



# In-Pact In-Facts

November 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: **Renee Tomerlin**

### 200 East News



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Staff and Consumers at 200 East



All of the guys' at the 200-East group home had an amazing summer and are still doing some pretty cool things so far this fall. All 6 of the guy's enjoyed some type of mini vacations over the past several months and had a great time. Bob, Billy, and Brian enjoyed a 2 night trip to Indiana Beach in August. Keith and Tom went to Medieval Times in October, and Jimmy and Keith went to a local hotel overnight in July. For those of you who are unfamiliar with the guys' at 200-East, you may be thinking that an overnight trip to a hotel is not that big of a deal, but it certainly was for Keith. I have worked at the home for almost 12 years now, and Keith would never stay overnight anywhere for as long as I have known him. The staff worked hard with Keith and eventually tried taking him in July. I'm proud to say that Keith made it through the whole evening with the help of some great staff. In my eyes, this is what working with people with disabilities is all about. Setting a goal and doing everything you can to achieve it with the consumers.

All 6 of the guys' went to Bengstons' Pumpkin Farm in October. Billy was able to attend the "Fright Festival" at Six Flags I, and all of the guys' seem to be looking forward to the upcoming holidays. I wanted to take this time to say **"THANK YOU"** to all of the staff who have done an outstanding job working with the guy's, and who continue to do great things at 200-East. You should be proud and know that all of your hard efforts are paying off for the guys' and their home. **Keep up the good work everyone!**

Submitted by: **Emerson Caress**

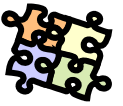
## **November Supported Services Employee of the Month**

He takes a licking and keeps on ticking. He works with one of our most violent consumers and takes it in stride, following the behavior program and matching violence with calm competence. In just the past two months he's been attacked at least seven times, yet he continues to keep his cool and treat his consumer according to the behavior plan. As he continues his education he is a reliable, resourceful, respectful staff to some very difficult consumers.

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

**Tim Brown!**

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 **Supported Services**

## **Spotlight Consumer of the Month of November**



### **TERRELL; AN INDEPENDENT GENTELMAN**

A gentleman, that's what he is, in both senses of the word. He's polite to a fault, considerate, soft spoken and thoughtful. He loves to plan parties, and decorate the house for the holidays.



Raised by his grandmother, Terrell entered the Heavlin Group Home in 1984. He was a great favorite of the staff there because of his polite behavior. He made several friends there and in 1998 Ernie, one of those friends, and he moved to an apartment in the community. In 2010 he and Ernie along with Doug and Jose moved into a house. Terrell enjoys watching television and cooking, and frequently spends time at home by himself without staff.

He started participating in Special Olympics and has won many medals. Terrell has all the tools. He is an all round athlete. He participates in just about every sport, swimming, basketball, bowling, just about everything, with the possible exception of Bocce ball.

Terrell has worked at a school and a country club for many years and now works totally without artificial support. His employers have nothing but high praise for his work ethic and friendly demeanor.

A gentleman, that's what he is.



Submitted by: **Sheila O' Dell**

### Group Home of the month:

The Group Home of the month award was presented to Vermont Group Home. Vermont experienced a sad and devastating time with the passing of one of their consumers, Guy. They are to be commended for their exemplary service and care to Guy. Staff acted quickly to get Guy the immediate medical treatment that he needed at first signs of becoming ill. Staff remained with Guy throughout his care at the hospital and gave continuous feedback to other personnel about Guy's condition/medical status.

Several of the staff showed up at the hospital to see Guy and to give support to his family. Staff showed up in force at Guy's wake and for his funeral. Vermont staff chipped in to purchase a card and flowers. A memory board full of pictures was also made to display. Not only did In-Pact's personnel recognize the excellent care staff gave to Guy, his family also expressed their gratitude and appreciation for the love and care that was shown. For these reasons, Vermont is the Group Home of the month...**Job well done!**



## **Training Corner**

Submitted by: **Ruth Fields**

### **When Actions Speak Louder than Words**

(Rescheduled from training in August). The intent of a behavior-communication link is to build an understanding of how different behaviors are communicated, to understand what their message might be and how to begin to interpret those messages. The training will examine how behavior and communication are linked and what important messages are being conveyed. Traci Hardesty, Group Home Coordinator, will be presenting on information gained through the INARF Conference, specifically, through sessions lead by Kim Davis of the Indiana Resource Center for Autism. This informative and interactive training will be held on Monday, December 19<sup>th</sup> from 10 am-12 pm and Tuesday, December 20<sup>th</sup> from 5 pm-7pm.

### **Reasonable Suspicion Training for Supervisors**

December's Management Training will be the required yearly training on Reasonable Suspicion. The training will be held on Friday, December 16<sup>th</sup> from 10 am-12 pm. The training will cover signs and symptoms of drug and alcohol use on the job; proper protocol for suspected drug and alcohol use on the job, documentation and investigation of suspicion and policy on substance abuse.

### ***Friendship Union Events:***

The next meeting will be held on Monday, November 28<sup>th</sup> at the Clubhouse from 6 -8 pm.



### December Training Opportunities

Tues, the 6<sup>th</sup> : Current Employee Review 9:30 am- 3 pm  
Fri, the 9<sup>th</sup> : Crisis Intervention Refresher 10 am- pm  
Mon, the 12<sup>h</sup>: New Employee Orientation 9 am-5 pm  
Tue, the 13<sup>h</sup> : New Employee Orientation Med Core 9 am-1 pm  
Wed, the 14<sup>th</sup>: New Employee Orientation 9 am-5 pm  
Thu, the 15<sup>th</sup> : New Employee Orientation Crisis Intervention 9 am-5 pm  
Fri, the 16<sup>th</sup> : Reasonable Suspicion 10 am- 12 pm  
Mon, the 19<sup>th</sup> : When Action Speaks Louder than Words 10 am- 12 pm  
Tues, the 20<sup>th</sup> : When Action Speaks Louder than Words 5 pm- 7 pm  
Tue, the 27: October NEO Review 10 am- 12 pm

### November Training Opportunities

Mon, the 7<sup>th</sup> :Defensive Driving 1pm- 3 pm  
Sat, the 12<sup>th</sup> : Current Employee Review 9:30 am-3 pm  
Mon, the 14<sup>th</sup> :New Employee Orientation 9 am-5 pm  
Tue, the 15<sup>th</sup>: New Employee Orientation Med Core 9 am-1 pm  
Wed, the 16<sup>th</sup> : New Employee Orientation 9 am-5pm  
Thu, the 17<sup>th</sup> : New Employee Orientation Crisis Intervention 9 am-5 pm  
Tues, the 22<sup>nd</sup> : September NEO Review 10 am- 12 pm  
Tues, the 29<sup>th</sup>: Management Training- topic TBA 10 am-12 pm



It is a common experience that a problem difficult at night is resolved in the morning after the committee of sleep has worked on it.

**John Steinbeck**



In- Pact, Inc. would like to

the following new staff

### **New Hires**

#### **Group Home**

Terri Golden  
LaQuita Tyler

#### **Supported Services**

Terion Hopson  
Starr Richardson  
Felicia Smith  
Angela Suarez  
Tanisha White  
Alicia Jernigan



**Winner of Congratulation Card Drawing:**

Submitted by: **Jennifer Popka**

**Barbara Lopez**; congratulations on your outstanding work. Barb made books for a new consumer for the manager. Barb doesn't work with this consumer. Great Job Barb! The following staff received congratulations cards that were placed in the Congratulations Card drawing: Anna Reilly, Renee Tomerlin, Ruth Fields, and Samantha Shaffer  
**Congratulations** all of you for your outstanding work.



Submitted by: **Tom Atchison**

### E-Mail Address

If you work for In-Pact, we would like to have your e-mail address so we can send you fun things like this newsletter. So, if you would like to get something other than spam e-mails at your e-mail address, please send your e-mail to [applegate.toni@in-pact.org](mailto:applegate.toni@in-pact.org).

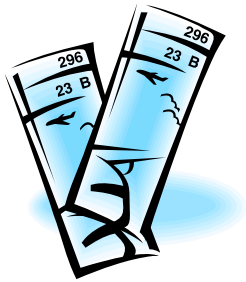


## **HAPPY November BIRTHDAY**

Sharon Staley, Lorriane Beron, Josephine Shannon, Alice Kalwinski, Clarice Hobbs, Virginia Stokes. Felice Stanford, John Wilson, Jewel Carlisle, Dana Rock, Connie Dickens, Michele Thomas- Grulke, Valerie Krolik, Ian Bussey, Peter Uchman, Joyce Parrish, Niaga Sims, Keyana Lawrence, Raikeesha Robinson, Jacob Elman, Lauren Frank, Anna Reilly, Amanda Nelson, Donald Vincent, Katie Wolfe



Submitted by: **Ray Giacomini**



### **Re: 2011 Holiday Raffle**

The Fifth Annual Holiday Raffle tickets are now available. The price of the tickets is \$10.00. The drawing will be held on Friday December 17, 2011.

First Place Prize is a 51 inch Samsung Plasma HD TV

Second Place Prize is a Blue Ray Disc Player

Third Place Prize is a Kodak Digital Camera

Fourth Place Prize is \$75.00 Cash

Fifth Place Prize is 50.00 Cash

\* Please see Ray to purchase your ticket.

\* 2012 Golf Outing:



June 22, 2012 mark your calendars.