

# HILLCROFT SERVICES, INC. MONTHLY NEWSLETTER

October  
2017

## ***Mission – Vision - Values***

We provide innovative services and supports for People with disabilities and their families, resulting in extraordinary differences in People's lives.

## ***Our Core Values and Expectations***

As “Gardeners” of Hillcroft Services, Inc., we will be:

### **Devoted:**

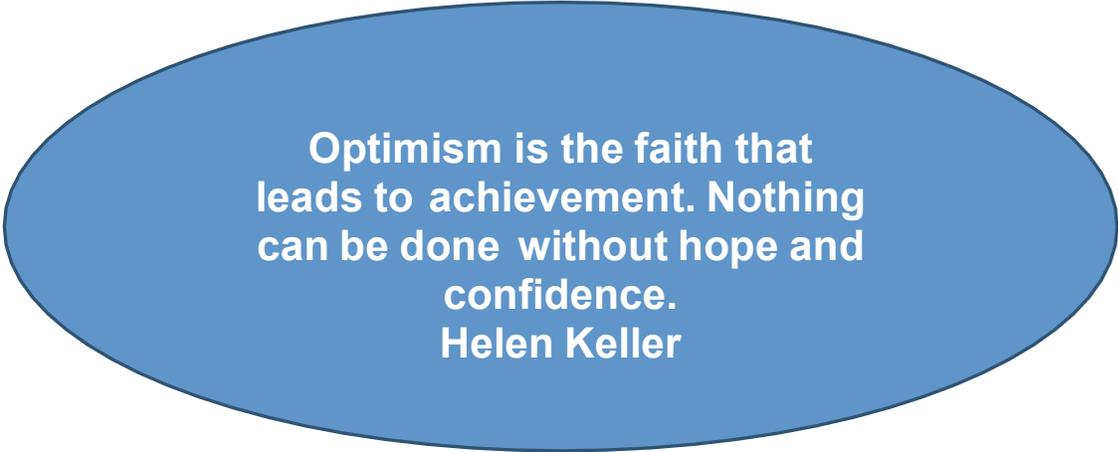
- Committed daily to the long term
- Adapting to change in all environments/seasons

### **Supportive:**

- Cultivate continued growth through providing tools and encouragement
- Seeing the potential in all situations

### **Positive:**

- Focus on plants (strengths) not weeds (weakness)
- Sunshine – smile



**Optimism is the faith that  
leads to achievement. Nothing  
can be done without hope and  
confidence.  
Helen Keller**

# NEWS FROM THE EDITOR

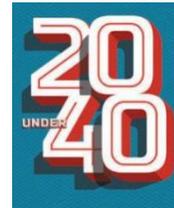
## United We Stand ..... Divided We Fall

September 22, 2017 was the first day of autumn and shortly after will be winter. The gardens we have tended so carefully for the past several months will begin to notice the sun isn't shining as brightly; the moist morning dew is starting to be frosty and the warm afternoon breeze has turned to a cold wind. Depression from lack of sunlight will set in and hibernation sounds like a great idea. We will see an increase in behaviors, greater depression and typical malaise.

But Hillcroft, who should really be awarded Gardners of the Year, will press on. We will be prepared for the changes the seasons bring and we will keep our gardens luscious by tending them with loving care. We will watch for new starts that will be in full bloom by the Spring. Some of our gardens may not flourish as well as others but they will all flourish to the best of their ability – and that is good enough.

I encourage all of us to be good gardeners. The world is a scary place right now and we need to start planting seeds of love and peace. Throw a few seeds out everywhere you go – who knows how far they will spread?

Sandy Penrod



## NICOLE RUDNICKI – RECIPIENT OF THE

Twenty of the Muncie area's up-and-coming leaders were recognized Tuesday night as the 20 Under 40 award recipients for 2017. M Magazine, a publication by The Star Press, takes one issue a year to recognize a collection of 20 individuals under the age of 40 from the community. The group of individuals are nominated by the public and selected by a group of M Magazine editors and former recipients. Those selected are chosen based on their business success as well as philanthropic efforts to make Muncie and the surrounding area a better place to live. These are the individuals who, in 2017, are most effectively enhancing the business and community landscape in our community.

Following is the article published in the M Magazine on our very own Nicole Rudnicki. Quite an honor Nicole and Hillcroft is blessed to have you on our team!!

**Photo and story courtesy of the Muncie Star Press and M Magazine.**



Nicole Rudnicki is passionate about mental health and about neighborhood health. Rudnicki is a veteran at Hillcroft Services, which provides residential, employment and community support services to people with disabilities across East Central Indiana. “Our philosophy with mental health is to provide skills and abilities for our clients to help them live as independent of a life as they can,” Rudnicki said. A South Bend native, Rudnicki came to Muncie to attend Ball State University. She stuck around when she found the community welcoming to her. “I love Muncie a great deal,” she said. “I’ve developed with relationships that I’ve had with several people.” Rudnicki is a resident of the Old West End Neighborhood in Muncie, and an active member of the neighborhood association, currently serving as vice president. She has been a key player in helping change the image of the Old West End, assisting in fundraising, event planning, clean-ups and more. She’s familiar with how some used to see the neighborhood, and how some still do. “Muncie has a long memory,” she said of the challenge of changing outdated opinions. “It takes a while to change the perception of a place. “Twenty years ago it was a terrible neighborhood. But you can definitely see a lot of things changing. I walk to the Y three times a week, and (the neighborhood) is a great place to

access downtown, go to Savage's, shop downtown." Others associated with the neighborhood association call her a great compromiser, helping create consensus for the association, and praised the physical labor she puts forth to do good work in the area. At Hillcroft, Rudnicki is an outpatient therapy assistant. A driving Hillcroft philosophy that she embraces is also something that everyone could implement in their lives.

"You are different, but different doesn't exclude you, because everyone is different," she said. Rudnicki feels a connection with Muncie, as if

she wanted to help this city, and as if it wanted to help her. "I've always been very community-minded, and I feel like Muncie has been very accepting," Rudnicki said. That commitment shows in her involvement in other groups, including serving on the Muncie Action Plan Neighborhood Leadership Council.

**What she says:**

**Favorite spot in Muncie:** "The prairie in Minnetrista. That little wooden bridge, that little pond is a great little spot."

**How would you describe yourself:** "Positive. That is definitely I try to do."

**Where we are most likely to find you on a Saturday morning:** "The White River Greenway, either riding my bike or running."

**One unusual thing you keep in your work space:** "A hula girl. She wiggles her hips. A friend gave it to me."

## WELCOME TO HILLCROFT

*Please take the time to welcome the following new staff to Hillcroft:*



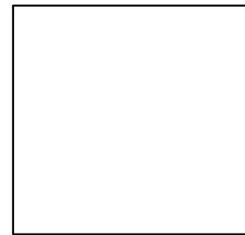
**Aleigha Guy**  
DSP / R



**Caitlin Marshall**  
DSP / CU



**Cathy Frey**  
Custodian



**Gavin Mauk**  
ABA Sub



**Hope Dishman**  
DSP / R



**Madyson Rhoades**  
DSP / R



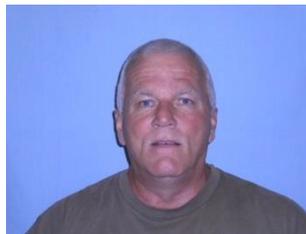
**Makayla Cox**  
DSP / CU



**Mikaelyn Irving**  
DSP / R



**Sydney Baule**  
DSP / R



**Thomas Weinert**  
Rest Park Attendant

## YEARS OF SERVICE

Thank you for your continued service and a big congratulation to Hillcroft for retaining such hard-working, dedicated staff. Few businesses can boast about employee longevity, but few businesses feel as passionate about their mission and values as Hillcroft. That agency-wide passion would not be possible without you.

### 132 COMBINED YEARS OF SERVICE FOR OCTOBER

**1 Years**  
Amber Logan  
Clair Wisman  
Linda Chitwood  
Michael Davison  
Sharon White  
Tyler Harris

**2 Years**  
Beverly Strong  
Shelby Niccum

**3 Years**  
Kathleen Carter  
Robin Stephenson

**4 Years**  
Karen Mullikin

**8 Years**  
Ruth McIntosh

**10 Years**  
Nlandu Matuka

**11 Years**  
Brad Linville  
Kim Johnson

**12 Years**  
Sharon Green

**13 Years**  
Joyce Burns  
Sabrina Turner

**15 Years**  
Missy Stinson

**19 Years**  
Leann Caldwell

## GARDENERS

We are all “Gardeners”. In order to be AMAZING gardeners for Hillcroft, we must all be:

**Devoted:**

- Committed daily to the long term
- Adapting to change in all environments/seasons

**Supportive:**

- Cultivate continued growth through providing tools and encouragement
- Seeing the potential in all situations

**Positive:**

- Focus on plants (strengths) not weeds (weakness)
- Sunshine – smile

The purpose of the Gardeners column is to empower staff to recognize accomplishments of their own or their co-workers that benefit our clients, agency and our communities.

Great things happen here on a daily basis so tell me how either you or your co-workers are going “above and beyond”. This newsletter goes out to approximately 300 people on a monthly basis as well as our website – let’s brag a little about the awesome staff we have.

Don't forget - keep your eyes and ears open. Amazing things happen here all the time as our gardens flourish and blossom through job performance, great suggestion, community service, etc.). Sometimes a Case Manager, parent, visitor, etc. will observe or experience something they feel is outstanding and make a positive statement. When this happens, please let Sandy Penrod know - who they are and what they did.

The following have been nominated as Gardeners this issue and their individual stories follow. **GREAT JOB TO ALL AND CONGRATULATIONS ON BEING A HARDY GARDENER!!!**

**Nominated by Whitney Willard, Residential Administrative Manager**



**BEN McCORMICK**  
Facilities Director



**ERIC HANEY**  
Maintenance Spec.



**PHIL CARTER**  
Scheduling Coord.

I can't thank **BEN McCORMICK** and **ERIC HANEY** enough for all the help they have given to our clients from me asking for their help. They have saved many clients money by fixing furniture, chairs, beds, etc. I thank you so much! Plus, I feel the same way about **PHIL CARTER**. He helps me with so many projects – fixing things, putting things together or moving stuff from one house to another. Thank you guys so MUCH!!! I could not do it without you 3!!

**Nominated by Julie Henderson, Residential Site Manager**



Big Thank You to **CODY STONE, DSP / Residential**. He picked up extra hours and was my right-hand man. Thanks Cody!

**Nominated by Rebecca Lamison, Music Therapist**

I would like to thank **TRICIA LINTON, DSP/CU** for escorting a new client to music therapy. Tricia took time out of her busy day to make sure that our client was comfortable, felt safe and could have a good time. She encouraged her throughout the session and helped me get to know the client better. Our client had a very successful music session and will most likely be able to come to music by herself from now on.



**Nominated by Evelyn Wyatt, Receptionist & Sandy Penrod, Administrative Manager**



**BRAD LINVILLE**  
RESIDENTIAL PROGRAM DIRECTOR

We would like to thank the Hillcroft **BRADS**. When we have any issues or questions regarding technology, they are always willing to help. Thank you so much and know you are appreciated!



**BRAD LYNN**  
CFO

**Nominated by Kayla Boggs, Residential Program Manager**



**CHELSEY FIELDS**  
DSP/R



**ANGELA SCROGHAM**  
DSP/R



**AMANDA BLUMBERG**  
DSP/R



**ADDISON PAVELKA**  
DSP/R



**BEVERLY BERRY**  
DSP/R



**VICTORIA HAWKINS**  
DSP/R



**TAMMY ANDERSON**  
DSP/R



**ARIES JACKSON**  
DSP/R



**LULA MANN**  
DSP/R

I would like to thank **CHELSEY, ANGELA, AMANDA, ADDISON, BEVERLY, VICTORIA, TAMMY, ARIES** and **LULA** for helping with extra shifts – it is greatly appreciated.



**WHITNEY WILLARD**  
Res. Admin. Spec.

I would like to thank **WHITNEY** and **PHIL** for helping with a client.



**PHIL CARTER**  
Scheduling Coord.



**CANDACE HARRIS**  
DSP/R

Thank you **CANDACE** for going over to help a client in the morning.

**Nominated by Jenny Wagner, Nursing Supervisor**

I would like to give out Kudos to **Le ANN COLE, VP of Therapy** for assisting nursing and residential staff with a client situation this week. It was a team effort and the support was much appreciated!!



**BEVERLY STRONG**  
Nursing Admin. Spec.



**LAURA COOPER**  
LPN



**KIM PAINTER**  
LPN



**NANCY MICHAEL**  
LPN

Also, Kudos to my nursing staff – **BEV, LAURA, KIM** and **NANCY** for all the teamwork and great care they provide to our clients! September has been a rough month, but you all are great co-workers and awesome team players! You are **GREATLY** appreciated.

**Nominated by Felicia Mangas, Hillcroft Industries Manager**



**TAMMY ANDERSON**  
DSP/HI



**CHARLOTTE SYPHERS**  
DSP/HI



**TABATHA THATCHER**  
DSP/HI



**HEATHER DAY**  
DSP/HI



**ANNA DINGESS**  
DSP/HI



**MELINDA GIBBS**  
DSP/HI



**DONNA HAZLET**  
DSP/HI



**KAREN MULLIKEN**  
DSP/HI



**JOE CRABTREE**  
DSP/HI

I would like to thank all of my staff for the wonderful job they have been doing. They have come up with some wonderful new simulated jobs for down time. **TAMMY ANDERSON** and **CHARLOTTE SYPHERS** got the most popular vote for the best simulated job.

**Nominated by Nancy Michael, LPN**

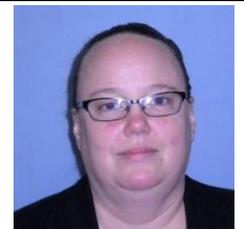


**JENNIFER WAGER, Nursing Supervisor** – thank you for being a great supervisor and always being available and willing to help in whatever nursing issue that may occur.

**KIM PAINTER, LPN** – thanks for every thing. We are always bouncing ideas and situations off of each other, and for her willingness to help.



**LAURA COOPER, LPN** – thanks for being a great new asset to our team.



**BEVERLY STRONG, Nursing Administrative Specialist** – thanks for always being pleasant, willing to help, and for working her magic with all of the physician's offices to get whatever we need in the nursing department.



**Le ANNE COLE, VP of Therapy** – thanks for not only always being the cheerleader for Hillcroft and our clients, but for her help in a challenging situation.

**Nominated by Mindy Flinn-Stull, Behavior Management Coordinator**



The Behavior Services team would like to give Kudoss to **JESSE YODER, QIDP** for bringing up a transparent conversation in our IDIT meeting.



**MELISSA CROSS**  
SITE MANAGER



**MYKAEL ROSS**  
DSP / R



**MICHELLE RICHEY**  
DSP / R



**ROCHELLE PERKINS**  
DSP / R



**ANDREA HAYNES**  
DSP / R



**ANNE BUCHANAN**  
DSP / R



**ELLEN McGHEE**  
DSP / R

I would like to give a huge thank you to **MELISSA, MYKAEL, MICHELLE, ROCHELLE, ANDREA, ANNE** and **ELLEN** working at C2. You ladies do such a wonderful job!! Thank you so much for continuing to work so hard with our clients!



**KAY WARD**  
SITE MANAGER



**NATALIE STRONG**  
DSP / R



**KRISTEN THOMPSON**  
DSP / R



**JANA McCOURT**  
DSP / R



**ANGELICA ANACKER**  
DSP / R



**JURONNA DAVIS**  
DSP / R



**LOGAN HAYES**  
DSP / R



**LISA SLONIKER**  
DSP / R

Thank you **KAY, NATALIE, KRISTEN, JANA, ANGELICA, JURONNA, LOGAN** and **LISA** for all your hard work at Keller! You ladies do an amazing job! I know sometimes it can be overwhelming but I truly appreciate all your hard work!!



**JAMES WHITFIELD**  
SITE MANAGER



**AMY COOPER**  
DSP / R



**KENZIE DeCAMP**  
DSP / R



**MARY RICHEY**  
DSP / R



**HANNAH HUTCHINSON**  
DSP / R

**JAMES, AMY, KENZIE, MARY and HANNAH** – thank you for all your hard work at the Riley House! You guys are amazing at what you do!!



**ASHLEY DAVIDSON**  
SITE MANAGER



**PEBBLES FREDRICK**  
DSP / R



**ELLEN McGHEE**  
DSP / R



**MELANIE GIMENEZ**  
DSP / R



**ANDREW KIRTZ**



**LINDA CHITWOOD**



**HANNAH HUTCHINSON**



**ALLIE WARD**

Everyone at the Bethel House I want to give a big thank you for all your hard work! **ASHLEY, PEBBLES, ELLEN, MELANIE, ANDREW, LINDA, HANNAH and ALLIE!**



**TRISHA LINTON**



**MISSY STINSON**



**MAKAYLA COX**



**KELLY WHISLER**



**BARBARA DAY**



**LAURA COUCH**

**CU INSTRUCTORS**  
**TRISH, MISSY, MAKAYLA, KELLY, BARBARA and LAURA** – you ladies do a wonderful job and are so creative. Thank you for all your hard work!!

Nominated by Leann Rector, Creativity Unlimited Manager and Laura Couch, DSP / CU



REBECCA LAMISON  
MUSIC THERAPIST

We would like to send out a HUGE thank you to **REBECCA** and **KATIE**. They were willing to come join us for Thursday event (camp fire songs). First time ever having this type of event and we figured it out as we went. Katy and Rebecca were awesome team players. Thank you girls!



KATIE CARDWELL  
MUSIC THERAPIST

Nominated by Brandi Blankenbaker, DSP / R



SHANDA WESTON  
DSP / R



JULIA EAST  
DSP / R



KELSEY CRIM  
DSP / R



CHRISTINA JESPERSON  
SITE MANAGER

I would like to acknowledge my co-workers **SHANDAH**, **JULIA** and **KELSY** as well as my house manager **CHRISTINA**. These ladies have been wonderful and a joy to work with. All of them have been very understanding and helpful about some difficult things that I have been going through and have willingly done everything to help. I appreciate each and every one of them.

The Streeter staff would like to acknowledge our BC **ALEX WALLACE**, **Behavior Specialist**, for the endless amount of encouragement that he gives us. He came into the position with an optimistic attitude and has remained consistent throughout the transition of getting to know staff and clients. He's a complete team player and takes all ideas into consideration. He helped organize a trip for our clients and some staff to go to the Fort Wayne Zoo and was more than willing to drive the bus. Alex turned our trip into a learning opportunity for our clients and used the time to encourage positive manners and interactions with others. Thank you Alex for being an awesome BC!



Nominated by Kay Ward, Residential Site Manager



ANGELICA ANACKER



NATALIE STRONG



KRISTEN THOMPSON



JANA McCOURT



JURONNA DAVIS



LOGAN HAYES



LISA SLONIKER

I would like to tell the gals at Keller House. How much I appreciate their hard team work. THANKS!

**Nominated by Lisa Bowen, Residential Site Manager**



**ANDY CROSS**



**JEANETTE CROSS**



**CHELSEY FIELDS**



**SHERRY THEROUX**

I want to thank the Martin Street staff for all they do.

And I also want to thank...



**MARGARET THOMPSON**  
QIDP



**FRANCIS BULLOCK**  
Behavior Specialist



**Le ANNE COLE**  
VP of Therapy



**BRAD LINVILLE**  
Res. Program Director

**Nominated by Whitney Willard, Residential Administrative Manager**



**MINDY BRINKLEY**  
Site Manager

I would like to nominate **MINDY** for being so helpful. Denise Perkins was in my office asking questions about the billing to show that the ISP had been completed. There had been some updates and we were having difficulty figuring out the process. **MINDY** helped me which meant I could help other staff and she made the trip to 400 where Denise was working and helped her out. GREAT JOB **MINDY!!!**

**Nominated by Jessica Hammett, Chief Operations & Compliance Officer**



**LINDSAY HANEY**  
Admin. Specialist



**SANDY PENROD**  
Admin. Manager



**JESSIE STOUT**  
Corp. Comp. Assistant

Thank you to **LINDSAY, SANDY** and **JESSIE** for all your help in compiling and preparing the DSP Week items. I appreciate all the work that went into putting this together!

**Nominated by Margaret Thompson, QIDP**



**JENIFER CLOUSE**  
Site Manager



**HOLLY KELLEY**  
DSP / R



**SELMA GARRETT**  
DSP / R



**BECCA PEOPLES**  
DSP / R

Shout out to my Devon house staff for working so hard to assist our new client and working long hard hours with staffing issues.



**ANDY CROSS**  
DSP / R



**LISA BOWEN**  
Site Manager



**CHELSEY FIELDS**  
DSP / R



**JEANETTE CROSS**  
DSP / R



**SHERRY THEROUX**  
DSP / R

Thank you for having so much patience and willingness to work through issues with our clients.



**CHRISTINA JESPERSEN**  
Site Manager



**BRANDI BLANKENBAKER**  
DSP / R



**SHANDAH WESTON**  
DSP / R



**JULIA EAST**



**KELSEY CRIM**  
DSP / R

The Streeter crew for organizing a great day at the zoo!!



**ANGELICA ANACKER**  
DSP / R



**NATALIE STRONG**  
DSP / R



**KRISTEN THOMPSON**  
DSP / R



**KAY WARD**  
Site Manager



**LISA SLONIKER**  
DSP / R



**LOGAN HAYES**  
DSP / R



**JANA McCOURT**  
DSP / R

Keller House crew for always being there for our clients and each other through the good and bad times. You all are so amazing!!

Shout out to Brook House crew for always covering and lending a hand when needed.



**JOYCE BURNS**  
DSP / R



**NLANDU MATUKA**  
DSP / R



**KATHLEEN CARTER**  
DSP / R



**JEANETTE COOPER**  
DSP / R



**CANDACE HARRIS**  
Site Manager



**MARY BLAIR**  
DSP / R



**VALENEA WHITE**  
DSP / R



**LULA MANN**  
DSP / R

Tillotson House crew for loving our clients through all the rough days. Thank you!!



**FRANCIS BULLOCK**  
Behavior Specialist

**FRANCIS** and **LE ANNE** for helping me find solutions time and time again!!



**LeANNE COLE**  
VP of Therapy



**PHIL CARTER**  
Scheduling Coord.



**WHITNEY WILLARD**  
Res. Admin. Specialist

Phil Carter and Whitney Willard for always being a sounding board for me and helping whenever needed. Adore you two!!

**Nominated by Francis Bullock, Behavior Specialist**



**JENIFER CLOUSE**  
Site Manager



**HOLLY KELLEY**  
DSP / R



**SELMA GARRETT**  
DSP / R



**BECCA PEOPLES**  
DSP / R



**LeANNE COLE**  
VP of Therapy

Devon has a new client with some unique challenges. The staff and Le Anne Cole have done an amazing job in meeting the needs of this client. A huge thank you to all of you for your willingness to go well above the call of duty to support this client. You are an example of Hillcroft's core values of devoted,, positive and supportive.



**LISA BOWEN**



**CHELSEY FIELDS**



**JEANETTE CROSS**



**SHERRY THEROUX**



**ANDY CROSS**

I would like to nominate all the staff at Martin Street. Life at Martin has been interesting to say the least for the past few months. The staff have met the challenges with a positive attitude, devotion to the clients and unwavering support. Thank you for the wonderful job and all you do to support the clients at Martin Street.