



SKY POINT

SOCIAL SERVICES

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EXCITING NEWS!

FALL 2019

We have great news to share! When we first founded Sky Point, we hired on family members and friends of clients that had the objective of working with that specific individual. We were able to offer employment to them with the only option of utilizing unpaid time off should they need to take a day off, with no additional benefits.



Within the first year, our Sky Point family had grown enough that we were able to partner with Aflac to provide supplemental insurance to all of our employees, regardless of employment status. A short time after that, Sky Point had gained enough Full-Time employees to create a Paid-Time Off/Sick Time policy for which these employees became eligible.

We have finally grown to the point where we are able to offer a multitude of benefits to our employees! Effective August 1st, **Medical, Dental, Vision, and Life Insurance** packages



are available to all of our Full-Time employees. As our way of showing

how much you are valued as part of our family, \$25,000 of Life



Insurance coverage is **FREE** to all Full-Time employees! Employees also have the option to purchase additional Life Insurance for their spouse or dependents if they so choose.

Additionally, September 1st marked the roll-out date for our **Retirement Plan** for which Sky Point has a dollar for dollar matching system! That means for each dollar you contribute towards your retirement, Sky Point will also contribute a dollar, up to 3% of your annual salary. Can anyone say, "FREE MONEY!"?

Edward Jones | INVESTMENTS

Contact our Director of Human Resources for more details or to discuss the benefits available to you!



All are encouraged to join us from **12-1pm** in **The East Wing** on the **Third Thursday of every month** for our newly launched Lunch & Learn series.

October 17:

Nurse Molly will kick off our health challenge, to start in November.

November 21:

Participate in learning effective stress management techniques for the upcoming holidays.

December 19:

Come learn about a multitude of services available in the area.

UPCOMING EVENTS

November

Movie Night: Hocus Pocus

Wednesday,
October 9
4:00pm to 6:00 pm
The East Wing-
*All are invited to
join us for a
movie, snacks,
and beverages.*



Halloween Party

Wednesday,
October 30
4:00pm to 6:00pm
The East Wing-
*All are invited to
join us for themed
snacks and games,
trick-or-treating, and
office decoration
competition voting.*

Movie/Game Night: A Charlie Brown Thanksgiving

Wednesday,
November 13
4:00pm to 6:00 pm
The East Wing-
*All are invited to join us
for a movie, fall themed
snacks, games, prizes,
and beverages.*



December



Holiday Craft Night

Wednesday,
December 11
4:00pm to 6:00pm
The East Wing-
*All are invited to
join us for music,
movie, crafts (i.e.
paper snowflakes
and chains), hot
cocoa, and snacks.*

Holiday Party

Friday,
December 13
3:30pm to 7:30pm
David Hefner Pavilion
*Clients, Staff, and their
families are invited to
join us for dinner,
pictures with Santa,
music, dancing, crafts,
and gifts.*



"The Best"

Here at Sky Point, our mission is to support individuals with all abilities in reaching their fullest potential by providing the care and services that will enable them to live enriching lives in the communities where they are valued and respected for their abilities and contributions. Valuing our staff, clients, and families is our number one priority. We believe that everyone has their own unique set of skills and values, and when we all come together, we truly bring out the best in one another. Over the last few months, our team has developed a new statement to live and work by, that demonstrates actionable steps to show how much we value others.

The first step in our motto is to **Believe the Best**. We will believe the best in ourselves, in our staff, our clients, and our community. We will strive to come together to see the best in every person and situation, and know that each individual in our family is here to help grow and strengthen us as a whole. Together, we can achieve more!

Next, we will **Seek your Best**. By seeking the best, we will look for the positives and strengths within our agency. We will value those who are going above and beyond, we will celebrate the successes our clients have made, and partner with others in our community to provide growth and success in one another. We will be positive, optimistic, and come together as one to create lasting change within our community.

Finally, we will **Give our Best**. No matter the situation, we will always give 110%. We will not back down from a challenge, we will overcome obstacles hand in hand, and we will consistently strive to grow in our strengths and skills. We will also equip our clients in helping them give their best. We will teach skills, independence, and healthy choices to allow our families to succeed and reach their goals.

Our beliefs include empowering our employees and the clients we serve, treating everyone with respect and dignity, continuously improving, investing in people and their dreams, and reaching for the sky! In doing this, **we will never stop striving to Believe the Best, Seek your Best, and Give our Best!**



CELEBRATING OUR DIVERSITY: Staff Spotlight



The month of September was host to National Welcome Week, which is a national effort to highlight the different cultures within our community and affirm the benefits of welcoming everyone. At Sky Point we believe in and are proud of our multiculturalism including having several staff that were born outside of the United States. Through recognizing our abundant diversity we had an opportunity to celebrate with Tigist Shibeshi, who shared an important part of her home country of Ethiopia with us in a coffee ceremony.

On September 11, the eve of Enkutatash (the Ethiopian New Year), Tigist honored our office staff and visitors by presenting the Ethiopian coffee ceremony. This

ceremony is an essential

component of the Ethiopian culture and society. Tigist conducted the ceremony in traditional Ethiopian clothing and started the long process by setting up a ceremonial arrangement. She began roasting coffee beans over a small stove, and the smell mixed beautifully with the traditional incense that she burned. It was mesmerizing to watch the coffee beans get stirred as the husks shake away and the beans become even more aromatic. Once the coffee is ground it was slowly stirred into the black clay pot known as “jebena” and strained through several times. It was served in tiny china cups, after gracefully being poured out of the jebena from some height above and given a spoonful of sugar. And it was delicious!



The coffee ceremony engaged all our senses with a beautiful display, enchanting aromas, the sounds of the beans roasting and grinding, and of course the taste. It was truly a journey into a coffee daze that we didn't know existed. But what was most meaningful in this experience was the invitation. Tigist sharing this important part of her culture felt like a mark of friendship and respect for all of us and is truly an experience that we will not forget and one that we will consciously pay forward. The ceremony reminded us of the value of conversation and human relations and we are so blessed to be connected with so many amazing people in this work family. Thank you Tigist for showing us Ethiopian hospitality and reminding us of what is most important, respecting and valuing one another.

NEW FACES: WELCOME TO THE FAMILY



EMILY ZAJAC

Program Manager

Emily was first hired on as a DSP in one of our waiver sites in early 2019. She flourished in her role as a DSP and not only developed great relationships with her clients and peers, but also with their families. Since then, she has been promoted to House Manager, and shortly after was promoted again to Program Manager. She is very excited to take on this new role! A fun fact about Emily is she would love to skydive at some point in her life.



KIRSTI WASHINGTON

House Manager

Kirsti was hired on to be one of our House Managers in September of 2019. She has ample experience as a House Manager at past agencies so she will no trouble transitioning into her role in our family! One thing Kirsti loves about being a House Manager is the ability to help people and make a difference in their world. A fun fact about Kirsti is that she is ambidextrous, meaning she has the ability to write with both hands.



GABBY GOULD

House Manager

Gabby recently began her employment with Sky Point in September of 2019 as a House Manager. She has been a DSP in the past and also has experience as a Home Health Aide that she brings to the table. One thing Gabby is looking forward to in her new role is the ability to interact with the clients. A fun fact about Gabby is that she was previously involved in the Air National Guard as a mechanic.

GET OUT FORT WAYNE

**SCIENCE CENTRAL:
AWS FOUNDATION
SPECIAL ABILITIES DAYS**
PRESENTED BY [AWS FOUNDATION](#)
AND [SCIENCE CENTRAL](#)

**FREE TO MEMBERS OF THE COMMUNITY WITH
SPECIAL ABILITIES WITH [PRE-REGISTRATION](#).**

Through the generous support of the AWS Foundation, Science Central hosts Special Abilities Days, providing fun science education for members of the community with intellectual and developmental disabilities.



Saturday, Nov. 9: 10 a.m.-5 p.m.
Tuesday, Dec. 10: 10 a.m.-4 p.m.*

**closed to the public*

FALL FUN IN FORT WAYNE
PRESENTED BY [VISITFORTWAYNE.COM](#)

As the weather cools down, fill your weekend in Fort Wayne with our extensive choices of pleasant pumpkin patches, colorful corn-mazes, and tantalizing tree farms.

From our orchards and pumpkin patches to our fresh fall farmer's markets we are ready to help you pick a fall getaway that you'll savor!

For the most up to date list of fall activities happening in the Fort Wayne area please visit, [VisitFortWayne.com](#) > Things To Do > Fall Festivities in Fort Wayne.



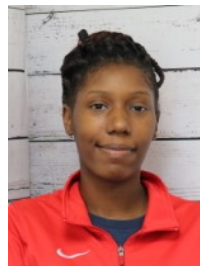
MEET THE TEAM Direct Support Professional Spotlight

MARK CHURCH



Mark joined our team this quarter to help us make a positive impact in the lives of our clients. Mark has experience as a DSP from previous agencies. He loves helping clients meet their individualized goals and helping them get involved in their community!

DAESHANIQUE MCCARY



Dasha joined us during the month of September. Dasha is extremely motivated and empathetic to our clients and always has their best interest in mind. She has a passion for making sure our clients receive the best possible care and we love having her on our team!

VALERIE ZIWANGE



Valerie has been part of our family since June. She works mostly in our waiver sites to ensure our clients are cared for by always getting them out and about in our community. Valerie is currently enrolled at Purdue University to receive a Bachelors Degree in Art and Design.



SKY POINT

SOCIAL SERVICES

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OUR FOCUS:

Sky Point Social Services aims to provide services to clients with developmental, intellectual, and emotional health needs. Sky Point serves children, teens, and adults.

OUR MISSION:

Sky Point Social Services is committed to support individuals with ALL abilities in reaching their fullest potential by providing the care and services that will enable them to live enriching lives in the communities where they are valued and respected for their abilities and contributions.

OUR BELIEFS:

- We believe in empowering our employees and the clients we serve.
- We believe in treating everyone with respect and dignity.
- We believe in continuous improvement.
- We believe in people and their dreams.
- We believe in reaching for the sky!

OUR PROGRAMS:

- Supported Living
- Employment Services
- Behavior Management
- Community Mental Health Wraparound Services (CMHW)
- East Wing Academy (EWA) Day Program

CLIENTS CORNER



KATHERINE ELSNER

Everyone, please meet Katherine Elsner! Katherine has been participating in Sky Point's Employment Services Program since November 2018. Cathy Roberts, Sky Point's Employment Specialist says *"Since working with Katherine, I have seen a real change in her self-confidence, and her ability to meet new people and fit into all situations."*

Katherine volunteers at Parkview Regional hospital in the cafeteria. Although she has been dealing with a great number of personal difficulties, her willingness to apply for work and go on interviews has never faltered. With the help of her Employment Specialist, Katherine recently interviewed for a job at a manufacturing company in Fort Wayne and secured a job! When asked about her experience at Sky Point, Katherine said *"I have enjoyed working with the Sky Point team and Cathy Roberts. I've learned everything from how to dress for an interview, how to sit, how to answer interview questions and, what not to say. Like 'I need a job!' as an example. Sky Point has been a great experience for me because not only do I now have a job, but I also have another family."*

Katherine has also joined the Sky Point Social Services Human Rights Committee (HRC) and has become a great asset for the team. Part of her role in the HRC is to help review restrictions and determine if the restrictions are appropriate, making sure our clients are receiving the best care possible.

