



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.

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.

AVALON STAFF DINNER AWARDS-2009

5 YEARS

Lori Belka-SS
Karen Parks-SS
Carolyn Young-SS
Jacob Elman-SS
Virginia Stokes-SS
Charles Frazier-G.H.
Veronica Hughes G.H.
Geri Winston-SS
Nekesha Lockwood-SS
Armeta Rutledge-SS
Anthony Stewart-SS
Deanna Christ-SS
Brandon Sheets-CR

15 Years

Mai Pittman -SS
Diane Howard-GH

20 YEARS:

Amy Arnett-SS

10 Years

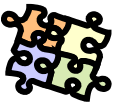
Loretta Crowley SS
Maria Shea-SS
Shari Clifford-SS
Felicia Kubina-SS
Debra Lee-GH

SOAR AWARDS

Jennifer Popka
Phillip Philipov

25 YEARS:

Freddie Mullins-76th G.H.



MERITORIOUS

Peyton Grizzard-200 E.
Tiffany Yorek-Forest
Tina Gallo-Sherwood
Shannon Davis-SS
John Leouses
Lori Belka
Nekesha Hughes-SS
Patrick Nairn-SS
Samantha Baker-CR
Peggy Buchanan-Vermont
Sue Combs-SS
Marcetta Walton-Sullivan
Marion Brown-SS



Submitted by Steve Bazin:

SOAR AWARDS

He is one of those people who go the extra mile. When he is needed he is there. However there is more to this person than just that. There is consistency and patience. When you want someone to work with a consumer with difficult behaviors or someone who is having a hard time making transitions, you want someone who is steady and consistent. You want someone who has the patience to get through the difficult times. This makes all the difference in the world. This is the key to helping someone with these issues lead a better life. They want someone working with them that when his name is on the schedule the consumer knows he will be there.

When he says he is going to take the consumer shopping on Thursday, he comes to work ready to do that. There are times when the consumers we work with get out of control and eventually lash out toward the staff that works with them. Staying the course is important



to them. Letting them know that they cannot run you off makes all the difference in the world. These are the attributes that have made Phillip Philipov the 2009 Dare to Soar Positive Attitude Award recipient. He has chosen to be there day in and day out because it is what is right for the consumer he works with. This attitude of being there for the consumer is what allows Phillip's attitude to determine his altitude in life. Congratulations Phillip, continue to Dare to Soar in the coming year.

She is one of those people you know is paying constant attention to the little things while she is on the job. I am not sure how many times while I have been on call where she has called the on call pager with serious concerns about the person she was working for. I can think of at least three or four times this year where I have had the opportunity to talk with her and discuss the health and well being of a consumer. It seems to me that she is not just covering herself and wanting to call in because it is what we want her to do, she calls because she wants to make sure her consumer's are feeling their best all of the time. This past week I was on call, and on Tuesday night December 1, 2009 I received a call from this person stating that the consumer she was working with has had a cough all day long but now it seems to be worsening. We talked for a minute and I asked her questions and she answered them and I asked her..."well what do you think?" Her response was that she would feel better if he was able to get immediate medical attention. I told her then let's get him to the hospital.

She took the consumer to the hospital and he was admitted later that evening with a bronchial infection, and was treated with antibiotics and breathing treatments. She could not have known how serious things were becoming for this consumer, but it was her attention to detail and the fact that she knows her consumers so well that contributed to her getting her consumer medical attention before his condition worsened. It is for this commitment to her consumer's first and foremost and for knowing her consumers so well that Jen Popka has been awarded the 2009 Golden Eagle Dare to Soar Employee of the Year for Supported Services.

I would like to take this opportunity to thank Jen for all she does all year around for the consumers that she cares for. This is just one accounting of the number of times Jen's attention and dedication to her consumers has ensured the best possible health and well being for that person. Jen truly does Dare to Soar each and every day. Her attitude certainly does almost always determine her altitude in life. Jen Popka...Continue to Soar with Eagles in the coming year!



GROUP HOME SERVICES

Submitted by Traci Hardesty:

Winter came upon us quickly this year! Not only do we need to prepare for bad weather at home, but at work as well. Many of you work in a home or apartment setting and provide transportation for our consumers. Please take a moment to read the safety tips and facts below:

Winter Safety Tips

- Make sure there is a Carbon Monoxide (CO) detector on each floor of your home. Know the symptoms of CO poisoning: headache, dizziness, fatigue and shortness of breath. Call 911 and move to fresh air.
- Tune up your heating system each year.
- Never use your range or stove to heat your home, even for a short time.
- Keep on hand extra blankets, flashlights with extra batteries, manual can opener, snow shovel and salt.
- Stock a few days of non-perishable food and water.
- Dress in layers or cover up with a blanket to conserve body heat. Pay attention to feet, hands, nose and ears when preparing to go outdoors.
- When shoveling, push snow in front of you. If you have to lift it, pick up small amounts and lift with your legs, not your back.
- Use rock salt or de-icing compound on steps, walkways and sidewalks.
- Do not put your hands in a snow blower to remove impacted snow or debris. Turn it off, wait a few seconds and use a stick or broom handle to remove the material.
- Fill your snow blower with fuel before it starts, when it is cool.
- Keep emergency gear in your car: flashlight, jumper cables, sand or kitty litter for traction, ice scraper, snowbrush, blanket (s).
- If you must travel in bad weather, drive slowly. Let someone know where you are going and what route you are taking.
- If your car is parked outside, make sure the exhaust pipe and area around it is clear of snow, as that could cause high levels of CO inside the car.
- If your car stalls or gets stuck in the snow, make sure the exhaust pipe is not blocked by snow. Stay in your vehicle and open the window slightly to let in fresh air. Wrap yourself in a blanket and turn on the heater for a few minutes every hour to keep warm.

Sobering facts:

December, January and February are the leading months for home fires and associated deaths.

Heating equipment is the second leading cause of home-fire deaths.



700 people die of hypothermia every year.

200 people die from CO poisoning every year.

Snow blowers are the 4th leading cause of finger amputations (about 1000 amputations every year).

Be smart, stay safe and have a Happy New Year!!

Submitted by Emerson Caress:

January Supported Services Employee of the Month

He wanted to drive five hours through ice and snow to deliver his consumer to his mother for Christmas because he had heard him talking about seeing Santa at his mother's house. He works well with fragile consumers demonstrating compassion and insight. He works well with tough consumers, unafraid to deliver the consequences of their behavioral missteps. He comes in on his days off at a moment's notice to take his consumers to the doctor, or cover a shift, or bring a behavior under control. He consistently strives to deliver the best possible care to the people he serves. That's why the January Supported Services Employee of the Month is...

Ian Haapalainen!

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



"Wisdom is the power that enables us to use knowledge
for the benefit of ourselves and others"
~ Thomas J. Watson



TIPS FROM TOM

Submitted by Tom Atchison:

Look your best

In order to be mahvelous, you must look mahvelous!
Fernando (Billy Crystal), Saturday Night Live

Ever notice that—with the exception of certain "show biz" types- most successful people just plain look good? If you haven't, pay closer attention and you'll see that it's generally true. High achievers care... about their careers and themselves. They care about the image they portray, which means caring about appearance. To cite the somewhat worn but still valid cliché, they "dress for success." More accurately, they groom for success. And if you're serious about doing well and getting ahead, you need to as well.

The good news is that looking your best doesn't take big bucks or require that you dress like someone you're not. It's just a matter of taking pride in your appearance. It's about being neat and clean...about things like unwrinkled clothes, unstuffed shoes, moderate make-up and accessories, and good personal hygiene. And those are things that are applicable to (and important for) everyone- regardless of position level, function, sex, race, or age.

Make an effort to look your best and you will feel better about yourself. And others (bosses, coworkers, consumers) will respond more positively to you. It just works that way.

So, getting ready to leave for work? Look in the mirror. Do you see someone who doesn't care? Someone who apparently slept in his or her clothes? Someone trying to make a rock-star fashion statement? Or do you see a person who takes his or her job seriously and expects others to take him or her seriously as well?

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



"You will make all kinds of mistakes; but as long as you are generous and true, and also fierce, you cannot hurt the world or even seriously distress her."

Winston Churchill



Submitted by Ruth Fields:

Stress Management

January monthly training will be presented by Social Services Adult Foster Care Coordinator Judy Edwards and Group Home Services Program Coordinator Susan Whitten. They will cover various Stress issues many of us and our consumers may face and ways to manage stress.

Active treatment requires you the staff to aggressively participate in the treatment process by identifying needs, integration/coordination across all environments, continuous practice, and modifying when needed. Through active treatment, people who have developmental disability can live more productive and meaningful lives in their community. You will also be given tips on managing your employees: how to give instructions, setting an example, consistency and personal squabbles. This management training will be done by Sheila O'Dell on Jan. 20th at 10:00 am

February Training Opportunities

Mon, the 8th: Behavior Management: Shaping Techniques by Karen Warner and Emerson Caress 10 am-12pm
Tue, the 9th: Behavior Management: Shaping Techniques by Karen Warner and Emerson Caress 5 pm-7 pm
Wed, the 10th: Reasonable Suspicion Training by Barbara Santay of the EAP 10 am-12 pm **All management staff should be trained yearly in Reasonable Suspicion**
Mon, the 15th: New Employee Orientation 9 am-5 pm
Tue, the 16^h: New Employee Orientation- Med Core 9 am-5 pm
Wed, the 17^h: New Employee Orientation 9 am-5 pm
Thu, the 18th: New Employee Orientation- Crisis Intervention 9 am-5 pm
Thu, the 25th: Current Employee Review

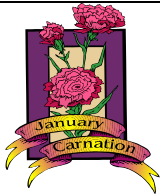
January Training Opportunities

Mon, the 4th: New Employee Orientation 9 am-5 pm
Tue, the 5th: New Employee Orientation- Med Core 9 am-5 pm
Wed, the 6th: New Employee Orientation 9 am-5 pm
Thu, the 7th: New Employee Orientation- Crisis Intervention 9 am-5 pm
Thu, the 14th: Current Employee Review 9:30 am-3pm
Mon, the 18th: Stress Management presented by Susan Whitten and Judy Edwards 10 am-12 pm
Tue, the 19th: Stress Management presented by Susan Whitten and Judy Edwards 5 pm-7 pm
Tue, the 19th: November NEO Review 10 am-12 pm (This is only open to staff who attended the November New Employee Orientation.)
Wed, the 20th: Management Training lead by Sheila O'Dell 10 am-12 pm (Managing Staff and Active Treatment



With the price of gas going back up into the stratosphere, as a service to all of our staff, we will try to help you find gas stations in the area that sell their gas at cheaper prices than most other gas stations. You can go to the following web addresses

<http://www.garygasprices.com/>. <http://www.gaspricewatch.com/default V3.asp>.



HAPPY January BIRTHDAY

Koneraad Adams, Stanley Kalwinski, Virginia Stewart, Gloria Bodnar, John Szymkowiak, Armeta Rutledge, Brenda Smith, Twanna Redmon, Wilma King Sandy Phillips, Sarah Burrell, Mary Reeves, Kelli Gail, Katie Rock, Paula Crites, Zereida Lee, Freddie Mullins, La Donna Scott, James Wright

Submitted by Wilma King:

Valencia Rice (side dish)

4 cups ready rice (Chipotle: regular or cilantro)
1 tsp garlic powder
2 T butter
Salt to taste

Combine in a skillet; add a cup of water, heat through (medium heat).

Paella

1 small can chicken broth (purchase), or 2 Cups water and 1T chicken bouillon
4 Cup rice (Chipotle: plain rice)
1 lb frozen mixed vegetables (purchase)
Seafood (Red Lobster: Crab, Shrimp, and Scallops)
Chicken (Chipotle pre-cooked)

Put chicken broth or water/bouillon into large skillet (garlic seasoning can be added here if desired). Add rice, and frozen vegetables, steam for ten minutes on medium heat. Add seafood, chicken across the top of rice/vegetable mixture in skillet. Steam on medium heat until fully cooked, about 20-30 minutes.

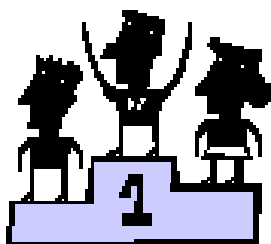


Winner of Congratulation Card Drawing:

Submitted by Traci Hardesty:

Starr Frohock congratulations on your outstanding work, Starr took it upon herself to decorate a consumer's room in a way that appeals to his visual needs.

The following staff received congratulations cards that were placed in the Congratulation Card drawing Valerie Krolik, Shawn Johnson, Betty Moody, Stephanie Blackman, and Wilma King Congratulations to you all for your outstanding work.



Submitted by Ray Giacomin:

2009 Holiday Raffle Results

First of all we would like to thank everyone who purchased and sold a ticket this year. This was our 4th raffle and it was the most successful so far. The winner of the 50 Inch Plasma TV was John Diederich, second place prize winner of the Kodak Digital Camera was Paul Heuck, third prize winner of \$75.00 was Gerry Michalak, and the fourth prize winner of \$50.00 was Andy Dybel. Again we would like to thank everyone who sold and purchased tickets this year. And hopefully, you will participate again in our upcoming 2010 Holiday Raffle in December 2010.