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GROUP HOME SERVICES

Submitted by **Sharon Staley**:

The gentlemen at the Sullivan home have been busy attending their bowling banquet, sock hop for Valentines Day, Super Bowl Parties, home visits and their basketball games and tournaments in Wabash and South Bend, Indiana. Jordan is going out into the community for purchases regularly. Chris celebrated his birthday with cake and gifts here, and dinner and the movies with Dad.

Christopher is enjoying walking the dogs and brushing them at several animal shelters once a week. He tried washing a dog, but his love of water sidetracked his original goal!!! So that activity will be tabled for a while. They are looking forward to the St. Patrick Day activities, Joe's birthday and planning our Mother's Day and Father's Day events.

The staff and home were honored with the December "Group Home of the Month". The staff is dedicated to helping our gentlemen enjoy their lives to the fullest. Each one contributes in their own special way to enrich the lives of the gentlemen at Sullivan. I'm glad to be part of this team.



Submitted by **Dorothy Singleton**:

Berens Group Staff of the Month

This staff worked her shift the 3rd shift, then she went to her other job in Illinois. I had a staff call off sick another called to say that her car broke down and she was calling off, and I was out sick. I called this staff to see if she could work. She got permission to leave her



other job early, she picked the staff up whose car broke down. They made it in time to pick the consumers up from day services, and she worked the shift of the person that called off sick. She has covered shifts for other staff when ever asked, in most cases with very short notice. When I look in the dictionary under dependable I see her name. That's why Berens staff of the Month is...

LaCheryl Beeks!



Submitted by Sheila O' Dell

The Berens group home was selected by the In-Pact group home management staff as the group home of the month for February. Berens was the first group home to complete the entire page of focus questions and had all of the correct answers. There were ten focus questions that were surveyed based that all staff should know; from water temp to adaptive aids to consumer rights. Way to go and congratulations!!

Submitted by **Emerson Caress:**

March Supported Services Employee of the Month

She makes regular runs from Valparaiso to Crown Point to deliver paperwork and paystubs. She's always there to help. She takes time from her family (and it's a big family) to be an advocate for one of her former consumers, and she even helps her fellow staff find rides to work. She keeps her manager and assistant manager well informed of what's going on with her consumers and she is considered a valuable resource for her peers to cover a shift, or bring a behavior under control. With her assistant manager on sick leave and her manager on vacation she has even stepped up to keep things running smoothly in the Valparaiso area. She is always thinking of ways to make the lives of her consumers better. That's why the March Employee of the month is...

Employee of the Month is...

Donna Garza!

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**:

Act like an "owner"

There's no doubt that one of the very best ways to be successful at work is to act as if you own the place. But if you're thinking that means doing whatever you want, however you want, and whenever you want to do it, you need to think again. That's not what ownership is about at all. At least that's not what GOOD ownership is about.

So just what is it about? Well, imagine that you go into debt, big time, to start your business. You rent space, lease equipment, buy supplies, hire people, hang "your shingle," and start working to attract consumers. For you, everything is on the line. All of the decisions you make need to be carefully thought out...all of the money (your money) that you spend must be done so wisely and as conservatively as possible....each resource you have must be put to its very best use.... Each consumer must be treated like gold.... Each service you offer must be dripping with quality....each minute must be put to its most productive use. Fail to do so your' re out of business- you lose everything, and your employees lose their jobs. You are "the Big Kahuna" of stakeholders. And you most definitely will value and take care of the employees who look out for your interests and protect your investment. That's ownership! And those behaviors-plus many more like them- are your tickets to job success.

Starting right now, work on adopting the mind set you're a huge stakeholder in the success of your organization. Fact is you really are one. Act like it's your money, your equipment, your facility, your time, and your personal consumers. You'll do well, go far, and easily outshine those who fail to follow this clear roadmap to a successful future.

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



"To profit from good advice requires
more wisdom than to give it."
~ Churton Collins



Training Corner

Submitted by **Ruth Fields**:

Ten Easy Ways to Get Fired: An Interactive Review of Policies and Procedures

Although everyone gets a copy of and goes through Personnel Policies and Procedures during New Employee Orientation, it is during a time where a lot of new information is thrown at you and it is easy to forget some things or misplace a copy. Because each staff signs off that they have gone through the policies and agree to them, it is very important staff really does have a good concept of what those policies are and what they mean. March's monthly training will be a fun and interactive review of our policies and procedures. (**This training is being done by request by a staff person. Please feel free to share any training topic ideas with me and I will be more than happy to try to meet people's training needs.)

March Training Opportunities

Thursday, the 4th: Shaping and Desensitization by Karen Warner and Emerson Caress 9 -12 pm

Monday, the 8th: Ten Easy Ways to Get Fired- An interactive review of policies and procedures 10 am-12 pm

Tuesday, the 9th: Ten Easy Ways to Get Fired- An interactive review of policies and procedures 5 pm-7 pm

Wednesday, the 10th: Current Employee Review 9:30 am-3 pm

Monday-Thursday, the 15th -18th: New Employee Orientation 9 am-5 pm (Tuesday is Med Core; Thursday is Crisis Intervention)

Tuesday, the 15th: January New Employee Review 10 am-12 pm

Wednesday, the 24th: Management Training on CARF Standards presented by Heather Chopps 10 am- 12 pm



Supporting People with Physical Disabilities

It is important when staff are supporting someone with a physical disability they are extremely aware of the sensitivity involved in assisting with dignity. Being in the position of having another person move your body when performing daily activities can be frustrating and demeaning if not done with tact and respect. April's monthly in-service will examine the different concerns and considerations of supporting someone with a physical disability. This training will be held on Monday, the 19th from 10am-12pm and Tuesday, the 20th from 5pm-7pm.

Management Training

A representative from Omnicare will be presenting on Wednesday, April 21st from 10 am-12 pm for the monthly management training. The benefits and proper procedures for utilizing Omnicare will be discussed.

April Training Opportunities

Mon, the 12th: NEO 9 am-5 pm

Tue, the 13th: NEO Med Core 9 am-1 pm

Wed, the 14th: NEO 9 am-5 pm

Thu, the 15th: NEO Crisis Intervention 9 am-5 pm

Mon, the 19th: Supporting People with Physical Disabilities 10 am-12 pm

Tue, the 20th: Supporting People with Physical Disabilities 5 pm-7 pm

Wed, the 21st: Management Training – Omnicare 10 am-12 pm

Mon, the 26th: Current Employee Review 9:30 am-3 pm

Tue, the 27th: February New Employee Orientation Review 10 am-12 pm

The next Friendship Union meeting will be held on Monday, the 29th of March at the main office from 6 pm-8 pm.



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

New Hires

Supported Services

Morgan Swank

Community Resources

Bruce Runberg



Congratulation Jennifer Sue Popka on your promotion to Supported Services Assistant Manager.

Submitted By Susan Whitten:

We are pleased to announce that

TINA GALLO

Will be the Data Specialist for the
Sherwood Group Home!!!

Please join me in welcoming her to her
new position!

GOOD LUCK TINA!!!

Winner of Congratulation Card Drawing:

Submitted by: Holly Levin

Steven Hemphill congratulations on your outstanding work. On 2/1/2010 Steven gave up a shift to meet our weekly hours. He picked up a shift that he normally doesn't work. The following staff received congratulations cards that were placed in the Congratulations Card drawing Congratulations to you all for your outstanding work. Carolyn Mauk, Virginia Twitdy, Katie Rock, Vince Stefanelli, Traci Hardesty, Lola Morgan, David Gregory, and Tiffany Bachan.



Submitted by: **Community Resources**

Red Lobster was rated "Best Sit-Down Restaurant in America" by Rodale, Inc., a company which has promoted nutrition and healthy eating for decades. Our consumers have the opportunity of enjoying their food for free on a regular basis through the Second Harvest donation program.

Here is a list of items that are under 300 calories per serving according to the Rodale website:

Item	Calories/serving
Baked potato	190
Crab legs	80
Steamed shrimp	91
Tilapia (baked fish)	205
Stuffed mushrooms	220
Cheddar biscuits	150
Fried shrimp	190
Salmon	265
Fried scallops	140

Submitted by: **John Wilson Community Resource Volunteer Supervisor**

The New Year saw the volunteers working hard at their new home, the etc... a resale marketplace. Michael was becoming so good with the steamer; people at the store were having him steam their purchases. Paul was bagging all the discarded clothing, and was affectionately known as the "bag man." (Paul loads the bag, ties it off, then carries it out and puts it on the pile.) Tiffany, Jeremy and Kay work assembly line style and hang clothes lickity split. And of course, Bill keeps everything going by keeping the trash cans emptied. In addition to that, they still found time to visit the world's largest music store, have lunch with a bearded dragon (his name was Fizz), discover the secrets of the dunes, and many more things for which space doesn't allow. All in all, we are looking forward to a good year in 2010!



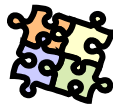
Community Resources

Submitted by: Samantha Baker

On Friday, February 12th, the Clubhouse staff took their consumers on a sledding adventure! After a brief walk over to the Lake County Fairgrounds the fun officially began. What at first glance seemed like a low-key unassuming hill soon became a steep mountain built for speed. The clients visibly enjoyed themselves as the fairgrounds were turned into the In-Pact Winter Olympics. Staff and consumer alike could be seen racing down the hill and, to some dismay, trudging back up it again and again. Some consumers mastered the art of staying on their sled while others were not so fortunate. Cathy looked like a sledding ace as she rode her toboggan down the hill time and again; her friend Carol cheering her on! Tommy could not get enough of falling into the snow at the bottom of the hill, so much so it started to look less like an accident and more like his own version of "sledding". Whether they were sledding, crashing, or watching from a safe distance all of the consumers loved the experience and are excited about sledding trips to come.

In-Pact Winter Olympics





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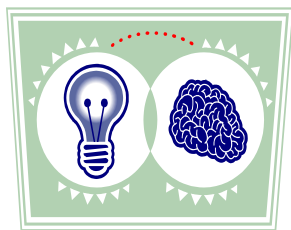


HAPPY MARCH BIRTHDAY

Maxine Townsend, Dorothy Singleton, Barbara Hoover, Jelina Dow, Dorothy Lofton, Charles Frazier, Michael Lawrence, Winnie Coleman, Yvonne Lott, Rodney Lee, Eddie Jones, Jocelyn Woods, Odessa Brice, Tina Gallo, Gwen Smith, Jennifer Howell, John Leouses, Jessica Tribble, Hollie Rossi, Farah Miller, Nakeisha Hughes, Lara Blanchard, Monique Hendrix, Bettina Kilgore, Melaku Gebru, Shannon Andres, Hope Mefford, Jonathon Thompson, Arlesia Clanton, Caroline Young, Kristie Carley, Latisha Bonds, Ian Haapalainen, Melanie good, Leah Worlie, Chelsea Langle-Lesnik



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/defaultV3.asp> to find a gas station in the area where you live or work that has the cheapest prices.



This is from the creative minds of: Ruth and Mary Jane

You hear a lot of acronyms around this place. Let's all test our knowledge of them. Match up the acronym with the official name.

NEO	Supported Services Specialist
ISP	Person Centered Description
CARF	Occupational Therapy
IEP	Child Protective Services
CFO	Developmental Disabilities
SSS	Commission on Accreditation of Rehabilitation Facilities
D&E	New Employee Orientation
OT	Individual Support Plan
FSSA	Chief Financial Officer
VR	Diagnosis & Evaluation
DD	Family and Social Services Administration
PCD	Individualized Education Program
CPS	Vocational Rehabilitation

Look in next month's newsletter for more of our favorite ones!





Spring is just around the corner, so here is some useful information for you. Walking can improve your life by years and quality. You don't need fancy equipment, health club or a lot of training to enjoy the rewards.

Walking conditions your heart and lungs. This improves your body's ability to use oxygen more efficiently. One study has shown that women who walk briskly at least three hours a week can cut their risk of heart attack and stroke by more than half.

Walking can help with other health problems too. It can reduce your risk of some cancers and osteoporosis. Your battle with the bulge will be helped due to reducing body fat and building muscle.

Walking can burn about as many calories per mile as jogging does. However, it is much easier on the joints and muscles.

Walking is a great de-stressor. Beginning walkers usually report that they sleep better and feel better. There is nothing like a little fresh air and sunshine to help clear the mind and reduce the tension.

All you need to get started is a sturdy comfortable pair of shoes. Start with easy steps, park farther away at the mall and grocery store. Use the stairs instead of elevators and escalators. When you feel up to it, there are county parks in the area with trails; bike trails also allow pedestrian traffic. Get out there and enjoy spring!

