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## GROUP HOME SERVICES

Submitted by: **Sandy Phillips**

### 4<sup>th</sup> Street

The guys at 4<sup>th</sup> St. had a great summer! In July, James and Virginia took Joey and Todd to Indiana Beach for a few days. They had a blast riding the rides, enjoying the amusements, and playing the games. Joey took an old time photo and looks really tough holding those guns. Todd especially enjoyed swimming at the hotel. Everyone loved to go out to eat for a nice dinner at the end of the day.

In August, the guys went to the Lake County Fair and had a great time even though it was extraordinarily hot and humid. They chose the rides they wanted to go on and the food they loved to eat. Todd always chooses the big turkey leg. It is his favorite! Thanks to Marcus and Kelli for helping make that day happen.

Thanks to Natasha and Lasagna for taking Joey to horseback riding sessions every Saturday since May. It was a long and hot summer! Joey really enjoys getting on the horse and completing activities such as putting rings on a hook, throwing balls in a hoop, walking backwards, etc. all while staying on Murphy the horse. Next summer he will be going to another place for his sessions and is looking forward to it.

In August we had a parent's picnic night. We held it on a Thursday evening to avoid all the weekend plans most people have. It was well attended by most of the parents. Staff and consumers planned and prepared for the big BBQ! The weather was perfect and the guys really enjoyed visiting with their families for the night. Natasha and Marcus did a great job cooking all the food. It was very good and plentiful. Traci and Sheila came by to visit with everyone which was really nice



Submitted by: **Sheila O' Dell**

### **Group Home of the Month**

This month the group home that was chosen by management staff to be the group home of the month is.....**Sherwood!** This home is the most active in In-Pact's HEROS events, Friendship Union meetings/parties, golf outing, etc. They attend, or are represented at every activity that we do as well as volunteer or help out whenever needed. **Sherwood** group home gets the consumers out to do a lot of neat activities/functions throughout the community (YMCA, Boy Scouts, events at the local civic center, etc.). Staff in this home also take part in looking for/coming up with things to do. So, that is why **Sherwood** has been chosen

Group Home of the Month!! Congratulation! Keep up the good work! BRAVO!!

Submitted by: **Emerson Caress:**

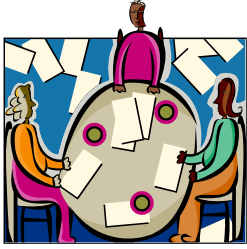
### **October Supported Services Employee of the Month**

Doctor's appointments, open shifts or taking on the responsibility of an additional consumer during her shift, she rarely says no. She always comes through in a bind. She is extremely thorough and self motivated, she cares about her consumers and keeps management informed of issues affecting not only their health and safety but the quality of their lives. When a manager arrives on site she can usually be found preparing a wholesome meal for her consumers, updating the books or paying the consumers bills. She never leaves things for the next staff to do; she does her job and does it well.

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

**Barbara Lopez!**

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 will be holding our third annual consumer-staff forum on Saturday November 6, 2010. As in previous years, it will be held at the In-Pact Clubhouse building in Crown Point on 121<sup>st</sup> Avenue. We will be serving a light lunch at 12:00 noon to everyone who attends and then begin the question and answer session with our senior management staff around 1:00 p.m. if you haven't come to one of these forums before, you don't know what you're missing. All consumers and staff of In-Pact are invited to come to this forum and ask any question they want. In prior years we have had some very good roundtable discussions about issues that pertain to both consumers and staff. Please circle this day on your calendar so you won't miss the opportunity to ask that question you always wanted to ask Steve or Sheila or Heather or Tom.



### **For your Information:**

Fall is around the corner, and Working Well is now ready to offer its 2010 flu vaccination program. For this year's 2010 season, the CDC is advising medical professionals to encourage employees, especially those at higher risk, to get vaccinated for seasonal flu. People at higher risk for flu complication include pregnant women and people with chronic medical conditions (such as asthma, heart disease, or diabetes). For more information:



Visit: [www.flu.gov](http://www.flu.gov)

Contact CDC 24 Hours/Everyday

1 (800) CDC-INFO (232-4636)

TTD: (888) 232-6348

[cdcinfo@cde.gov](mailto:cdcinfo@cde.gov)

Working Well is pleased to announce the cost is the same as last year, \$21.00 per injection.

Working Well has four locations in our area.

They are:

**Crown Point:**

12800 Mississippi Pkwy, (Pavillion A) Suite A 204

**Hammond:**

5500 Hohman Avenue Suite I D

**Munster:**

701 Superior Avenue Suite C

**Valparaiso:**

2307 LaPorte Avenue Suite 8

You can visit their website at: <http://www.workwell.org>



"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



## **Training Corner**

Submitted by: **Ruth Fields**

### **Conduct and Professionalism**

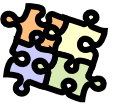
A huge focus for many reputable businesses is conduct and professionalism. Take Disney for example, all employees from their janitors to their management follow some strict rules on conduct and professionalism. For just a few examples, they are trained on how to answer guests' questions (they can never say "I don't know"); how to write; how to pick up garbage (you can't bend down; you have to swoop the garbage off the ground); how to give directions to attractions (you can't point; you use an open palm); and appropriate dress (no earrings bigger than a dime; only one hair color; no nail polish; no spots, loose buttons or loose threads on your clothes). On the flip side to what may seem like very strict standards, Disney has one of the lowest turnover rates in all the country. Their staff training approach is utilized by many other large companies across the world.

Why is conduct and professionalism such a big focus to so many businesses? This is because employee conduct and professionalism dictates almost all other aspects of the job. How employees look, act and handle themselves on the job directly affects their coworkers', managers', customers' and public's image and thoughts of the agency. It can affect people's attitudes on the job. It can help or hurt the mission and goals. And in our field, conduct and professionalism can influence the people we support to excel or fail.

November's monthly in-service will address the concepts of conduct and professionalism on the job. This training will include general definitions, specific In-Pact policies, ways to increase professionalism and the affects of unprofessionalism on the people we support. This training will be held on Monday, the 22<sup>nd</sup> from 10 am-12 pm and on Tuesday, the 23<sup>rd</sup> from 5 pm-7 pm.

### **Management Training**

November's management training will cover information about what a salaried exempt employee means. This training will be lead by Tom Atchison. The training will be held on Wednesday, the 24<sup>th</sup> from 10 am-12 pm.



### **Friendship Union News:**

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

*The annual Halloween Dance sponsored by the Friendship Union will be on Friday, October 22<sup>nd</sup> from 6 pm-8 pm at the Clubhouse. There will be light refreshments, music, dancing and a costume contest. The cost is \$2.00. Please RSVP to Ruth Fields by October 19<sup>th</sup>.*

### **Parent Network** (Formerly Parent Support Group)

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

### **November's Training Opportunities**

- Mon, the 8<sup>th</sup>: Crisis Intervention Refresher 10 am-12 pm (Please schedule with your supervisor to attend.)**
- Tue, the 9<sup>th</sup>: Defensive Driving 10 am-12 pm (Please schedule with your supervisor to attend.)**
- Sat, the 13<sup>th</sup>: Defensive Driving 9 am-11 am (Please schedule with your supervisor to attend.)**
- Mon, the 15<sup>th</sup>: New Employee Orientation 9 am-5 pm**
- Tue, the 16<sup>th</sup>: New Employee Orientation Med Core 9 am-1 pm**
- Wed, the 17<sup>th</sup>: New Employee Orientation 9 am-5 pm**
- Thu, the 18<sup>th</sup>: New Employee Orientation Crisis Intervention 9 am-5 pm**
- Sat, the 20<sup>th</sup>: Current Employee Review 9:30 am-3 pm**
- Mon, the 22<sup>nd</sup>: Conduct and Professionalism 10 am-12pm**
- Tue, the 23<sup>rd</sup>: Conduct and Professionalism 5 pm-7 pm**
- Wed, the 24<sup>th</sup>: Management Training- Salaried -Exempt Employee 10 am-12 pm**
- Tue, the 30<sup>th</sup>: September NEO Review 10 am-12 pm (This is for staff who attended NEO in September).**

### **October Training Opportunities**

- Tue, the 5<sup>th</sup>: Defensive Driving 5 pm-7 pm (Please schedule with your supervisor to attend.)**
- Mon, the 11<sup>th</sup>: NEO 9 am-5 pm**
- Tue, the 12<sup>th</sup>: NEO Med Core 9 am-1pm**
- Wed, the 13<sup>th</sup>: NEO 9 am-5pm**
- Thu, the 14<sup>th</sup>: NEO Crisis Intervention 9 am-5 pm**
- Mon. the 18<sup>th</sup>: CARF Standards 10 am-12 pm**
- Tue, the 19<sup>th</sup>: CARF Standards 5 pm-7 pm**
- Wed, the 20<sup>th</sup>: Defensive Driving 10 am-12 pm (Please schedule with your supervisor to attend.)**
- Thu, the 21<sup>st</sup>: Management Training- Time Management 10 am-12pm**
- Mon, the 25<sup>th</sup>: Current Employee Review 4 pm-9 pm**
- Tue, the 26<sup>th</sup>: August NEO Review 10 am-12 pm (This is for staff who attended NEO in August.)**
- Fri, the 29<sup>th</sup>: Crisis Intervention Refresher 10 am-12 pm (Please schedule with your supervisor to attend.)**



In- Pact, Inc. would like to

the Following New Staff.

### **New Hires**

#### **Group Home**

Robyn Perry- Berens

Quentin Washington- Heavlin

Tamara Gladney- Heavlin

Candi Long- 200 East



Congratulations to **Debbie Foster** on your promotion to Data Specialist at Berens Group Home. We wish Debbie all the best in her new position!

**Winner of Congratulation Card Drawing:**

Submitted by: **Bettina Kilgore**

**Cheryl Kleckner** congratulations on your outstanding work. Cheryl drove Van Route 3's van transporting consumer to and from work. She also trained the Van Route 3's new van driver. Thanks' Cheryl for stepping up to help we needed you the most. The following staff received congratulations cards that were placed in the Congratulations Card drawing. **Congratulations** to you all for your outstanding work, Mary Williams, Starr Frohock, Joanna Bogert, Donna Garza (2x), Bianca Sutton, Tiffany Yorek, Ben Link, Kelly Morgan, and Traci Baker.



## Community Resources



Submitted by: **Heather Chopps**

### **Evening Clubhouse Class, Yoga/Pilates, Gets Great Reviews!!**

Yoga/Pilates classes have gotten off to an awesome start. On Tuesdays and Fridays from 4:30-5:30, the Clubhouse hosts an exercise course for In-Pact staff. This was the first week in a five week series of instruction. Here are a few responses to, "What did you like about the class?"

"[I liked] Everything- I feel great. The instructors are really professional, positive, and patient. I like being there with co-workers, too." Lynn

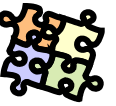
"I enjoy that you are able to control the degree of the workout. Even more enjoyable is the focus and meditation, because I need to learn to clear the mind and slow down." Lori

"I like that I can clear my mind and relax before going home. I think the yoga is a nice complement to other exercise I may do, plus I really enjoy the camaraderie of the group." Mary Jane

"I am so happy that we have the opportunity to participate in the yoga class. It is such a great way to unwind after a stressful hard day at work. The instructors really get you motivated." Tammy

"This class is fun!! The yoga class increases health to the mind and body. It's a great way to unwind and relieve pressure and stress that may have occurred during the day. It's a calm environment where co-workers can laugh, work together, or not work together. We can grunt, complain and whine, blow out and sigh real hard. We can get heated, sweat, and refuse to do certain things without offending anyone. We can work hard and bend and stretch ourselves to the fullest, and not get offended if others don't, and after class is over we all feel better; we have released all toxins and tensions. Ah, another step closer toward a healthy mind and body, and possibly to a healthier workplace. YEAH, YOGA!" Sandra

For those interested in the taking the class, more classes are being planned for when this is finished. Times and dates will be posted in the newsletter.



Submitted by: **Diane Wilson**

## **More De-Stressing News from Community Resources**

Are you over-stressed and over-worked? Does the thought of exercise add to your anxiety? Community Resources has the remedy: Starbucks donations from Second Harvest. Be on the look-out for baked goods of every kind. You may request a delivery by calling the Day Program phone, at 808-0631. And remember...

“STRESSED spelled backwards is DESSERTS”

### **For your information:**

#### **Indiana Dunes State Park**

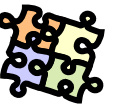
The Indiana Dunes offers Special Events & Workshops in 2010. Here are few of the special events offered. Most events are free, unless noted. For all programs there is a gate fee of \$4.00 (\$5.00 Friday- Sunday & Holidays) for Indiana residents, \$10.00 fee for out-of-state residents, or no entry fee for those who paid the annual fee. If you are interested in attending any of the functions for more information please go to [www.lakecountyparks.com](http://www.lakecountyparks.com)

Sat/Sun October 9/10 2010.....Northwest Indiana Storytelling Festival ....Throughout Park  
10 am- 4pm Special ghost stories after dark

Sat/Sun October 30/31 2010..... "HowL"ween At the Dunes.....Throughout Park  
9: am-8 pm Campsite decorating, trick or tricking, and more!

Deep River- October 2- 24 at 1:30 pm and 2:30 pm. Take a ride around the river and through the woods \$2.00 per person. Hayrides by reservation for October ..... Friday, Saturday, Sunday, and Holiday \$75.00 per Ride. Monday - Thursday \$50.00 per ride.

Horse- drawn hayrides at Buckley Homestead – \$100.00 per ride (only during daylight hours). They offer Special Needs hayrides, available at Oak Ridge Prairie during daylight



hours. Wagons are able to carry people in wheelchairs. Regular prices apply. For more information go to their website.

The Non- reserved hayrides are \$ 2.00 per person.



## HAPPY OCTOBER BIRTHDAY

Purvis Jones, Johnny Balentine, Patrick Nairn, Cynthia Price, Lynn Phillips, Pamela Covington, Carole Johnson, Dorothy Taylor, Debbie Foster, Marla Shea, Brenda Wright, Toni Applegate, Diane Wilson, Donna Garza, Victor Dube, Vusa Ncube, JoLanna Goodlow, Shennette Robinson, Anthony Freeman, Teshia Norman, Anta Crawford, Keiva Pickett, Stacy Williams, Nicole Papp, Anthony Mytas, Sherry Leggett, Monique Ellis, Steven Mitchell, Charnise McCalister, Bianca Armand, Jessica Slakaitis



With the price of gas in 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](http://www.gaspricewatch.com/default_V3.asp) to find a gas station in the area where you live or work that has the cheapest prices.