



In-Pact In-Facts

January 2012

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.

Submitted By: Herb Grulke

On behalf of myself and the entire In-Pact board of directors, I would like to extend our gratitude for the loyalty and commitment to those that we serve for the following employees who we recognized at the holiday party.

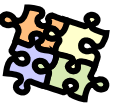
AVALON STAFF DINNER AWARDS-2011

5 YEARS

Vincent Stefanelli-CR
Alison Willmore-CR
James Hill- GH
Stephanie Blackman- GH
Mary Williams-GH
Vincent Dance-G.H
Shawna Dickenson G.H
Anna Reilly-GH
Mikias Agafari-NC
John Gichachi- NC
Virginia Stewart-NC
Yvonne Lott- NC
Stephanie Bardley-SS
Jerri Spear-SS
Dana Hesse- GH
Latoya Standberry-SS
Jennifer Doffin- SS
Angela Williams- SS
Justin Webster- SS
Shannon Davis-SS
Jessica Tribble-SS

10 Years

Ray Giacomini- ADMIN
Ian Bussey-GH
Sealan Woods- GH
Dorothy Pearson-GH
Kay Holder- Cleaning Crew
Josephine Shannon- SS
Sonja Smith- SS
Robyn Bianco- SS
Cheri Hooten- SS
Noah Garza- SS
Denise Coots-SS



15 Years

Dorothy Traylor –GH
Darlene Austin-SS

25 YEARS:

Mary Jane Lewis- ADMIN
Sheila O'Dell GH -ADMIN
Joe Brown- GH

MERITORIOUS

Sharon Tillery- CR
Samantha Schaffer- GH
Renee Tomerlin- GH
Dorothy Traylor- GH
Maria Shea- SS
Amy Spencer
Dustin Kuminecz-NC
Michael Hicks- NC
Steven Mitchell-NC

SOAR AWARDS

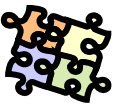
Amy Spencer- SS
Maria Shea- SS

Our heartfelt congratulations go out to these staff who represent the "Best of the Best" employees here at In-Pact.

Herb Grulke



Change your thoughts and you change your world.
[Norman Vincent Peale](#)



Solar Awards

Submitted: by **Steve Bazin**



Two employees who dare to soar!

Every year in Supported Services a staff person is awarded with a dare to soar award for a positive attitude and outlook exemplifying the ideal of daring to soar, letting your attitude determine your altitude in life. Another employee is awarded with a dare to soar award as the employee of the year. Each person is given a silver and gold eagle statue respectively as a reminder of their importance to In-Pact and the work they do for the individuals they serve.

This year I could not decide which individual staff person best exemplified having that ideal attitude and which one truly exemplified being employee of the year. You see, they both were exemplary in both areas. We decided that for the first time we would award both of these ladies with an employee of the year award. In Supported Services I have always felt that we not only work to meet the needs of the individuals we work with but in many ways we are also working to meet the needs of the family.

Maria Shea is one such individual who exemplifies this each and every day, when she is at work, or when she is not at work due to her own medical leave. This past fall we learned that the consumer that Maria worked with was diagnosed with a critical illness. When Maria learned about this she came to the hospital not only to be with her consumer, but to be with her mother too. Maria spent several days just being at the hospital, making sure that both mother and daughter had everything they needed. For Maria it truly is a labor of love working at In-Pact. It always has been for as long as I have known her.

Amy Spencer is another individual who exemplifies this each and every day. When she is at work her job is to ensure that the consumer she works with gets the best care possible. This consumer has had serious medical issues for years and Amy has worked closely to monitor these issues and has over time developed a strong bond not only with the consumer but with her parents as well. This past fall the consumer Amy works with became critically ill and eventually passed away. All of her staff spent large amounts of



time at the hospital during this time, however, Amy, who is studying to be a nurse, was there as a liaison between the doctors and hospital staff and the family. At the time of her passing, Amy stepped up and helped with funeral and luncheon arrangements taking a great deal of burden off of her consumer's mother and father. Both of them have told me just how much it meant over the years having Amy on their daughter's team.

Both Maria and Amy truly exemplify what their statues say: Dare to Soar, Your Attitude Almost Always Determines Altitude in Life. For Maria and Amy this could not be truer. I want to thank you both for working so hard to bring warmth and care to not just your consumer, but to their entire family.

Submitted by: **Emerson Caress**

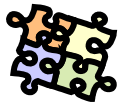
January Supported Services Employee of the Month

Because of transportation issues she sometimes has to walk three miles to work, yet she hasn't missed or even been late for a shift. She is unfailingly kind and considerate to her consumers and her fellow staff. When she has a problem she doesn't complain or whine but addresses it with someone who can help either management or fellow staff...

that's why the January Employee of the Month is...

Cheryl Mosley!

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 this Spring.



GROUP HOME SERVICES

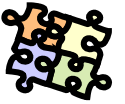


Group Home of the Year: 200 East

Submitted by: **Traci Hardesty**

200 East in Valparaiso won Group Home of the Year for 2011 for a variety of reasons. Just 2 years ago, 200 East was a house in crisis. Between staff issues and a consumer who was going through a tough time behaviorally, it wasn't a fun place to work. It took about a year to get a strong team of staff in the home, provide them with on-going training and help the consumer get back on track and decrease behaviors. In 2011, 200 East has been stronger than ever with a team of people who truly care about the guys and most importantly, with a strong, dedicated manager. Renee Tomerlin has worked at 200 East for 12 years, starting out as a Residential Instructor then moving up the ranks as Data Specialist and finally, Group Home Manager.

Renee has put in hundreds of hours training her staff, holding lengthy staff meetings and working evening hours in order to supervise her staff. She knows her guys very well and they are excited every day when they come home from work and she is there. The staff at 200 East are made up of some veteran staff who are invested in their guys and newer staff who are still learning, but have stepped up to the plate as well. One of the biggest accomplishments this year was this summer when staff took a consumer on an overnight trip. That may not sound like much, but this consumer has not been out of the group home for an overnight trip in years because he consistently refused. The staff felt that he would be successful and wanted to provide new experiences for him and they were right! Our thanks and gratitude goes out to Renee Tomerlin, Nicole Papp, Peyton Grizzard, Shawna Dickson, Vince Dance, Richelle Vaughn, Brittany Sheets, Felice Stanford, Kelly Morgan and Joe Bogaski for **outstanding performance in 2011!**



Submitted by: **Community Resources** : *Heather Chopps , Sharon Tillery, and Tammy Beville*

Spotlight Consumer of the Month of January



Mary Anaclerio; In-Pact's picture of success

Mary Anaclerio is known by many as the "Darling of the Lake County Government Center". From Mary's first step into the Lake County Government Center she is greeted over and over with a cheerful "Good Morning Mary". On her way up the escalator to her destination of the Surveyor's office, Mary is still continuously greeted until she opens the Surveyor's office door. Once inside, it's the same thing. Mary has been a beloved presence at the

Government Center since she started her job as a custodian in the Surveyor's office in 1999. Mary's paying job out in the community has allowed her over the years to be able to enjoy



many extra luxuries such as; taking vacations to exciting destinations like Disneyland and regularly pampering herself at salons to enjoy things like getting her hair and nails done. Mary has also been able to dine out at nice restaurants such as the Olive Garden and Bronko's which she seems to especially enjoy.

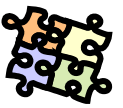
Mary has always been hard working with a keen attention to detail. Mary is very punctual and a very dependable worker. Mary in many ways is an employer's dream. Her interaction with her coworkers is very playful most of the time and she seems to enjoy joking around with the guys in the office, as well as some of the women. Mary often works and sings at the same time; especially while sweeping, bringing a smile to everyone's face. Oh and yes Mary, everyone likes you!



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 address to applegate.toni@in-pact.org.



Training Corner

Submitted by: **Ruth Fields**

February's Safety

February's monthly in-service will be our annual Safety training led by Supported Services Coordinator, Emerson Caress. There will also be some additional information he will present on. Emerson's trainings are always upbeat, exciting and informative.

Management Training

On Thursday, the 2nd and Friday, the 3rd of February, management staff are invited to attend "Supervising in a Residential Setting" training, which is a modified replication of a training create by and led by Bob Ireland. This training will cover topics of time management, conflict resolution, effective group supervision, and much more. It will run from 9 am-3 pm each day.

Friendship Union Events:

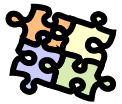
Upcoming meetings:

Monday, January 23rd 6 pm-8 pm at the Clubhouse

Monday, March 19th 6 pm-8 pm at the Clubhouse

The Answers Section

As a direct result from feedback from the recent Staff Satisfaction Survey, monthly we will be providing answers to some of the issues/concerns expressed by staff in an attempt to provide more information. Bolded will be the issue/concern brought up through the survey; followed by clarifying information. Please note that these answers are much generalized. If there specific issues at the location you work at, it is encouraged that you follow the chain of command to get those resolved appropriately.



More Staffing. Two paid overnight staff.

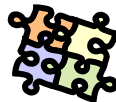
More Staffing: Regardless of the department you work in, staffing hours are determined by the amount of funding the agency receives either for the home (Group Homes) or for the individual (Supported Services and Community Resources). If the state decides to cut funding, staffing hours like all other categories will be affected. Across the board, all staffing hours are utilized, if possible. The agency does not get paid for hours not used and any hours not used can be taken from the consumers later down the road. There are times when we may be short on staff because the pool of potential employees is either low or not up to standard. In response to direct care staff saying they would rather work by themselves than work with a “bad” employee, supervisors tend to be more selective in whom they hire. Most would agree that we would rather have a good employee versus a warm body. **Two paid overnight staff:** This basically ties into the above answer in that we do not have the funding to have two paid overnight staff. And realistically it is usually not needed. During the overnight shift, the consumers are typically asleep, so having two paid overnight staff would only eat up minimally 1,600 staff hours a month that could be used for outings, programs and daily living assistance. Of course, there would be a great benefit to having two overnight staff in the event of an emergency. Fortunately, over 30 plus years we have not had this issue but this is exactly why emergency drills are to be run on each shift. This helps prepare the overnight staff and the consumers for such events.

January Training Opportunities

Mon, the 9th : Defensive Driving 10 am- 12 pm
Tues, the 10th : November NEO Review 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
Tues, the 24th : CER 9:30 am – 3 pm
Fri, the 27th: Crisis Intervention Refresher 10 am- 12 pm

February Training Opportunities

Thu, the 2nd : Supervising in a Residential Setting 9 am- 3 pm
Fri, the 3rd : Supervising in a Residential Setting 9am – 3 pm
Mon, the 13th : New Employee Orientation 9 am-5 pm
Tue, the 14th : New Employee Orientation Med Core 9 am-1 pm
Wed, the 15th: New Employee Orientation 9 am-5 pm
Thu, the 16th : New Employee Orientation Crisis Intervention 9 am-5 pm
Tues, the 21st December NEO Review 10 am – 12 pm
Wed, the 22nd :Current Employee Review 9:30 am- 3 pm
Mon, the 27th : Safety Training 10 am- 12 pm
Tues, the 28th : Safety Training 5 pm- 7 pm



In- Pact, Inc. would like to

the following new staff

New Hires

Group Home

Jamie Sergent

Supported Services

Pamela Novak
Brynetta Dicks



Winner of Congratulation Card Drawing

Submitted by: **Sandy Phillips**

Natasha Robinson: congratulations on your outstanding work December 13, 2011. Natasha coordinated a Christmas caroling activity for the 4th Street consumers. The consumers visited the Main Office, Supported Services sites, and Group Home sites to sing Christmas songs. The following staff also received congratulations cards that were placed in the Congratulations Card drawing: Robin Bianco, Brandon Stringer, Sabriah Williams, Jessie Meyer, Amy Spencer, Tangela Coleman, Janet Helmick, Kelli Gail, Angela Rojo, Gurrida Sanders, Phillip Phillipov, Ortamese Walton, Stephanas Lynch, Darlene Austin, Stephanie Altman, and Jessica Francis. **Congratulations** all of you for your outstanding work.

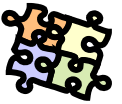


HAPPY January BIRTHDAY

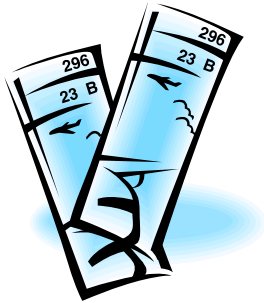
Wilma King, Gloria Bodnar, Michael Hicks, Paula Crites, Brenda Smith, Freddie Mullins, John Szymkowiak, Michael Anaszewicz, Sandy Phillips, Sarah Burrell, Ernest Jordan, Virginia Stewart, Adrene Tyler, Kelli Gail, Temperia Jackson, Zereida Lee, Deanna Shannon, DeeNoel Clayton, Lauren Hall, La Donna Scott, Hutchen Upshaw, Tanisha White, Nashay McFerson, Morgan Swank, Quentin Washington, Breyan Moore



Santa and his helper surprised the Employee's at In-Pact's main office, when he stopped by to see if everyone had been good throughout the year. Santa greeted everyone with a great big HO HO HO Merry Christmas; he also gave everyone a delicious candy cane. Everyone couldn't wait to tell Santa what they wanted him to bring them for Christmas.



Submitted by: **Ray Giacomini**



Re: 2011 Holiday Raffle

We would like to thank everyone who participated in this year's Fifth Annual Holiday Raffle. The 5 lucky winners are:

First Prize - 51" Samsung Plasma HD TV-----DEBBY CICHOCKI

Second Prize - Blue Ray Disc Player-----Kelsey Ralph

Third Prize --- Kodak Digital Camera----- Mike Schuttrow

Fourth Prize -- \$75.00 Cash----- September Vawter

Fifth Prize -- 50.00 Cash Dennis Meyers

* Please see Ray to purchase your ticket.

* 2012 Golf Outing:



June 22, 2012 mark your calendars.



Pictures from In-Pact Consumer 2011 Christmas Party



Happy New Year