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→ One Year!

This month marks the one-year anniversary of our newsletter, *A Brand New Day!* Over this past year we had the privilege of visiting some of your programs and the opportunity to give over a dozen tours of our day program. Our consumers, DSPs and management enjoyed very much getting to meet new people and discuss the things that get us out of bed each morning. We got many ideas and thoughts from you and were able to share and help others implement some of what works for our consumers. Overall it was a very fun and productive year.



Whether you had dialogue with us at ADEC or are simply a reader, thank you for making us a part of your effort to improve the quality of day programs across the state.

We have some very special and exciting things planned for 2011 including training techniques for consumers, developing photography skills, integrating technology and sharing ideas and products from other day programs. We're looking forward to another exciting year.

→ Starting Point

There are many aspects to a quality day program including DSP development, facility development, daily schedule, equipment, integration of technology, etc. It's all important but without a clear vision we just spin our wheels. Our programs need an identity, something to invest in.

Each of our agencies probably has a general mission statement. However, one thing that can't be ignored is that a day program needs a specific and clear direction to be effective. Call it a mission, vision, direction or whatever you want but everyone has to know the expectation in order to achieve it. Day programs are unique in that you can accomplish virtually anything you want. The undefined expectation is great but without defining it ourselves we end up accomplishing nothing. There are few things worse than consumers and DSPs leaving at the end of the day wondering what the purpose was, feeling unproductive.

The adage "do one thing and do it well" applies to what we do, especially considering our limited resources. When we try and do everything for everybody we end up ineffective and our consumers are left with way too much "down time." One of the best reasons for

having a clear direction is to provide a purpose for people being there, consumers and DSPs alike. A clear mission is also a barometer for all decisions and developments made in your program. It gives DSPs direction on day-to-day decisions and it gives management direction on program, facility and personnel decisions. It will ultimately give your program an identity.

What direction are you taking your program? Are you simply about keeping people safe and healthy or do you take reasonable risks? Is your program just for socialization or is it about being productive every day? Do you incorporate recreational activities, exercise? Where do you place the importance on these items?

Here is the mission, purpose and expectations we have for our day program at ADEC:

Mission

Our mission is to instill purpose, accomplishment and respect in each person we serve.

Purpose (In order of significance)

1. To have those we serve produce something each day (Vocational).
2. To challenge those we serve with physical or mental activity (Recreational).
3. To offer opportunities for interaction with others (Social).

Expectations

1. The people we serve are adults; we work with them as equals.
2. We control the environment, not those we serve.
3. We increase the independence of those we serve through training and by example.
4. Everyone is responsible for creating a positive team environment.
5. We build on our strengths and bring out the best in each other.
6. We are transparent in what we do and say.

It might not be for everyone, but it works for us. The main thing is the mission, purpose and expectations are clear so we're all working toward the same goal. We consistently refer to it in making decisions and keeping our focus.

Just for fun, ask people in your day program what the purpose of the program is. It's a great way to find out if the mission is clear. If management and DSPs can't explain what their program is all about then they really don't understand it themselves.

Why the Newsletter?

We are strong believers that day programs can dramatically change the lives of those we serve. What people do during the day defines who they are and should provide a sense of purpose and self-worth.

We have seen the remarkable results that come with productivity and want to share our challenges, successes and innovations. We also want to hear about your challenges and success. The more we help each other succeed the better off we all are.

When we demonstrate that investment in our programs yield significant results, support increases. The more successful we are as a whole the more we can justify increased funding statewide.

Let's give those we serve a purpose in life and give others a reason to invest in what we do. We ask that you join us in making Indiana a leader in day services for people with disabilities.

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