

Shared Values



October 2015 Newsletter

October Brings “The Day of Greatness” to OPG

Special points of interest:

- ⇒ Employee Ownership Month
- ⇒ DSPIN Annual Conference
- ⇒ Notes from Music Therapy
- ⇒ Who Are We? Music Therapy

Inside this issue:

| | |
|--|----|
| Opportunities to Celebrate | 2 |
| OPG University | 2 |
| Saying Goodbye to Kristi Riemenschneider | 3 |
| Opportunities to Volunteer | 3 |
| Opportunities to be Heard | 4 |
| A Very Special DSP | 4 |
| Notes from Music Therapy | 5 |
| Opportunities to Create | 6 |
| Who Are We? Music Therapy | 7 |
| ESOP Month | 8 |
| Opportunities to be Healthy | 9 |
| OPG Represents at DSPIN | 10 |
| Calendar | |

“October has tremendous possibility. The summer’s oppressive heat was a distant memory and the golden leaves promised a world full of beautiful adventures. They made me believe in miracles.”

-Quote from Sarah Guillory

As the days are shorter and the evenings and mornings are cooler, I feel a transition is upon us. OPG’s next few months are busy ones with tradition and being together.

We kick off October with “The Day of Greatness”. This annual event has traditionally been a professional development day for our Direct Support Professionals known as the EXPO. This year, the entire company will be together on Saturday, October 3. Judson Laipply will be our speaker. You may know him from his You Tube hit, “Evolution of Dance.”

October is ESOP’s Employee Ownership Month. The theme is **“Flying as a team, GIVES OUR ESOP WINGS!”** References of “team” always brings OPG’s focus back to the highest level of service. The message this theme sends is that it is through strong teams that our ESOP is made

viable and an amazing benefit to each of our employee owners.

Performance previews also begin in October for all departments and employees. Though brief in nature, these meetings present the opportunity for candid discussions between each staff member and his/her supervisor. There is something exciting about recognizing and building upon the strengths that these amazing people use for others’ benefit every day.

Before the end of October, the National Alliance of Direct Support Professionals (NADSP) will announce the national recognition of the six Direct Support Professionals who have been endorsed by OPG for 2015. These fine professionals join our current DSP-Rs in the process to gain national certification by NADSP.

Share your stories of beautiful adventures with individuals, family members and fellow team members. Enjoy this month of tremendous possibility!

-Gail Kahl, CEO



Employee Ownership Month

For over 20 years, the ESOP Association and its member companies have been celebrating Employee Ownership Month in October! It is a celebration of the incredible spirit of employee ownership and an opportunity to educate employee owners about the tremendous benefits of employee stock ownership plans (ESOPs).





Opportunities to Learn

CORE A & B:

Wednesday, October 7 from
9:00 AM - 1:00 PM
Location: Fishers OPG Office
RSVP to Abby at
fishersadmin@opgrowth.com

CORE A & B

Wednesday, October 7 from
9:30 AM - 1:30 PM
Location: Kokomo OPG Office
RSVP to Suzie at
kokomoadmin@opgrowth.com

Chronos

Tuesday, October 27 at 10:00 AM
Fishers OPG Office
RSVP: Stacey at sclevenger@opgrowth.com

“Prevention of Abuse, Neglect, Exploitation, and Mistreatment”

Instructor: Gina Schenk, LCSW
Date/Time: **Wednesday, October 21** from 10:00 AM—11:30 AM
Location: Fishers OPG Office
Attendees: All OPG employees, stakeholders, and people supported welcome
Sign up with Abby (Fishers 317-813-1780); Suzie (765-450-8571); Laura (765-250-3097)

If you have an idea for a class and/or would like to use your expertise in teaching one, please contact Abby in Fishers at: 317-813-1780 or fishersadmin@opgrowth.com !



Fishers CPR/First Aid Certification

Tuesday, Oct 13
Location: Fishers OPG Office
CPR portion from 9:00 AM—10:15 AM
First aid portion from 10:15 AM—12:30 PM
Sign up with Abby (317-813-1780)



Kokomo CPR/First Aid Certification

Tuesday, October 13
Location: Kokomo OPG Office
8:00 AM—12:00 PM
Sign up with Suzie (765-450-8571)

Opportunities to Celebrate!

If you have a special event, achievement or other good news, we want to know about it and recognize it here! Please send in submissions and pictures, if desired, to Abby at: fishersadmin@opgrowth.com !

Batter Up!

The **OPG softball team**, the Slumpbusters, will be competing in a tournament on October 4. Members include Lucy Klym, Sara Jo Fliflet, Dave Wineberg, Melissa Bower, Austin Leisure, Jay Patel and Kevin Howell, who also serves as coach. Best of luck! [If you wish to cheer them on, the first game will be on Field 4 at Holland Park (Fishers) at 2:00 PM.]



Publishings

Our current **Music Therapy intern, JD Hogue**, has a study published online in “Psychology of Music” titled: “ ‘So sad and slow, so why can’t I turn off the radio’: The effects of gender, depression and absorption on liking music that induces sadness and music that induces happiness”. In brief, it shows that both men and women liked sad music more if they were highly depressed compared to low depression, but men with high depression liked sad music even more than women with high depression. Great job!

Hall of Fame

QES, Austin Leisure, was just inducted into the University of St. Francis Hall of Fame for being a member of the St. Francis Cougar Basketball team when they won the National Championship in 2010! Congratulations!

New Hires as of 9/21/15

Kokomo Region

Mary Sullivan (RN)
Theresa Manton
Aubrey Eye

Lafayette Region

Joe Croy
Alycia Serowik
Lauren Fife

Fishers Region

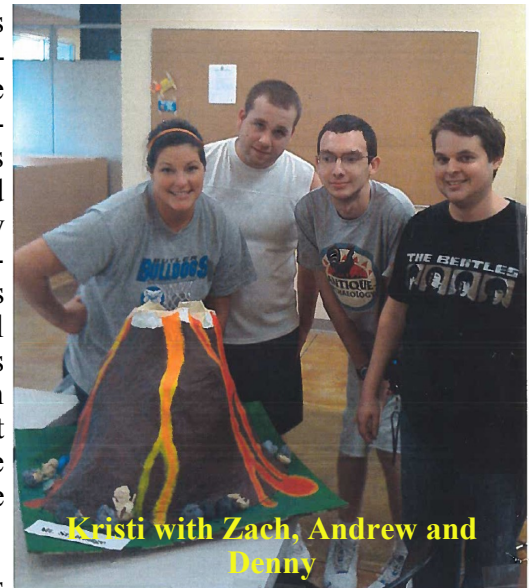
Stephanie Perry
Kim Williams
Bill Love
Sam Love
Kylie Leggett
Justin Kiesel
Tiffany Kula
Nikki Bower (RN)
Katelyn Arndt
Tiera Moseley
Shonette Abbey
Ashley Hicks

Welcome, all, to OPG, Inc! We are excited about the impact you will have on those that you support and the team that you are part of!

Saying Goodbye to QES, Kristi Riemenschnitter

In August, OPG was saddened to learn that Kristi Riemenschnitter would be leaving the company after more than 4 years, as she had decided to pursue her dream of going back to school. She will be relocating to Dearborn, Michigan with her boyfriend, David, and her two dogs. The move will also bring her closer to her mother.

Director of Quality Enhancement, Stacey Clevenger, had this to say about Kristi: “She has been an integral part of the Self-Directed Services Department and the heartbeat of the On the Go Program. Kristi has embraced the idea of dreams and supports and has worked with too many people to count. She has helped many people reach their dreams, find their dreams and make new dreams. Kristi was part of the first Pod. She was my introduction to OPG and On the Go as I shadowed her and Artastic in May 2013. She had a lot of educating to do with me as OPG works like no other organization and she did a beautiful job of helping to orient me. She helped me learn what it means to be a Pod Leader and a Pod Developer. She helped me learn about Circle of Friends and self-advocacy. I am sure I am not alone in feeling like my experience with OPG would not be the same without Kristi. It’s not possible to mention all of the things Kristi has taught the OPG family.”



Kristi with Zach, Andrew and
Denny

Lucy Klym, Executive Director of Self-Directed Services says: “Kristi is truly one in a million with a last name like no other! I will never forget explaining a new position as a Pod Leader with a new service of Community Group and how Kristi jumped right on board to shape On the Go. She has led that program to where it is today! Kristi will be greatly missed!”

We all wish her the best of luck in her new ventures!

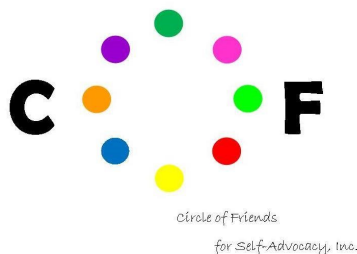


Opportunities to Volunteer

Circle of Friends is a non-profit organization created to enhance the lives of people with disabilities while getting involved in the community. We encourage growth in areas like speaking skills, group decision making, problem solving and voting practices as well as participate in a variety of social activities.

We are looking for two volunteers to assist with the following:

- Attending weekly Thursday meetings (location varies based on activity)
- Assist President with completing and sending out the monthly calendar
- Assist Associate Board Members with fulfilling their duties
- Assist Associate Board Members with understanding roles
- Assisting the Organization with gaining community partners
- Assisting the Organization with furthering their Self-Advocacy mission
- Communicate with interested people who are looking to join COF



If you are interested in being a part of this local community organization, please contact: Mara Ladig or Dana Cullom at cofselfadvocates@gmail.com

cates@gmail.com !

Opportunities to Dream

We want to stress the importance of not only having dreams but working towards making dreams come true for those we serve. Do you know an individual whose dream we could share in an OPG newsletter? We would like to post that dream and build a “Beyond the Dream Team” network to work towards making that dream a reality! Contact Abby at the Fishers OPG office: fishersadmin@opgrowth.com !



Opportunities to be Heard



Jackson on a CD.

Carol from Lafayette: Having Allison Shafer as her staff makes her happy. She says that Allison is always taking her places for activities like shopping, watching movies, getting ice cream, and seeing animals at the zoo. Her dream is to go to Hawaii, Pennsylvania and Ohio. She has family in Pennsylvania and Ohio.

Kenny from Lafayette: He loves to color whenever given the chance. He also loves money, especially nickels. His dream is to dance with Michael

A Very Special DSP: Megan Mumaw

Megan Mumaw is a DSP in Kokomo. She always gives 110% to make sure the individuals she supports have a meaningful day. She always has their best interests at heart. Megan goes above and beyond for everyone at OPG. She is always willing to help however she can! Megan, your hard work, dedication as a DSP and huge heart don't go unnoticed! Thanks for all that you do! Keep shining like you do!

-Submitted by Suzie Leisure, Kokomo



*If you have an inspiring story to share or wish to make an honorable mention about an OPG employee, please send it to Abby at our Fishers office via e-mail: **fishersadmin@opgrowth.com**

Notes from Music Therapy

By: Lindsey Wright, MT-BC
Director of Music Therapy

OPG has a new Community Partner! We have been working with Active Day South to increase access to services on the south side of Indianapolis. Nicole Gilberti and Justin Dahlem each travel to Active Day one day per week to do individual sessions and a group session for those who attend DAYS services there. Active Day has more than 80 locations across the country and provides adult day health services and in-home personal care. Their south side location provides health engaging therapeutic activities and opportunities for socialization. Additionally, their expert health and nursing care is dedicated to helping individuals improve daily functioning or delay the onset of chronic diseases.



For more information on Active Day, call 877-435-3372. For more information on OPG's Music Therapy services, contact Lindsey Wright at 317-447-4654.

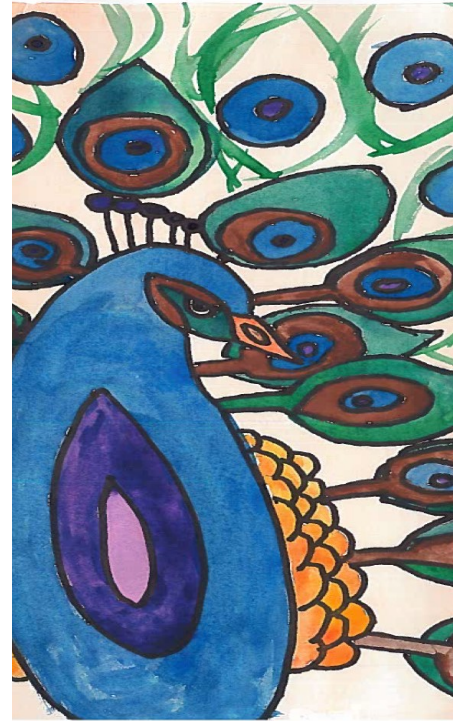


Opportunities to Create

Each month our newsletter will feature artwork and other creations done during our weekly art classes. Please refer to the calendar in this newsletter to see when the next session will be.

Copies of artwork done by any of our artists **may be purchased** through OPG! A portion of the proceeds go back into OPG's art program. Things like greeting cards, t-shirts, coffee mugs and more are for sale. You can also purchase the prints shown here. For more information, contact Stacey Clevenger at: sclevenger@opgrowth.com OR 317-813-0755.

*October's Highlighted Classes:
Peacocks & Fall Tree Painting*



Original Art by Dani

Original Art by Camron H.



Original Art by Chloz



Who Are We?

We want to share information on the departments at OPG, who is in those departments and what they do. In this issue we are featuring our **Music Therapy Services**.

- **Definition:** In Music Therapy, we work on functional skills through musical activities. For instance, we may work on independent finger movement on the piano through playing a song written to purposefully target specific consonants.

Music Therapy starts with an assessment covering communication, cognition, motor, emotional, social and sensory skills. Once the therapist has assessed the strengths and needs of the individual, he/she considers what could be targeted to improve that individual's daily life and help them reach their goals and dreams.

Once a **treatment plan** has been completed, an individual works with his/her therapist at least once per week on an individual and/or group basis to learn strategies to perfect those areas through practice. Once a goal is reached, another may become the new focus.

Executive Director of Music Therapy (Reports to Gail Kahl, CEO):

Lindsey Wright - Oversees the Music Therapy department which currently includes 14 Music Therapists and one intern. You may contact her directly at 317-447-4654 or lwright@opgrowth.com.

All staff in this department can be contacted through the Fishers OPG office: 317-813-1780.

**Flowcharts of Music Therapy are available at any OPG office.*



Special Event



**2015 Trunk or Treat
for Kids with Special Needs
Presented by:
St. Vincent
Pediatric Therapies**

**When: Saturday, October 24 from 1:00 - 3:00 p.m. at
St. Vincent Pediatric Therapy Center in Carmel**



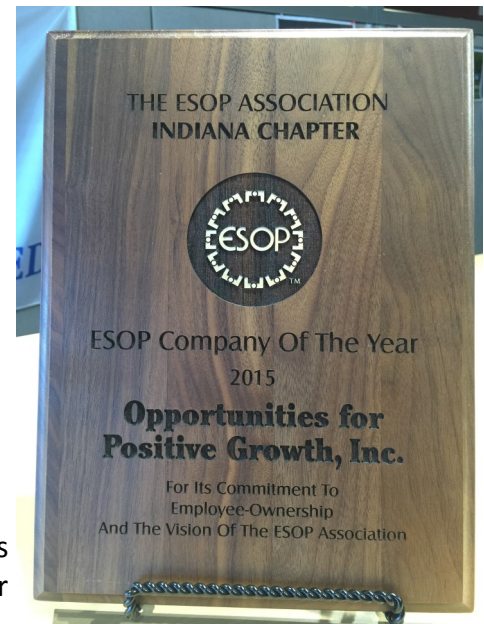
Employee Ownership Month

It seems hard to believe that 5 years ago a group of OPG employees gathered in the auditorium of Hamilton Heights High School for our annual employee recognition event. October 23, 2010 was the official announcement that ownership of Opportunities for Positive Growth had been transferred to the employees through an Employee Stock Ownership Plan. *In an instant we went from co-workers to co-owners.* We went from wondering about what OPG would look like in 5, 10 or 15 years to knowing that all employees were a part of the future of OPG. Together, through the ESOP, employees have an opportunity to be part of creating the future path for OPG.

It's pretty unique to be an owner in the company for which you work. In fact, it's not just unique; it is a game changer. We do not just "work for OPG" or "work at OPG"; we ARE OPG. Every action we make during work is not just because it is our job—it's bigger than that now. OWN IT and WE WILL SUCCEED. Since 2010, employees have had more opportunities to be a part of guiding the direction of OPG through participation in expansion of services in waiver, serving on the numerous committees, focus groups, strategic planning groups and in various professional organizations. Each one of those touch points enables OPG to provide better supports, develop staff and create community partnerships. And led to our stock value increasing each year from \$8.75 in 2010 to \$19.81 in 2014.

This year's theme for National Employee Ownership month is "Flying as a Team Gives our ESOP Wings". Over the next year, the ESOP Communications Committee will focus on our work teams. And celebrating how our OPG teams add value to the supports we provide and the value of our stock.

-The ESOP Benefits and Communications Committees



2015 Employee Ownership Month Poster

Opportunities to be Healthy

Contributed by: Katherine Bersbach, B.S. Exercise Science

Thinking about adopting a healthy lifestyle can be daunting. So many different things seem to contribute to or take away from our health. It may be hard to make all the right choices right away, but these small steps are ones you can try out today. See if you can make them a part of your lifestyle!

Sleep

Sometimes, after staying up late and sleeping in on your days off, it can be hard to start your work days on time feeling well rested.

TIP: Begin winding down for the night and waking up for the day at the same time throughout the week. Make sure those times will allow you to get enough rest (7-9 hours for most adults). Not feeling tired makes work more bearable and, without the need for naps, you may find yourself having more time for activities you need or want to take part in.



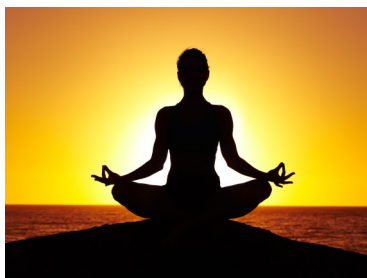
Exercise

Some people are more apt to participate in physical activity if it doesn't really *feel* like physical activity.

TIP: If that sounds like you, try to identify a type of physical activity you find to be mindless, routine, or simple fun. Examples include pacing during a long phone call, walking a dog (if not your own, perhaps a shelter's or friend's), dancing, or playing with kids/grandkids/nieces/nephews.

Stress-Reduction

The pressures of life can add up. It can be hard to handle these pressures the best way when frantic and disorganized.



TIP: Allow yourself a short period of separation from the problem, if possible. Do something that will calm you down, like taking a walk or shower or simply closing your eyes and breathing. Set a time limit before you do so. When the time is up, begin planning. If, for instance, you feel you don't have enough time for everything you need to do, you might try making an exhaustive list, circling only the things that *have* to be done and can only be done by you, and then scheduling those things within the timeframe you have. If you have to make a big decision, you might try making a pros and cons list or consulting someone who makes good decisions and is not invested in the outcome of your choice. Then, do what you need to

do, knowing you are doing the best you can!

Understanding the Nutrition Label

Nutrition labels are not required to separate sugars by whether they are natural or added. While *natural* sugars are found in many healthy options, like fruit and dairy, which contain nutrients your body needs, *added* sugar contains nothing but empty calories.

TIP: It still takes some guesswork, but read the ingredient list found near the label. If sugar is listed outright in the first several ingredients, you can assume the product is high in added sugar. But be careful, as sugar goes by many names. Lots of ingredients with names ending in "-ose" or containing the words "syrup" or "juice" are also added sugars.

Self-Esteem

Not regularly thinking about what you have to offer the world might cause you to feel down or replaceable.

TIP: Every now and then, or even every night, take some time to review the good you did that day. There *is* something. It could be a job that you completed or an opportunity you took to be helpful or kind. It could be big or small. Recognize that it was because of YOU that those things happened, and give yourself some praise!

Go get 'em! Check back next month for more small steps to health!

OPG Represents at DSPIN Annual Conference

A note from Kevin Howell, OPG Organizational Developer / Training Manager

OPG proudly took prospective and currently registered DSPs to the DSPIN Annual Conference (Indiana Chapter of NADSP) on September 16. Those in attendance were able to see Joe Macbeth, Executive Director of NADSP, speak on a wide variety of issues related to the overall health and sustainability of the Direct Support field and supports of people with disabilities. Joe gave candid and insightful discussion towards the new CMS guidelines which went into effect in January and explained how these changes will impact future service delivery by the DSPs. Joe and his team members continue to advocate for and promote the importance of DSPs around the country as they move to impact policy changes, cultural competencies and educational opportunities for DSPs supporting people with disabilities.



OPG and NADSP continue to share the philosophy of supporting an educated and competent DSP workforce which leads to a higher quality of supports for people with disabilities as they lead their own lives and make decisions. OPG continues to strengthen its training programs based on NADSP core competencies and values. These strong philosophies were very evident throughout the DSPIN/NADSP conference.

***If anyone would like additional information about any of these organizations and how to get involved in the credentialing program at OPG, please contact Kevin Howell at: khowell@opgrowth.com or 317-813-1783.**

SAFETY FIRST
and the **Fun Will Follow!**

Be seen! Carry flashlights, wear brightly colored costumes, or add your own reflective tape so motorists can spot you.

Know what you're eating. Have all candy and treats examined by a trusted adult.

Avoid trips and falls. Wear well-fitting costumes, masks, and shoes.

Stop at well-lit homes. Stay clear of dark houses!

Stay with your crew! Never accept rides from strangers.

There's safety in numbers. Travel in groups and plan the route ahead of time to keep everyone on track!

Avoid the street. Walk on sidewalks or the far edge of the road to stay safe.

girl scouts

October 2015

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|---|--|---|---|-------------------------------------|--|--|
|  | | | | 1 | 2 | 3 |
| 4 Softball Tournament Fishers– Holland Park Field 4 2:00 PM | 5 Art Class Kokomo 3:30 PM-4:30 PM RSVP to Suzie kokomoadmin@opgrowth.com Art Class Location Varies 4:00 PM-6:00 PM RSVP to Janiece Blackburn jblackburn@opgrowth.com | 6 | 7 HRC Lafayette 9:30 AM - noon Core A&B Kokomo 9:30 AM - 1:30 PM Fishers 9:00 AM - 1:00 PM | 8 | 9 | 10 |
| 11 | 12 Art Class Kokomo 3:30 PM-4:30 PM RSVP to Suzie Art Class Location Varies 4:00 PM-6:00 PM RSVP to Janiece Blackburn | 13 CPR/First Aid Fishers 9:00AM-12:30PM | 14 | 15 September B Payday | 16 | 17 |
| 18 | 19 ^{QMC} 9:30 - noon Art Class Kokomo 3:30 PM-4:30 PM RSVP to Suzie Art Class Location Varies 4:00 PM-6:00 PM RSVP to Janiece Blackburn | 20 | 21 “Prevention of Abuse, Neglect, Exploitation and Mistreatment” Fishers 10:00 AM—11:30 AM | 22 | 23 RRC Fishers 11:00 AM - 2:00 PM | 24 |
| 25 | 26 Art Class Kokomo 3:30 PM-4:30 PM RSVP to Suzie Art Class Location Varies 4:00 PM-6:00 PM RSVP to Janiece Blackburn | 27 Chronos class Fishers office 10:00 a.m. | 28 HRC Fishers 9:30 AM - noon | 29 | 30 October A Payday | 31  |