



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

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.

Submitted by Sandy Phillips:

4th St. November Newsletter

The young men at 4th Street Group Home have had a wonderful summer. Joey flew to Colorado with his family on vacation while Eli went to Tennessee to visit his family. Bryan, Julian, Todd and Jeremy went to Indiana Beach. They really enjoyed the rides and the water park. Going out to eat every night was also a big treat. Bryan had a great birthday in August and visited with his family for a week.

The guys have enjoyed going to the beach, walks, BBQ's and picnics. They enjoyed Sullivan's summer bash and the IN-PACT Picnic. Several of the families came out for the day and had a great time. They enjoyed dances and many Heroes activities. The garden turned out swell and everyone got a chance to eat the veggies they worked so hard to grow.

The guys are looking forward to the up-coming holidays. With all of the holiday merchandise in the stores who could not get excited? They know they will be attending many parties and celebrations. Todd's favorite holiday is Thanksgiving. Julian loves Halloween and the others enjoy Christmas the most. We wish everyone the best!

Submitted by Sandra Miller:

November NC-Supported Services Employee of the Month

He has gone above and beyond what he is expected to do. The consumer that he works with has lost 50 lbs with his assistance. His enthusiasm and motivation have kept him interested in working out. He is always looking for ways to assist the consumer, keeping him motivated in his fitness pursuit. He has even started his consumer in karate classes. The site where he works recently was surveyed by BQIS and the surveyor had nothing but



praise for his ability to work with the consumer. He has had great success and his dedication to In-Pact and the consumers that he works with should be acknowledged

Joseph Karengo

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.

Submitted by Tom Atchison:



Consumer-Staff Forum:

We are going to have our third Consumer-Staff Forum on Saturday November 21, 2009 at the Community Learning Program building (better known as the Clubhouse) in Crown Point. The forum is designed to give consumers and staff an opportunity to meet with upper management staff from In-Pact and ask them questions about things that have to do with In-Pact. We hope that you will be able to join us on Saturday November 21st beginning around noontime. We will be serving a light lunch and then having a formal sit –down session of question and answer. If you would like to know more about this forum, please call Tom Atchison at our office phone number of 219 662-1905.



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 contains 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 "safety"

There's a handful of things in business that are universally UNcompromisable. Tops on that list is safety. You can't possibly be a success at work unless you're totally committed to safe work practices.

Unintentional safety violators are usually good yet careless people who put themselves, their coworkers, and their organization at unnecessary risk. Intentional, habitual safety violators are much worse. They're dangerous criminals who expose themselves and others to serious- even deadly-consequences. And they have no place in the work environment. Period.

When you examine them, you find that most safety rules and regulation are about common sense standards and behaviors. But because common sense isn't a common sense characteristic, people sometimes do dumb things. That's why written rules exist, that's why it's critical that you know what those rules are ...and that you follow them to the letter.

Safety rules and health standards exist to protect YOU. That's why violating them is stupidity at its greatest. It's like seat belt laws for cars. The belts are there to save your life, yet some people refuse to wear them. How dumb is that? It makes no sense at all.

So, when it comes to safety: know the rules... follow the rules...use your head...don't take risks or cut corners...protect yourself, your co-workers, and customers.

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



Submitted by Ruth Fields:

Safety First

November's monthly training will be presented by Supported Services Coordinator and Safety Committee member, Emerson Caress. He will cover various safety issues many of us and our consumers may face. This is sure to be a very informative and entertaining in-service.

Parent Support Group

The next Parent Support Group meeting will be held on Tuesday, November 10th from 6 pm to 8 pm at the Clubhouse. It will be a potluck- chili and drinks will be provided. Parents are invited to bring a side dish or dessert to share.

November 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 11^h: New Employee Orientation 9 am-5 pm

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

Sat, the 14th: Current Employee Review 9:30 am-3:30 pm

Mon, the 16th: Safety presented by Emerson Caress 10 am-12 pm

Tue, the 17th: Safety presented by Emerson Caress 5 pm-7 pm

Fri the 20th Management Training on EEOC by Tom Atchison 10 am-12 pm

Tue, the 24th: September NEO Review 10 am-12 pm (This is only for staff who attended the September New Employee Orientation.)

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)



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

Supported Services

New Hires

Darrell McGee
Ian Haapalainen
Brittany Davis
Anthony Williams
Diane Cardwell
Dianna Leal
Shana Love
Jason Martin
Elizabeth Alexander

Group Homes

Paula Randolph
Sur-Sheila Richmond
Daralynn Donald

Community Resources

Paula Crites



Congratulation Judy Edwards on your promotion to Social Services Adult Foster Care Coordinator

Winner of Congratulation Card Drawing:

Submitted by Heather Chopps:

Colleen Hansen congratulations on your outstanding work, on 10/5/2009-10/7/2009 Colleen has EXCEPTIONAL TEAWORK SKILLS she is willing to drop everything in a moments notice and work together during excessive call offs.

The following staff received congratulations cards that where placed in the drawing Vince Stefanelli, Ashley Honeycutt, and Carole Johnson. 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.



Cheap(er) Gas Prices

With the price of gas going back up into the stratosphere, the In-Pact newsletter, as a service to all of our staff, is going to start publishing each month a list of gas stations in the area that sell their gas at cheaper prices than most other gas stations. If you know of a gas station in our area of Northwest Indiana that sells gas cheaper on a consistent basis, please let us know so we can publish it in next month's newsletter. Debby Cichocki has informed us that there is a website that has the prices local gas stations are charging that day. Its web address is <http://www.garygasprices.com/>. Steve Bazin mentioned another website like that. Its web address is http://www.gaspricewatch.com/default_V3.asp.



Specific gas stations mentioned and the staff persons who mentioned them in parentheses are the Flying J at Route 2 and Interstate 65 (Emerson Caress), Flying J in Lake Station (Heather Chopps), Go Lo at McCool Road and Route 6 in South Haven (Gloria Bodnar), La Oasis at 93rd and Taft in Crown Point (Susan Whitten) and the Raceway gas station at 61st Street and Taft in Merrillville (Peggy Buchanan). We hope that you will be able to save a few dollars compliments of In-Pact.

Halloween Dance 2009

Submitted by Traci Hardesty:

The winners of the costume contest at the Halloween Dance 2009 are as follows:

Scariest costume: Russell Hill, Best overall costume: Rob Thurman, Cutest costume: Chris Adkins, and Wallace Ross Most Authentic

We had a nice turnout and everyone looked great! It was a lot of fun.



Cutes Costume Chris Adkins



Best Costume Rob Thurman

Halloween Dance 2009



Scariest Costume Russell Hill



Most Authentic Costume Wallace Ross



HAPPY November 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