naturalist programs. To get information on the happenings call 219-769-PARK or use the internet site at www.lakecountyparks.com for a calendar of events. *Indiana Dunes National Lakeshore* is another great place to experience spring. You can get information on programming at <http://www.nps.gov/indu/>. We also have bike trails in Lake and Porter Counties. This information can be accessed at <http://www.lakenetnwi.net/member/trails/>. Last but not least, there are several state parks within an easy drive of Lake and Porter Counties. They offer a variety of activities. Information on the Indiana State Parks can be found at <http://www.in.gov/dnr/parklake/>. Here's hoping that everyone enjoys spring and summer in Indiana.



HAPPY MAY BIRTHDAY

Shannan Kimbrough, Bennetta Robinson, Susan Whitten, Sara Mitchell, Peggy Buchanan, Sofia Houser, Rachel Garner, Joanne Arnold, Emerson Caress, Mary McNichols, Natann Comer, LaCheryl Beeks, James VanNevel, Myrtle Robinson, Carmen Miller, Stephanie Blackman, Vincent Dance, Evelyn Williamson, Steve Altman, Tammy Ellis, Fern Underwood, Denise Lee, Joe Brown, Julie Hogan, Lorraine West, Gordon Woods, Freddy Cruz, Dorothy Pearson, Tiffany Yorek

