

Progressive *Thinking*

UPCOMING EVENTS

Staff Appreciation

- May 16th, 9am at The Palazzo Grand 54660 Van Dyke, Shelby Township

Bowl-A-Thon

- June 14th, Time and place TBD

Company Picnic

- August 23rd, Time and location TBD

Congrats

Congratulations to our new Managers and Assistant Managers.

- Kirsten Nielson
- Oliver Hall
- Zachery Watts

News

The newsletter staff is always looking for more good things to report. Please submit ideas and suggestions to news@progressivelifestyle.sinc.org

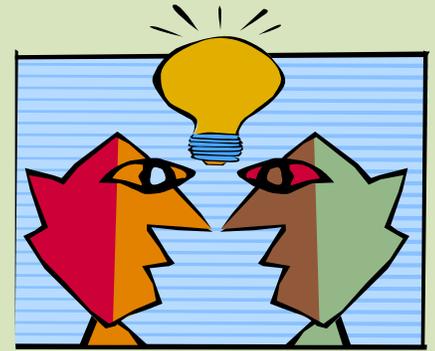
If you would like to be added to our mailing list please send an email to news@progressivelifestyle.sinc.org subject line should read "subscribe"



A Message from John Williams

Spring is upon us again but it seems that the ground hog was not agreeing with us this year. We have welcomed one new individual to our Lochaven home and had two internal moves to our Oak Grove and Oakwood homes over the winter. Each of these individuals is doing well due to the hard work and commitment of the staff. I am very proud of the work of each and every staff person in these homes.

We have some very important events coming up. First is Staff Appreciation Day which will be held on May 16th. I suspect we will again have a large group attending. The annual company picnic is also being planned right now. As I understand it, there is still time to nominate fellow staff members you feel have done an exceptional job for an award. Again our families will be invited to this event. I received positive feedback from family members who attended last year's bowl-a-thon and company picnic. I believe they were impressed by the skill of the employees



Innovative Support Services for People with Disabilities

working for us.

I would like to take a moment to remind everyone about opportunities available within our company. Occasionally we have supervisory positions become available. If you are interested in moving up within the organization, I urge you to contact a director and set up an interview. We also have opportunities available on the Mobile Training Unit and the Transitions home. This is an excellent opportunity to build your skills and knowledge of Gentle Teaching. We at Progressive also encourage continuing education so I would like to remind everyone that we do offer a \$200 tuition reimbursement for Fall and Winter semesters for folks who have worked for us a year or longer. If you would like more information please contact Annie Turpin at the main office.

I hope you all are having a happy New Year so far. I look forward to seeing you all at upcoming events or training sessions. HAVE A HAPPY SPRING!

Progressive Thinking

Andy's Sports. Andrew Slezinski

This year's Super Bowl had 2 side stories. The Harbaugh Brothers, John and Jim, coached against each other in the Super Bowl, John for the Baltimore Ravens and Jim for the San Francisco Forty-niners.

The Ravens jumped out to an early lead behind third year quarterback Joe Flacco. The opening kickoff of the second half by the Forty-niners landed 8 yards deep into the end zone, Ravens kickoff returner Jacoby Jones ran the ball straight up the middle for a TOUCH DOWN! The Ravens seemed to have a comfortable lead. CBS was back from a long commercial break, my favorite being the one with the late Paul Harvey.

Now, the Ravens are getting ready to kick it off to the Niners when suddenly it gets a bit dark in the stadium. One of the banks of lights on the roof of the Superdome went out, minutes later another bank went out. One thing crossed my mind:

Terrorist Attack! The official's called a delay of game so most of the football loving world had to wait almost an hour for play to resume. After the lights came back on the Niners started to rally back. First season quarterback Kaepernick and his teammates chipped away at the Raven's lead. The Niners missed a last minute field goal and the Ravens were World Champions. This Baltimore championship victory was the final NFL game for Ravens middle linebacker Ray Lewis. Mr. Lewis was in Football heaven!

Lochaven's Visitors

In February John asked if he could send visitors to Lochaven to see how we run boards. Two times we had visitors who are trying to understand how we structure our days with so many different things going on. They are also running without managers, with nobody to oversee or have anyone to lead by example for them to get the kind of relationships & results we achieve. We of course didn't change anything the day they came, as we know change often makes our friends feel unsafe, but on these days everyone was extremely welcoming. The first time they got a whole tour of the house and all the boards that we are always trying to improve. The second time we focused more on how we set the boards up to make them fair, how the residents boards get created by offering choices of equal value, also a 1 on 1 board that breaks down hours so everyone knows who their responsible for during that time period. They were intrigued at the friendships we share with our people, and how everyone seems so genuine. They watched the interaction between staff & residence, and the staff to each other. We explained that the boards were more of a staff thing so we all knew what needed to be accomplished in a less demanding way, that it also keeps them engaging. After both visits we came into the office to debrief and answer any questions that they came up with the day before. One visitor, Jim from Spectrum Community Services emailed John and told him what a great job Lochaven staff did explaining things, he just felt like the staff were well experienced in the areas that they questioned. He feels that the staff have a "deeper understanding" of what we're trying to accomplish in our culture of gentleness than the staff in his company have. He was also impressed with all that the staff could share with him. The way Progressive teaches & shares information is a way that other companies learn so much from and it helps our population in other parts of the state and maybe the world someday. Everyone always gets nervous when those visitors want to come, just try and remember it helps show people what a great job we do, and what they are capable of. They walk away with a piece of our knowledge that hopefully they will pass along on their journey. I would like to say Great Job to everyone involved at all the houses that had visitors; we did a really good job!!

Written by: Casondra Barrett

Cruisin' Time

This winter Hunt Club took at cruise to The Bahamas to escape the cold and relax on the open water. Our vacation turned out to be an unforgettable experience. Each day brought new and exciting adventures from observing the aquarium, soaking up the sun on the beach to shopping the markets in Freeport. On the ship we enjoyed singing Karaoke, boogying on the dance floor, visiting comedy clubs and dressing up for the fancy dinners. All in all this was an experience of a lifetime and lots of pictures to remember it by. Written by Brittany Lewis



Upcoming Weekend Assistant Meeting will be split up into four meetings on two different days. All weekend supervisors are asked to attend your scheduled day and time. Please speak with your manager if there are any complications. The dates and times are as followed:

April 18th

Houses 1-7 10am

Houses 8-14 1pm

April 25th

Houses 15-21 10am

Houses 22-29 1pm

Lunch will be provided