

March 2018

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Wish List:

- Socks/underwear, kids 4-6
- People to attend & bring a guest to a Lunch & Tour (see page 2 for schedule)
- Art supplies / canvas
- Volunteers to take people to church

# The Front Page



## Note to Self

### RE: Disability Awareness

We know that as a friend of Cardinal Services, you are more aware of people with disabilities than most. Still, since March is Disability Awareness Month, it gives us each an opportunity to check our own attitudes, thoughts and actions, as they relate to those with disabilities. It's all-too-easy to become an unintentional barrier to others. Let us take this moment to remind ourselves:

1. **Don't make assumptions.** People with disabilities are capable of doing most everything the rest of us can do. If you see someone struggling, ask if they want help before stepping in.
2. **Don't be afraid.** A person with a disability is not sick. As with anyone else, treat them as you want to be treated.
3. **Do choose words wisely.** Words have power. Try not to use words like *confined*, *crippled*, *retarded*, *handicapped*, *victim*, and *special*. Instead, choose words and phrases that focus on the person, not the disability: *uses a wheelchair*, *has a disability*.



People with disabilities are everywhere in our community, and AS a community we have begun to recognize that they bring diversity and a new perspective that makes us better than we were. Now, *that* is something to celebrate!

*This edition of The Front Page is an annual publication. If you would like to receive our monthly e-newsletter, let us know at [contact@cardinalservices.org](mailto:contact@cardinalservices.org)*

## A note from our CEO . . .

Last year, the state passed and the federal government approved a measure to increase the wages of Direct Service Professionals (DSPs). Cardinal Services increased its new hire wage for DSPs from \$9.34 to \$10.50 an hour. This is a big move in the right direction, but as everyone understands, it will not solve the staffing challenges faced by our industry.

With that understanding, the legislature also passed a bill to create a task force, known as the 1102 Task Force, to study this matter and develop long-term solutions. Lt. Governor Suzanne Crouch is chairing the task force, and she and a panel representing self-advocates, families of people with disabilities, trade associations, and providers are hosting forums around the state through late 2018. *All stakeholders are invited to attend a forum or submit written comments* regarding unmet needs for services, personal experiences, future needs, and currently available services that are valued most.

## What is the 1102 Task Force?

Cardinal appreciates our elected officials who supported the wage increase for the 27,000 DSPs across the state. While we have not seen an increase in applications, it appears that it has slightly improved our retention of current employees. We will continue working with the state on long-term solutions and encourage you, family and friends of Cardinal, to make your voices heard.



On April 2, we will have more information on our website ([www.cardinalservices.org](http://www.cardinalservices.org)) and social media pages (Facebook, Twitter & Instagram) about 1102, including upcoming forum dates and how you can help. Please help. This may be our best chance in a generation to put into place plans assuring that people with disabilities receive the services they want and need for their lifetime.

## Head Start STEM Night

Kosciusko County Head Start / Early Head Start hosted their first-ever STEM night Wednesday, February 21.

Each teaching team designed activities that focused on learning goals in science, technology, engineering, and math. Families rotated through the stations, participating in the hands-on activities with their child.

Each family received a booklet with directions and material lists for each activity so they could recreate them at home.

At the end of the night, children voted on their favorite activity and the winning teaching team won a prize for their classroom.

Several parents and teaching staff said this was the best (and most fun) family night we've ever had! Parents and children had so much fun doing the activities, while teaching teams emphasized how children learn through play!



*At the Engineering Table, Adalynn discovers a talent for building!*

### STEM Stations:

- Ice cream in a bag
- Making butter
- Fruit-Loop color sorting
- Marshmallow catapults (voted kids' FAVORITE!)
- Paper plate marble mazes
- How strong is spaghetti?
- Engineering with straws and playdough
- Super soft cloud dough
- Balloon blow-up



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Call Vickie Lootens:  
(574) 371-1344

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You are invited to  
lunch & tour  
of Cardinal.

### Upcoming dates:

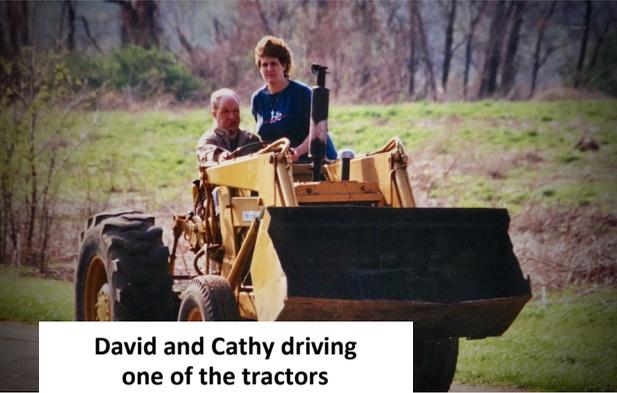
April 10 & 28  
May 8 & 23  
June 5 & 20

Call Jama Brown:  
(574) 371-1372

## Cardinal Employee Named Hoosier DSP of the Year!

Cardinal Services is proud to announce that Cathy Bradley, a Cardinal employee for over 21 years, has been named **Direct Support Professional of the Year** in the State of Indiana. This is the second time in three years that a Cardinal DSP has been selected to receive this honor. We believe that says something about our employees.

Cathy has worked at Cardinal's South Street home in Bremen for 21 years, providing a stable, secure home-life for the people she supports. She works weekends, which means she spends 40+ consecutive hours working at the home, supporting the people who live there. *I love it. They are my second family*, says Cathy. And make no mistake, they love her back.



David and Cathy driving one of the tractors on her family's farm.

David counts down the days each week, letting folks know on Friday that *Cathy's coming tomorrow!* The two share a love of auctions, farming and animals. Their friendship and trust is deeply rooted. In fact, if David sees something he doesn't like, he will tell others that he's going to call Cathy. Not only does he see her as a protector, but also a friend . . . a best friend. That's probably Cathy's greatest strength. She doesn't just see herself as staff, mentor or coach, but family. And she treats each person she supports as family.

Cardinal was proud to nominate Cathy Bradley for this award. She takes her role as DSP very seriously and understands her influence in helping Cardinal achieve our mission.



### DID YOU KNOW . . . RedBird Studio artists make an income from their art?

Total sales to date: \$17,750

Total paid to artists in commission: \$10,650

Artists with at least one item sold: 54

Average earnings/artist to date: \$197

## Cardinal Family Forum ~

Last summer, Cardinal held a Family Forum. The goal was to bring together family members, guardians, friends and advocates of the people we serve to share their thoughts, struggles and ideas, and learn more about things happening at Cardinal and in State and Federal legislation.

That first meeting was in July '17, at which people decided they would like to meet twice per year. Last month we met again, and the next meeting will be sometime late this summer.

To be notified of upcoming meetings, please call Michelle at (574) 453-1387 or email [michelle.boxell@cardinalservices.org](mailto:michelle.boxell@cardinalservices.org).



### Julie's Book

A collaboration between designer/Grace College student, Emily Stichter and RedBird artist, Julie, this children's picture book is entitled

#### *I Just Love Animals!*

The book contains page after page of Julie's colorfully painted animals with space on each page for a child to write about what *they* see in the painting.

For Julie, the book is another way to show her art to you, her public. More than that, it is an enormous and well-deserved point of pride.

Books are \$25 each and are available through RedBird Art Studio at Cardinal's main building at 504 N. Bay Drive, Warsaw, or by calling (574) 371-1415.

# The Front Page

Cardinal Services, Inc.  
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Warsaw, Indiana 46580

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TDD 574-568-2393  
[cardinalservices.org](http://cardinalservices.org)

Non-Profit Organization

U.S. Postage

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Warsaw, IN 46580

Permit No. 14



Cardinal Services, Inc. is a non-profit social service agency that provides rehabilitation programs and services for people with disabilities or other needs. The people we serve are considered for services without regard to race, color, religion, gender, national origin, age, marital or veteran status, or the presence of non-service related medical condition or handicap. Cardinal Services is partially funded through SSBG/Title XX through the Social Services Fiscal Office of the State of Indiana.

## EMPLOYMENT NEWS

### CAREER LINKS

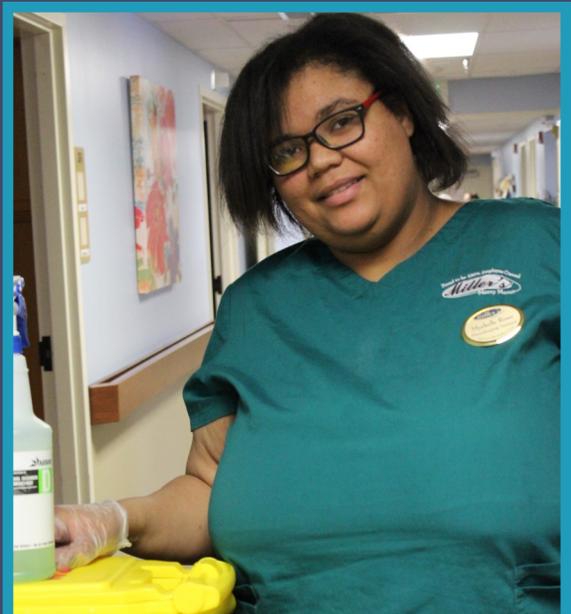
- |                          |   |
|--------------------------|---|
| ⇒ Erica at Zimmer Biomet | These are a few of the hard-working people served by Cardinal's Career Links program who have good jobs in our community. |
| ⇒ Christina at Hacienda  |   |
| ⇒ Matt at Meijer         |   |
| ⇒ Donnie at Hacienda     |   |
| ⇒ Mychelle at Miller's   |   |



### CARDINAL SERVICES IS HIRING

- KABS Bus Driver; FT, M-F, CDL

For more jobs at Cardinal Services go to [www.cardinalservices.org](http://www.cardinalservices.org) and click on CAREER OPPORTUNITIES.



*Mychelle is enthusiastic about her job at Miller's Merry Manor, and earning a good paycheck. She works part-time, which still allows this talented artist to spend time each day in RedBird Art Studio.*