



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: **Renee Tomerlin**

News from 200-East

It is hard to believe that we are already just a few weeks away from the Thanksgiving holiday. Where does the time go? The guys at the 200-East group home have had a busy summer, and are definitely looking forward to the holidays. All of the guys continue to keep busy. Bob, Brian and Billy recently visited the County Line Apple Orchard where they enjoyed picking apples and riding around on the tractor wagon. All 6 of the guys also enjoyed a day at Bengstons Pumpkin Farm in Homer Glen, Illinois. They were able to enjoy picking their own pumpkins, watching a pumpkin being launched by a treberochet, and seeing the pigs' race. Everyone seemed to enjoy themselves. All of the guys continue to be involved at the YMCA on a weekly basis where they take advantage of all the weight machines, pool, and of course the hot tub. We continue to have picnics at the Dunes for as long as the weather will let us. Everyone enjoyed Halloween parties, dances, bond fires, and haunted mansions. Although we are not ready for the snow, we look forward to new and exciting adventures. A big "THANKS "goes out to all of the wonderful staff at 200-East who have made it possible for the guys to enjoy all of these community outings. We hope that everyone has a nice holiday season



(Bob and Billy picking apples)



Submitted by: **Sheila O' Dell**

Group Home of the Month

This month, the management staff reviewed the group homes' quarterly newsletters that are sent out to the families. They picked what they thought to be the best ones. All of the group home's newsletters were really good; however, a favorite had to be picked for the group home of the month. The newsletters were narrowed down and a non-bias judge chose the winner. So the group home of the month goes to...**Vermont!!** Congratulations! Keep up the good work! BRAVO!!

Submitted by: **Emerson Caress:**

November Supported Services Employee of the Month

She is the ideal staff. She truly cares for her consumers and will go out of her way to help with her consumers and their families. Her consumers bond with her in a way I have never seen before. She always cheers up everyone as soon as she walks in. When she works with one of her consumers their face lights up when she enters the room. Her consumers know they always have a friend they can confide in with Amy.

She has even worked with some of the same consumers for close to 20 yrs! You just can't ask for a better staff or individual as a staff.

That's why the November Employee of the Month is...

Amy Arnett!

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 Ray Giacomin:



It's time once again for the Annual In-Pact, Inc. Holiday Raffle. Last year, with the support of our community and staff, we raised over \$4,000.00, which was used to support the programs and services we provide to our consumers.

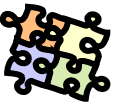
This year's grand prize winner will receive a Samsung 50 inch plasma HDTV. Second prize will be a LG Blu-ray disc player, Third prize will be a Kodak digital camera, Fourth prize will be \$75.00 and Fifth prize will be \$50.00.

Tickets are only \$10.00 each. All ticket stubs must be turned into Ray Giacomin no later than Friday December 17th by 11:30 am. The drawing will be held on Friday December 17th at 12:00 pm and you need not be present to win.

We look forward to staff support again this year. If you are one of the lucky winners, you will be notified shortly after the drawing. For more ticket information or to purchase tickets see Ray.

Remember all tickets must be turned into Ray by 11:30 am on Friday December 17th.

GOOD LUCK



Supported Services

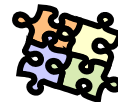
Submitted by: **Sue Combs**

Spirit of Special Olympics

Jennifer Seeburger

There are many Special Olympics athletes who are more outstanding in skill level on the sports of their choice than Jennifer Seeburger is, BUT I would challenge anyone to have an athlete who is more delighted at the opportunities Special Olympics opened up for her, or genuinely happier for other athletes that surpass her. She is so satisfied at being part of the event and competing, it permeates her whole attitude. She is a successful athlete who competes in basketball, bowling and track. Two years ago, a new athlete was having difficult behaviors at basketball practice because she felt unsure of herself. All coaches tried to encourage her with a positive approach to no avail. Then Jen went and sat next to her during exercises, and quietly talked to her, and just asked her to try one thing with her, then remained with her throughout all the drills. Jennifer Seeburger truly exemplifies the Spirit of Special Olympics.





Training Corner

Submitted by: **Ruth Fields**

Realizing Dreams

On September 18, 2007, computer science professor Randy Pausch stepped in front of an audience of 400 people at Carnegie Mellon University to deliver a last lecture called "Really Achieving Your Childhood Dreams." With slides of his CT scans beaming out to the audience, Randy told his audience about the cancer that is devouring his pancreas and that will claim his life in a matter of months. On the stage that day, Randy was youthful, energetic, handsome, often cheerfully, darkly funny. He seemed invincible. But this was a brief moment, as he himself acknowledged. Randy's lecture has become a phenomenon, as has the book he wrote based on the same principles, celebrating the dreams we all strive to make realities. Sadly, Randy lost his battle to pancreatic cancer on July 25th, 2008, but his legacy will continue to inspire us all, for generations to come.

Pausch's last lecture is an incredibly powerful presentation aimed at helping people realize their dreams and in turn assist others in their dreams. In the holiday spirit, December's monthly training will be Randy Pausch's last lecture with a discussion following on how to apply this to our consumers' dreams. December's monthly training will be held on Monday the 20th and Tuesday, the 21st.

Friendship Union News

The next Friendship Union meeting will be held on Monday, November 22nd from 6 pm-8 pm at the main office.

Parent Network (Formerly Parent Support Group)

The next Parent Network event will be held on Monday, November 15th from 6 pm-8 pm. Whip-up your favorite chili recipe for a Chili Sharing Potluck! Drinks and dessert will be provided.



December Training Opportunities

Mon. the 6th : Crisis Intervention Refresher 5 pm-7 pm

Tues, the 7th : Current Employee Review 9:30 am – 3 pm

Wed, the 8th : Defensive Driving 10 am- 12 pm

Mon, the 13th : New Employee Orientation 9 am- 5 pm

Tues, the 14th : New Employee Orientation Med Core 9 am – 1 pm

Tues, the 14th : Defensive Driving 5 pm- 7 pm

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

Thru, the 16th : New Employee Orientation Crisis Intervention 9 am- 5 pm

Mon, the 20th : Realizing Dreams 10 am- 12 pm

Tue, the 21st : Realizing Dreams 5 pm – 7 pm

Wed, the 22nd : Defensive Driving 1 pm- 3 pm

Tue, the 28th : October NEO Review 10 am – 12 pm

November's Training Opportunities

Mon, the 8th : Crisis Intervention Refresher 10 am-12 pm (Please schedule with your supervisor to attend.)

Tue, the 9th : Defensive Driving 10 am-12 pm (Please schedule with your supervisor to attend.)

Sat, the 13th : Defensive Driving 9 am-11 am (Please schedule with your supervisor to attend.)

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

Tue, the 16th : New Employee Orientation Med Core 9 am-1 pm

Wed, the 17th : New Employee Orientation 9 am-5 pm

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

Sat, the 20th : Current Employee Review 9:30 am-3 pm

Mon, the 22nd : Conduct and Professionalism 10 am-12 pm

Tue, the 23rd : Conduct and Professionalism 5 pm-7 pm

Wed, the 24th : Management Training- Salaried Exempt Employee 10 am-12 pm

Tue, the 30th : September NEO Review 10 am-12 pm (This is for staff who attended NEO in September).



In- Pact, Inc. would like to

the Following New Staff.

New Hires

Group Home

Anthony J. Owens- Vermont

Supported Services

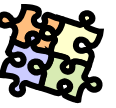
Jessica L. Meyer



Winner of Congratulation Card Drawing:

Submitted by: **Susan Whitten**

Samantha Shaffer congratulations on your outstanding work. On October 22nd 2010 Samantha assisted in making six Halloween costumes. Original Theme!! She also helped make the evening function fun & enjoyable for the consumers. The following staff received congratulations cards that were placed in the Congratulations Card drawing Bianco Armand, Janet Helmick, Katie Rock, Stephanie Arnold, and Sharon Staley **Congratulations** to you all for your outstanding work.



Community Resources

Submitted by: **Diane Wilson**

Community Resources is in Demand!!

With new participants to both Day Programs, available slots are quickly filling up!

The Community Learning Program at the Clubhouse has added two consumers in recent weeks, and only partial week slots are available to fill.

The Volunteer Program has also recently maximized their current staff ratios, and has started a waiting list. Since August, there have been three new participants. The Volunteers' opportunities have also increased, and are busy throughout the week with several work sites and outings.



"Wisdom is the power that enables us to use knowledge
For the benefit of ourselves and others"

~ Thomas J Watson



Thanks from a Friend in Need

Donna Garza wishes to express her thanks to the many In-Pact employees who have sent cards and prayers of support to her and her son Josh. As many of you know Josh was the young man who was shot at the construction site in Beecher on October 5th and survived. He still faces many challenges in his struggle to put the physical results of this vicious act behind him but he is a strong and determined young man. When we think of all our family and friends it is truly horrifying to think how many people one bullet can wound.



HAPPY NOVEMBER BIRTHDAY

Helen Gruszka, David Lyle, Sharon Staley, Lorriane Beron, Josephine Shannon, Alice Kalwinski, Clarice Hobbs, Virginia Stokes, Maria Rodriguez, Angel Wilson, John Wilson, Jewel Carlisle, Tim McCalister, Dana Rock, Connie Meadows, Michele Thomas-Grulke, Valerie Krolik, Ian Bussey, Marcus Polk, Peter Uchman, Joyce Parrish, Rachael Sternberg, Eric Marshall, Keyana Lawrence, Raikesha Robinson, Jacob Elman, Steven Hemphill, Anna Reilly, Camie Smith, Amanda Nelson, Katherin Johnson, Samantha Daniels, and Katie Wolfe