

# Innovative Services Newsletter

*"In Every Person... A Possibility"*

## Benefit Basics:

### Update Your Insurance by May 25

May is open enrollment for Innovative Services, Inc. employees. Full-time employees can enroll, cancel or change insurance coverage without any penalty. All changes will take effect June 1, 2018.

All employees are encouraged to attend an open enrollment meeting in the month of May. HR staff will hold meetings in each region to share information and assist staff with any specific questions.

The health insurance market continues to present increasing

premiums. The last two years, ISI absorbed nearly the entire increase, so employees only saw a 2% increase during the past two years.

This year, however, the increase is nearly 20%. ISI is still absorbing a large percentage of the increase, but employees will see an increase in their health insurance premiums. No other premiums will increase (unless an employee moves into a new age bracket for life insurance).

Our health insurance will be through United Healthcare, who

previously was our carrier. You will need to check that your doctors are still within United Healthcare's large network of providers.

All other insurance benefits—dental, vision, short-term disability, long-term disability and life insurance—remain the same.

All full-time employees MUST complete a new enrollment form to confirm, elect, or change your benefits. Even employees who do not participate in our insurance benefits should complete a form.

#### Open Enrollment Meetings

##### Central Region—Antigo CCS

Thursday, May 17

##### Central Region—Antigo CCL

Thursday, May 17

##### Central Region—Firehouse

Tuesday, May 15

##### Central Region—Merrill

Thursday, May 3

##### Central Region—RCC

Wednesday, May 2

##### Central Region—Stevens Point

Tuesday, May 8

Wednesday, May 9

##### Central Region—Rib Mountain

Wednesday, May 16

##### Central Region—Wausau

Wednesday, May 16

##### Fox Valley Region—Appleton

Thursday, May 10

Friday, May 11

##### Fox Valley Region—Gateway

Monday, May 7

##### Northeast Region

Monday, May 14

##### Northwest Region—Hayward

Thursday, April 26

##### Northwest Region—Park Falls

Thursday, April 26

##### Northwest Region—Superior

Friday, April 27

#### Western Region

Monday, April 30

Tuesday, May 1

1052 Oak Forest Dr. Suite 360

Onalaska, WI 54650

#### Return Benefits Forms to:

Stacy Giesler

#### By:

Monday, May 21, 2018

#### At:

445 S. Madison Street,

Green Bay, WI 54301

stacyg@isiinc.org

FAX (920) 593-2509

#### Questions?

Call (920) 431-0962, ext. 1016

# Latest Innovative News

## Time for a Refresher?

The Learning and Development Department has been working to redesign our core courses in Innovative U. Most of the redesigned core courses are live in Innovative U now, so check out what's new while getting a refresher on Innovative's core content.

## Bellin Run

Innovative Services is sponsoring the first 50 employees who

sign up and complete the 6.2-mile Bellin Run (or walk if you prefer). The Bellin takes place on June 9 in Green Bay. There are still spots available so sign up for your chance to participate with the Innovative Team.

You can sign up online at [www.bellinrun.com](http://www.bellinrun.com) through the Corporate Challenge. Innovative's team code is 854. Family and friends can also use Innovative's code to get their race packet available for early

pickup at Innovative but won't be reimbursed. For more information on signing up, contact Shawn Colvard at [shawnc@isiinc.org](mailto:shawnc@isiinc.org).

## YouTube Channel

Stay tuned to our YouTube channel (Innovative Services) for monthly video updates with Zeb Metzler.

The latest video, an interview with President and CEO, Allen Ray, just went live this week.

# Suicide Training Saves Lives

On April 4, a team from Innovative Services, Inc. provided Question. Persuade. Refer. (QPR) suicide prevention training to the Port Edwards School District, located near Wisconsin Rapids. The group spent several hours with students and teachers discussing signs and responses to suicide and the importance of being kind.

Zeb Metzler from our Learning & Development (L & D) team presented a keynote address to all students grades 7 through 12. Then, each grade spent a class period working through activities with one or two ISI staff. Each grade in this small school averages 25-30 students, which meant an entire grade could participate as a group in the breakout sessions.

The breakout sessions focused on the importance of being kind and giving genuine compliments in addition to recognizing potential signs of suicide. Students learned about the hash tag #bekind. Each grade practiced giving and accepting gen-

uine compliments from their peers. (It's often much harder to accept, rather than brush off, a compliment.)

The group from ISI who conducted the training consisted of

Regional Administrators, District Managers, L & D and Mental Health staff from every region of our company. This training is the perfect example of noticing a need and working together to go above and beyond to meet that need.

In debriefing sessions afterward, it was clear the impact the training had on both students and staff. The superintendent of the school district



A group from ISI presented at an assembly for all students in grades 7 through 12 before breaking into small groups.

wrote a lengthy thank you detailing the value of the training and appreciation for the efforts of ISI.

A special thank you to Tonya Calahan, Chris Hanten, Abby Hendrix, Sarah Jane Peters, Zeb Metzler, Stephanie Anderson, Kate Nelson, Jill Arft, Becca Hrdlicka and Stephanie Randt for conducting the training. Thank you also to Jo Woelfel, for providing support for the training.

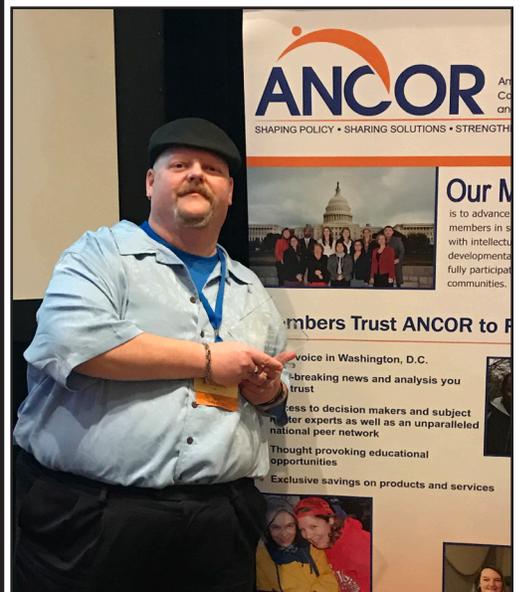
# Autism Awareness Walk

Innovative participated in the Fox Cities Walk-4-Autism April 28 in Kimberly. Staff helped support Grant and Joseph to participate in the walk. Grant has attended the walk for three years, and this was Joseph's first year. The walk is sponsored by Friends of Autism and is designed to raise awareness and funds for research, education and awareness of autism.

Thanks to all our staff from our youth programs who supported Grant and Joseph!



One of the youth supported in the Western Youth Program made student of the month for the second time. The school holds an event to honor those students. Mom invited his staff to the event to help celebrate and shared that it would mean the world to him if they were able to attend. Despite the fact the event was outside normal services and the time would be volunteered, ALL OF HIS STAFF WERE ABLE TO MAKE IT!



Jeff Pagel received his ANCOR award April 17 in New Orleans. Jeff and one of the individuals he supports were also featured on WBAY April 23.

# RCC Takes on Demo Derby

A great opportunity was brought to the individuals at the RCC by Rick, a member of their local community. During the months of April, August and September, the individuals will paint and decorate cars for a racing/demo derby event. They will then attend the derby event, so they can see their car in action!

The group worked on the first car this April. Rick, along with individuals and staff at the RCC, decorated it and painted it.

Their design included a reference to Innovative Services, using hand prints to spell *isiinc.org* on the side of the car. The individuals supported at the RCC were proud to represent the program.

Mary Wenzel is the DSP who originally had the idea. She recognized the potential of individuals to collaborate with staff and to make connections with community members. Managers Amy Yeskis

and Jess Van Haaften were supportive of the idea.

They got the approvals from our leadership team and accounting department for ISI to participate in sponsorship of Rick's demo derby car. In general, a lot of fun and positive energy was generated around the unique situation.

Staff demonstrated the core value of willing to teach by first learning and then teaching others how to paint and decorate the vehicle. It's not often that part of your job as a Direct Support Professional includes painting a demo derby car.

Clients worked together and helped each other when painting the car in our barn at the RCC barn and collaborating with Rick. They also demonstrate the core value of helping others by helping Rick prepare for the events, which will take place in Marshfield.

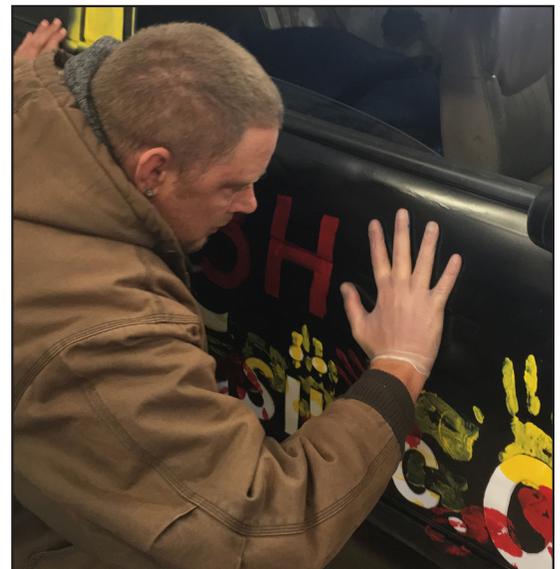
ISI staff displayed commitment as they recognize the importance of role modeling social skills and making positive connections with the people we serve and the community where they live.



Tim checks out how the demo car looks from the driver's seat—he approves!



Cassie, Taylor, Mary, Jacob and Jen work together to paint designs on the demo car.



Ed adds another handprint to the custom paint job for Rick's car.

