

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: **Susan Whitten**

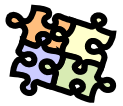
Holidays/Traditions

Traditions are important in companies just as they are in families. And, nothing is more important than the annual traditions that some work places establish around the celebration of seasonal holidays. A holiday celebration builds positive morale which results in increased employee motivation. High morale and motivation contribute to team building and productivity. Productive teams are responsible for the success of your organization (1).

Traditions can range from costume parades at Halloween to food drives for the less fortunate. Lunch celebrations, evening holiday dinners and the wearing of the green for St. Patrick's Day are annual traditions that people can count on and look forward to celebrating at work, according to Susan Heathfield with About.com.

Many workplaces celebrate [annual holidays and events](#). Over time, as we celebrate these yearly holidays and events in our workplace, we form traditions and give our employees a sense of community about their workplace. The stories and any photos taken from the events, help form the [company culture](#), the environment we provide for people at work. It has been proven that employees like to celebrate holidays and annual events at work (2). If you involve them in creating the plans and traditions, celebrating holidays and annual events in the workplace improves employee morale, motivation, and engagement (3).

At many of our supported services and group home locations, staff and consumers celebrate various monthly and annual festivities. Monthly birthday parties, Walk-a-thons, annual bashes that include cake decorating contests, annual cookouts, Thanksgiving dinners done with a number of our consumers, Mother's Day brunches and Father's Day bar-b-ques are just some of the activities staff and consumers enjoy that brings a sense of comrade and fellowship, and have quickly become a tradition. Who else gets excited about our annual Consumer Christmas party besides me? Recently, we had a Fannie May candy bar sale that got all departments working together towards one goal...raising money to obtain



items for our consumers. Hopefully this will be an annual event and our consumers will continue to get the extra items they need or want to make their lives more productive.

On the lighter side, check out the following web sites for some wacky, lesser-known holidays/traditions celebrated across the country: www.zanyholidays.com, www.squidoo.com, www.holidayinsights.com, www.holidays.net, and www.gone-ta-pott.com/weird.

(1-3)[Susan M. Heathfield](#), About.com Guide



Submitted by: **Sheila O' Dell**

Group Home of the month was awarded to the home that made a tremendous effort in supporting the Fannie May candy bar fundraiser. 200 East sold 9 boxes, which contributed to the fundraisers great success! We commend you 200 East for selling the most boxes! Congratulations 200 East, group home of the month!

Submitted by: **Emerson Caress**

May Supported Services Employee of the Month

She always has her consumer's best interests at heart. Her warmth and compassion for her consumers shows through to every new staff she trains. She makes sure management knows when the van is low on gas, when her consumer needs medicine at the workshop, or just gives an informational heads up on something important going on in the lives of her consumers. After a recent medication change, she called her manager to make sure that it was correct, because her consumer had not recently been to the doctor.

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

Jennifer Howell!

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.

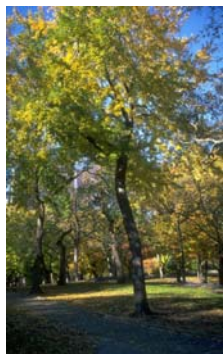


Submitted by: **Sharon Staley**



A special thank you too Hubinger's Garden Center, for their generosity to the Sullivan Group Home. One of our gentlemen has recently taken an interest in nurturing a plant. Hubinger's donated a pot of Tulips and also informed us that they could donate a few vegetables for a small garden when they start receiving them in for the season. When Joe saw his new plant he got excited and then when we told him about the vegetables, he got even more excited because he gets to eat them! Hubinger's is a family owned business located on the corner of 113th Avenue and Broadway in Crown Point. Please support this business for your spring and summer needs! Thank You!!

The Great Outdoors!



The calendar says it is May. So, it is time to get outside and enjoy the numerous recreational facilities we have in the area. The *Lake County Parks* have trails, playgrounds, picnicking, etc. Many of the parks also have naturalist programs. To get information on the happenings call 219-769-PARK or use the internet site at www.lakecountyparks.com for a calendar of events. *Indiana Dunes National Lakeshore* is another great place to experience spring. You can get information on programming at <http://www.nps.gov/indu/>. We also have bike trails in Lake and Porter Counties. This information can be accessed at <http://www.lakenetnwi.net/member/trails/>. Last but not least, there are several state parks within any easy drive of Lake and Porter Counties. They offer a variety of activities. Information on the Indiana State Parks can be found at <http://www.in.gov/dnr/parklake/>. Here's hoping that everyone enjoys Spring and Summer in Indiana.



Training Corner

Submitted by: **Ruth Fields**

Dementia and People with Disabilities

As the population of people we support ages, we are finding more of a need to understand and address dementia. Dementia is a loss of brain function that occurs with certain diseases. It affects memory, thinking, language, judgment, and behavior. Most types of dementia are nonreversible (degenerative). Nonreversible means the changes in the brain that are causing the dementia cannot be stopped or turned back, but there are a lot of things that can be done to help support the person with dementia. June's monthly training will examine the signs and symptoms of dementia; ways to communicate with people who have dementia; and tips for dealing with certain behaviors related to dementia such as agitation, wandering and outburst. The training will be held on Monday, June 13th from 10 am-12 pm and on Tuesday, June 14th from 5 pm-7 pm.

Nontraditional Techniques for Supervisors

June's management training will look at nontraditional techniques for supervisors based off of an international training series. We will discuss the use of creativity, humor, socialization and persuasion in managing employees. The management training will be held on Thursday, June 30th from 10 am-12 pm.

Friendship Union News

The next Friendship Union meeting will be held on Monday, May 23^d from 6 pm-8 pm at the Clubhouse.



May's Training Opportunities

Fri, the 13th: Defensive Driving 10 am-12 pm

Mon, the 16th: New Employee Orientation 9 am-5 pm

Tue, the 17th: New Employee Orientation Med Core 9 am-1 pm

Wed, the 18th: New Employee Orientation 9 am-5pm

Thu, the 19th: New Employee Orientation Crisis Intervention 9 am-5 pm

Sat, the 21st: Current Employee Review 9:30 am-3 pm

Thu, the 26th: Management Training: Training and Evaluating Skills for Supervisors 10 am-12 pm

Tue, the 31st : March NEO Review 10 am-12 pm

June Training Opportunities

Wed, the 1st : Crisis Intervention Refresher 5 pm-7 pm

Mon, the 6th: New Employee Orientation 9 am-5 pm

Tue, the 7th : New Employee Orientation Med Core 9 am-1 pm

Wed, the 8th: New Employee Orientation 9 am-5 pm

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

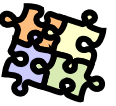
Mon, the 13th: Dementia and People with Disabilities 10 am-12 pm

Tue the 14th : Dementia and People with Disabilities 5 pm-7 pm

Mon, the 27th: Current Employee Review 9:30 am- 3 pm

Tue, the 28th : April Neo Review 10 am-12 pm

Thu, the 30th Management Training: Nontraditional Techniques for Supervisors 10 am- 12 pm



In- Pact, Inc. would like to

the following new staff

New Hires

Group Home

Erica Broaders
Rachel Kearney

Community Resources

Florence Jones

Supported Services

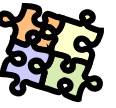
Erin Dilosa Kecia Green
Cynequia Gover Olivia Jackson
Lesha Melton Brenda Samuels
Sabriah Williams



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 May BIRTHDAY

Fern Johnson, Dorothy Pearson, Vincent Dance, Freddy Cruz, Peggy Buchanan, Myrtle Robinson, Joanne Bogert, Emerson Caress, Steve Altman, Gordon Woods, LaCheryl Beeks, Evelyn Williamson, Susan Whitten, Joe Brown, James VanNevel, Bennetta Robinson, Tammy Ellis, Renee McLin, Mary Mc Nichols, Candi Long, Anthony Williams, Tiffany Yorek, Stephanie Blackman, Sara Mitchell, Christopher Harper, Ortamese Walton, and Jon Bottorff



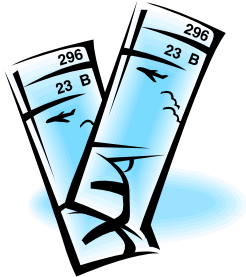
"Each one has to find his peace from within. And peace to be real must be unaffected by outside circumstances."

Mohandas Gandhi



For your Information:

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.



DATE SET FOR ANNUAL GOLF OUTING

Mark your calendars now to attend the Third Annual Harold W. Holmes Memorial Golf Outing for Autism set for Friday, June 17, 2011. The outing will once again be held at Turkey Creek Golf Course in Merrillville.

Although this is the 28th consecutive year for the corporate outing, it is the third year In-Pact recognizes the work of our former Fund Development Director, Harold Holmes, by renaming the outing in his memory, acknowledging his life and dedication to In-Pact.

Watch your mail for additional information and sponsorship opportunities or for additional information, please contact Ray Giacomini at 219 662-1905.



Winner of Congratulation Card Drawing:

Submitted by: **Sharon Staley**

Barb Hoover congratulations on your outstanding work on the week of March 14th to March 28th 2011. Barb covered for staff that was off sick. She worked extra shifts to help pick up and take the guys to the places that needed to go. The following staff received congratulations cards that were placed in the Congratulations Card drawing Jon Bottoroff, Stephanie Arnold, and Curtis Lewis. **Congratulations** to you all for your outstanding work.

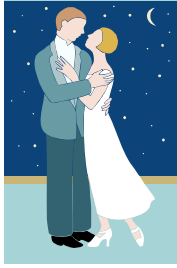
For your Information:



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



Dance the Night Away



On March 26th 2011 a few of In-Pact's consumers and members of In-Pact's staff attended a Spring Ball which was hosted by Arc Bridges. They all looked amazing. They were all excited about attending the Ball! They took time out to pose for a few pictures.



Anthony, (Gwen Assistant Hab. Manager), Todd, Michael, and Greg



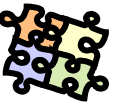
Willette



Sarah



Betty Jo. And Cathy



Michael, Anthony, Greg, and Todd



Toni and Vicky



Diane and Richard



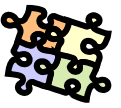
Joe and Lucresha (Staff)



Wallace, Aaron, Guy, and Chris



Kimberly, Richard, Joe, Robert (staff David and Lucresha)



Amy and Kellie



Kimberly and Assistant Manager Angela



Anthony, Greg, (staff Evelyn W.), Todd, and Michael



(staff) Robyn and Ann



Coming Soon

A survey team from CARF International * will be visiting on

June 27 through June 29, 2011

We invited the surveyors to evaluate how well we meet international standards for quality. The survey will tell us what we are doing well and ways we might improve. As a result of this survey, we may earn or continue accreditation.

As part of the survey, the surveyors will interview people who receive services, their families, our staff, and others. Some question the survey team members might ask people are:

Do we provide a clean and safe setting?

Do you receive the services you need and want?

Are you treated with respect?

Do take part in planning your services?

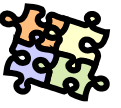
Are you told what you need to know about services?

Are your question answered in a way you understand?

Do you know where to go with question or concerns?

carf International

- **What is accreditation?**
- Accreditation is a process that demonstrates
- a provider has met standards for the quality of
- Its services. CARF International * establishes
- these standards to guide providers in offering
- their services and also uses the standards to
- evaluate how well a provider is serving people
- and how it can improve.



What is a survey?

As a step toward accreditation, a provider invites CARF International to send a team of professionals, called surveyors, to visit its site and evaluate its services for quality. The surveyors consult with staff members and interview people who use the provider's services. Based on the surveyors' review, the provider may be awarded accreditation for a term of one or three years. In some cases, the provider may need to improve its services before it can become accredited.

Submitted by: **Ann Peters**



The Msgr. Ryder Knights of Columbus #4047 will hold their Annual Tootsie Roll Drive on Friday, May 13 and Saturday, May 14. The annual drive is held each year to benefit the mentally and physically challenged members of our community.

The locations we have been assigned include K-Mart on U S Route 30, Walgreens at 61st & Broadway, Wal-Mart in Merrillville and Strack & Van Til on Taft.

Staff and consumers will report to the St. Andrews Parish Hall in Merrillville at 801 West 73rd Avenue to sign in, receive instructions and to pick up a reflective apron and canister for the drive on the day they volunteer to help.

Each year, Msgr. Ryder Council donates over \$ 3,000 to In-Pact as our share of the proceeds. The amount we receive each year is based on the amount of time that we dedicate to the drive.

I (Ann Peters) will be sending a copy of the schedule and time frames available and will assign time and location based on a first come basis.

Any questions, contact Ann Peters via e-mail peters.ann@in-pact.org.