



# In-Pact In-Facts

August 2011

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*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.*

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## GROUP HOME SERVICES

Submitted by: **Marcetta Walton**

### Heavilin Group Home

The boys at the Heavilin Group Home have had an awesome summer vacation! At the end of the school year Mathew graduated. It was an awesome ceremony. He will be returning this school year. The highlight of the summer was the boys going to the Deep River Water Park and the Air Show. Zach and Noel love going and they enjoy the Wave Pool and of course the Lazy River. Mathew enjoyed every moment he spent relaxing in the Lazy River. The guys have enjoyed going to many different parks and they look forward to visiting many more.

Justine purchased a season pass for the Shedd Aquarium and donated her guest privileges to our guys. She took one guy every Saturday in June to enjoy the Shedd Aquarium and lunch afterwards. They each had a blast and enjoyed the train ride to Chicago. Thanks Justine for your donation to the guys, which they all appreciated and enjoyed going. A couple of the guys would go on Saturdays to Cinemark in Valparaiso to enjoy movies and popcorn for the cheaper shows.

The guys enjoy going to the YMCA Mon.-Fri. They enjoy swimming and many other activities that are offered at the YMCA. The guys participated in Special Olympics and have enjoyed many events including going down state several times and returning with medals. They competed in bowling and softball. Noel has been to Sharing Meadows Camp twice this summer. He attended a week each time, and he had a blast.

To wrap up our summer we've planned a trip to River Side Canoes in Winamac, Indiana to enjoy tubing along the river and Indiana Beach for day outings. The guys are looking forward to attending the Lake County Fair to enjoy the rides and playing carnival games.

Last but not least we have a new guy John and he is adjusting and enjoying being at the Group Home. We all miss Danny and wish him well at his new home.



Three of the guys have worked the summer work crew and earned money. They are excited about having the chance to shop and purchase items they enjoy. John has been counting the bucks so he can purchase himself a laptop and surf the internet and stay in contact with his friends on Face Book.

Submitted by: **Emerson Caress**

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

Even though she is a newer staff she has already made a big impression. She works wonderfully with a very complicated consumer, follows his behavior plan without question; she even takes him out in the community virtually every night she works. As a matter of fact she and her fellow staff at that site were just given a glowing letter of thanks from one of their consumer's advocates. If she has concerns she always brings them to management's attention. Her fellow staff love working with her because they know she will be on time and ready to work.

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

## **Deanna Shannon!**

The Supported Service Employee of the Month receives a Gift Card for use at a local establishment! As an added bonus some of the Supported Service Employees of the month for this calendar year may attend the IN-ARF conference in Indianapolis next Spring.



Submitted by **Community Resources**

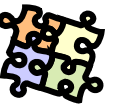
## **Spotlight Consumer of the Month of August**



### **Eric is Growing and Communicating**

Eric use to refuse to get out of his family's car to attend his previous day programs. After speaking with Eric's family, we learned that Eric loved going to the park to swing on the swings. We also learned that he loved to watch people cook. We thought that if we had his mom bring him to the park that would be a great opportunity to meet him in an environment that he enjoyed. His mom agreed to the meeting. We arrived at the park and Eric was swinging and he appeared to be having a good time. We walked up to Eric with his mom, she introduced us to Eric and she stepped back while we spoke with Eric and told him about our day service program. Eric never looked at us or acknowledged that we were there.

As we continued to speak about the program, we stated that we cook at the day service often making, brownies and many different dishes. Eric stopped swinging to listen to what was being said. We asked Eric if he would like to go to the clubhouse because we were preparing brownies. Eric got in the behaviorist's car and they drove to the clubhouse.



When Eric first came to the clubhouse, he was a young man that displayed many negative and self injurious behaviors. He didn't interact with his peers or staff. There was a Behavior Plan implemented by BSI to help with his transition to our day service and improve his behavior and communication skills. The staff at the clubhouse worked closely with Eric's family, the behaviorist and followed his behavior plan.

Now, Eric is transforming from no communication and negative behaviors to getting on and off the van without hesitation and communicating with staff. He makes his wants and needs known through the use of Sign Language, a PECS Board, and gestures. He also interacts with his peers. These changes have been exciting to observe and be a part of over the past year. His growth is a true testament to how hard work and dedication will pay off AND CHANGE A CONSUMER'S LIFE



Submitted by: **Sheila O' Dell**

### Group Home of the month:

After reviewing personnel records at each group home for TB tests, insurance info, signed policy updates, etc; Berens had more files intact and completed in a timely manner. So, that is why Group Home of the month was presented to **BERENS!** Kudos to Berens...way to go!



It's a sad day when you find out that it's not accident or time or fortune, but just yourself that kept things from you.

- Lillian Hellman



## Training Corner

Submitted by: **Ruth Fields**

### **Management Training**

By request September's Management Training will cover Racial and Cultural Sensitivity in the Workplace. The training will examine the importance of sensitivity when working with others as a supervisor. The training will be held on Thursday, September 29<sup>th</sup> from 10 am-12 pm.

### ***Friendship Union News***

*The next Friendship Union meeting will be held on Monday, September 26<sup>th</sup> from 6 pm to 8 pm at the Clubhouse.*

#### September Training Opportunities

Mon, the 12<sup>th</sup>: New Employee Orientation 9 am-5 pm

Tue, the 13<sup>th</sup>: New Employee Orientation Med Core 9 am-1 pm

Wed, the 14<sup>th</sup>: New Employee Orientation 9 am-5pm

Thu, the 15<sup>th</sup>: New Employee Orientation Crisis Intervention 9 am-5 pm

Mon, the 19<sup>th</sup>: Current Employee Review 9:30 am-3 pm

Tues, the 20<sup>th</sup>:NEO Review 10 am- 12 pm

Thu, the 29<sup>th</sup>: Management Training: on Racial and Cultural Sensitivity 10 am-12 pm



August Training Opportunities

- Mon, the 1<sup>st</sup> :Crisis Intervention Refresher 10 am -3 pm
- Tue, the 2<sup>nd</sup> :May's NEO Review 10 am- 12 pm
- Mon, the 8<sup>th</sup>: New Employee Orientation 9 am-5 pm
- Tue, the 9<sup>th</sup>: New Employee Orientation Med Core 9 am-1 pm
- Wed, the 10<sup>th</sup>: New Employee Orientation 9 am-5 pm
- Thu, the 11<sup>th</sup>: New Employee Orientation Crisis Intervention 9 am-5 pm
- Mon, the 22<sup>nd</sup>: Defensive Driving 10 am-12 pm
- Tue the 23<sup>rd</sup> : June's NEO Review 10 am- 12 pm
- Wed, the 24<sup>th</sup>: Current Employee Review 9:30 am- 3 pm
- Mon, the 29<sup>th</sup>: When Actions Speak Louder than Words 10 am- 12 pm
- Tue, the 30<sup>th</sup> : When Action Speak Louder than Words 5 pm- 7 pm
- Wed, the 31<sup>st</sup> : Management Training : Games of Supervision and Motivation 10 am- 12 pm



In- Pact, Inc. would like to

the following new staff

**New Hires**

**Group Home**

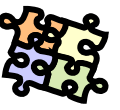
Brittney Cavazos

**Community Resources**

Elaine Bielefeld

**Supported Services**

- Kim Calhoun
- Janice Harris
- Valira Lewis
- Tashae Melton
- Melanie Pittman
- Airielle Rogers
- Amy Stineman



## Community Resources

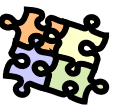
Submitted by: **Heather Chopps**

We have immediate day time openings in Community Resources (Employment, Van Route, Volunteers, and Clubhouse). Positions require transporting consumers so you must be eligible to transport according to IN-PACT guidelines. For more information please contact Heather Chopps at the main office at 219-662-1905.



## HAPPY August BIRTHDAY

Tom Atchison, Ken McQueen, Connie Berry, Brenda Samuels, Deborah White, Cathy King, Virginia Ladd, Lue Powell, Sandra Miler, Steve Bazin, Jennifer Popka, Justine Pchelka, Megan Lambert, Scott Williams, Tracy Honeycutt, Kimberly Nystrom, Colleen Hensel, John Gichachi, Nikkii Brown, Samantha Baker, Amy Arnett, Lateash Janigan, Kisha Smith, Anthony Stewart, Morris Sirleaf, Kenyattia Bostic, Kelly Morgan, Marquita Fuentes, Shannon Stewart, Davida Stevenson, Catherine Snowden, Olivia Jackson, Rachel Kearney

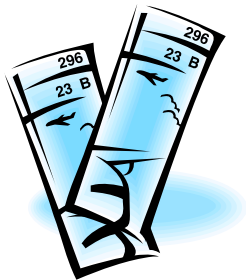


## For your Information:



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.

Submitted by: **Ray Giacomini**



## Re: 2011 Holiday Raffle

It was brought to my attention that an employee wanted to purchase a raffle ticket last December but did not have money at the time. As a result of this request I am willing to try something for this year's raffle. I am willing to accept a payment of \$1.00 per month for a purchase of a raffle ticket. The full \$10.00 must be paid by December 1, 2011 and then a raffle ticket will be available for you to choose and enter into the raffle. Let me know if you are interested so we can start with the first payment.