

THE NAVIGATOR...
QUARTERLY
NEWSLETTER OF
GLOBE STAR, LLC.,
MENTORING A
SPIRIT OF
GENTLENESS FOR
INDIVIDUALS WITH
DEVELOPMENTAL
DISABILITIES

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in Denmark
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TRAVEL LOG: SEPTEMBER 25-26-27, DENMARK GENTLE TEACHING INTERNATIONAL (GTI) CONFERENCE



This fall's annual Gentle Teaching International (GTI) conference was held in September in Soelund, Skanderborg, Denmark. Globe Star director Dr. Anthony McCrovitz presented at the event, persevering at the helm of Globe Star's mission to have all crewmembers on board with the clear goals of Gentle Teaching: to Value, Teach, Protect and Reciprocate. Our caregiving practice encompasses these four directions and moves us with **compassion** as we work with the knowledge of teaching and protecting, creating the elements of companionship for Individuals.

Navigating with our tools (presence, eyes, words, hands), we continue to discover the treasure of trust that forms the unconditional, loving relationship between the Individual and his caregiver, constructing the lessons of safe, loved, loving and engaged.

This year's conference theme was **Heart - body and soul: a gentle perspective is priceless**. The central vision was about the intention 'to meet the entire person through Gentle Teaching' and exploring interpersonal relations with individuals that we meet and help as professionals, looking, too, at the manner in which we relate to our colleagues.

Key speakers addressed the premise: "A gentle perspective in the relation with other people is priceless. How can you contribute, with this approach and in your interactions with others, in creating a safe environment?"

In light of this question, Dr. McCrovitz directs our attention to a review of how we connect our interactions, how we perceive the unique elements of the parts and relate them to 'wholeness' as a way for crewmembers to identify their position, and thereby discern how to navigate their course.



"Learning to determine where you are in relation to your own destination, valuing the interrelations with self and others and how each is inherently related to the other, will help you gauge your contribution to a safe and loved environment for all concerned," McCrovitz teaches.

"I feel this is the place where our journey with others begins to form and inform, by **valuing and** evaluating the connections and making adjustments accordingly, we are navigating our course, a journey of gentleness."

Through the scope of Gentle Teaching, we learn to recognize wholeness (and discern brokenness), the interconnectedness and interrelatedness of elements working together, and how a disproportionate perspective of any of the parts can critically affect an understanding of all the parts that represent the whole.

The idea of 'body and soul' comprising "Heart" can be understood in this way: It is the 'gentle perspective,' the priceless perspective that comes into view through the whole-hearted practice of our caregiving work.

Unifying these operational elements in our work is what assembles integrity, which, by definition, is the state of being whole.

How can we bring a broader awareness of our caregiving work to reside in the heart? With all that we are and all that we do, at what point do we perceive ourselves, awakening to unseen intricacies of design and purpose, springing from wholeness of heart and launching into the infinite waters of unconditional Love that relates us to each and every 'other'?

Approaching our work with Gentle Teaching is a good place to start, to begin to see and understand that, with all our differences, we are all the same in human need. This awareness and integrity will bring you along the path that mentors a spirit of gentleness and illustrates that our greatest ability is to love, unconditionally.

Gentle Teaching

The Gentle Teaching approach teaches caregivers to embrace a "culture of life" over a "culture of death." What are these?

Culture of life...

- * Based on **companionship**
- * Leading to **community**
- * Centered on the **person**
- * **Mutual change begins with us**

A spirit of gentleness is about...

- * **Our nonviolence**
- * **Our sense of social justice**
- * **Our expression of**

unconditional love

- * **Our warmth toward those who are cold**
- * **Our teaching others to feel safe, loved, loving, and engaged**

* **Our teaching a feeling of companionship with the most marginalized**

* **Our forming community**

* **Our sense of human interdependence and**

solidarity

- * **Our option to be side by side with the most devalued**

Culture of death...

- * Based on **control**
- * Leading to **compliance**
- * Centered on **behavior**
- * **Imposed change under the guise of choice a feeling of companionship with the most marginalized**

From the Desk of the Executive Director

This year's GTI conference revolved around the theme of **Heart - body and soul: a gentle perspective is priceless.** It was an invitation for all of us to move beyond theoretical perspectives toward an axis of gentle teaching; a positioning of awareness where perception is afforded a dynamic range capability across the broad landscape of each human life, in a synergistic field that becomes visible with the alignment of heart, body and soul.



In areas of study and research that relate to human beings, identifying an individual as less than whole, creates an imbalanced perception, and a collapsing domino effect begins. The thinking itself creates a problem, typically identifying a person as a problem instead of the distorted perception that is the source of poor judgment and assessment.

For the disenfranchised, others being able to see what they can't, significantly contributes to constructing the core framework from which their quality of life develops. Relating to and evaluating another human being, based entirely on a disability, concludes that there's a problem, typically a behavior problem that needs modification or a theological problem that needs redemption. Either way, the course and context are set, based on this false, fragmented vision that endorses a "less than" belief, generating overall incompetence of an individual who can't be expected to function within the system that fails him from the start.

"When another person makes you suffer, it is because he suffers deeply within himself, and his suffering is spilling over. He does not need punishment; he needs help. That's the message he is sending."

-Thich Nhat Hanh

Once an individual with a disability is behaviorally set into this context, other, functioning abilities fall way below capacity. In essence, limited expectations become all that this individual can hope or aspire to.

At Globe Star, we learn to discern and assess through the scope of Gentle Teaching. When we begin a dialogue that discusses the possibilities and capabilities that will enhance and improve one's quality of life, the thought process reflects the paradigm shift that occurs. Hans Reinders describes this acceleration of insight as moving from a "defect" point of view to one of "potential."

Hans S. Reinders is the Willem van der Bergh Professor of Ethics and Mental Disability at the Free University of Amsterdam and has written extensively on the theological and philosophical foundations of caring for cognitively impaired persons.

Like a candle lighting the darkness, he describes this shift toward potential in our fundamental ground of questioning and dialogue about quality of life, as breaking away from the barriers that work against the natural, flowing qualities of human life, hindering progress and wholeness with set standards, based on fragmented views that severely limit the capacity of the professional community who come to identify life with intellectual or physical disabilities, essentially diminishing human life and forming judgments that obstruct clear thought and understanding.

National leader, human services consultant and author of **Interdependence: The Route to Community**, Al Condeluci has taken a close look at community capacities and understanding culture and has observed the impact on quality of life that remains unfulfilled because of limited points of viewing that essentially trivialize the human being. Of this paradigm, he also points out how the medical model is then based on a fragmented picture that lacks integration of the whole, maintaining the imbalance that was established at the start.

This limited perspective also creates judgment that the "able" or the "knowledgeable" have the right and or control. In his book, **Quality of Life: Questioning the Vantage Points for Research**, Michael Bach discusses this power imbalance and the underlying limitations of subjecting Individuals with Intellectual Disabilities to "certain processes" that are "given the power to define the needs of others, or their appropriate place in society." While this approach is a slight improvement over "subjective feeling measures, it raises as many problems as it solves. Who is to define need? Who is to have the power to define need? From where are we to obtain our guidance in constructing indicators of quality of life?"

When we think about how 'a gentle perspective is priceless,' we can begin to understand the value of a vantage point that begins with the wholeness of each human life, where exploration and assessment are linked with justice and the heart's capacity rather than justification and incapacity.

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Updates from the Globe Star Offices

CHESTERTON ~ We're now on Facebook and you can "Like" us and our regular updates - We welcome Jed Chase as Chesterton's QoWL Mentor. ~ We celebrated our friendships with Walking Tacos at Dunes Friendship Land Park in July, the Spaghetti Dinner in August, and Arts & Crafts in September. ~ Our 5th Annual Spaghetti Dinner was a great success thanks to all of our supporters and volunteers who helped put together the food, the facility and in general helped us "pull it off" again! ~ Iyeshia G., Chris E. and Joann B. completed portfolios in September!! This doubled our licensed staff percentage! ~ Zathoe & Traci attended the Valparaiso University Part-Time Job Fair in September and gained prospective applicants for caregivers. ~ We discussed updating/revising of our Dress Code Policy and development of a Caregiver Self-Assessment based on Mentoring in the Moment program at the QoCL Vision at the Rochester Public Library in September. ~ The Pumpkin Classic on October 1st was a Smashing Success! We had over 70 participants and the proceeds tripled in comparison to previous years. ~ Crewmembers sounded off regarding the Dress Code update that will include Globe Star logo'd shirts and put their votes in for color preferences on October 16th. ~ Traci attended the Career Fair at Valparaiso University in October and connected with a member of the Social Work Graduate Studies Department. She is going to be invited to speak to students about Gentle Teaching. ~ A Globe Star Recruitment Brochure is now available through the Quality of Life Institute Servant Leader. ~ Don't miss our Halloween Party October 25th! Call your mentor for details. ~ We celebrate the following individual's birthdays: In July: Ted G., Joseph H., Justin K., Robert P., and Christian R. In August: Bradley C., Ryan J., Nicholas K., Michelle K., Keith S., and Angie T. In September: Alicia H., Mark R., and Amber W. In October: Sofia C., Luis F., Robert R., and Evelyn Y. Happy Birthday to all! ~ Happy Birthday to the following crewmembers: In July: Kristin K. In August: Jessica F., Linda H., Brittney S., and Angie T. In September: Anthony C., Tasha F., Melody H., Ted H., and Jillian R. In October: Margaret C., Jennifer D., and Teresa N. ~ We celebrate the following crewmember's anniversaries of employment at Globe Star: In July: Mario G. (1 yr.), Von F. (2 yr.), and Kristin K. (2 yr.). In August: Emma L. (4 yr.), Jillian R. (4 yr.), and Norma G. (9 yr.!) In September: Melody H. (8 yr.!) In October: Brittney S. (1 yr.), Billie S. (2 yr.), Spring G. (8 yr.!), DeLana K. (8 yr.!), Hope N. (8 yr.!), and Svetlana D. (11 yr.!). Thank you for all of your many years of dedication and service.

INDIANAPOLIS ~ We would like to welcome our new Social Work Assistant Samantha Henley. Welcome Aboard! ~ The following individuals celebrated birthdays: In July: Kendra A. and Jenna M. In August: Faughn J. In September: Derek B. Happy Birthday! ~ We would like to wish the following crewmembers a Happy Birthday: In July: Paula H. In August: Samantha H. In September: Faughn J. and Dana M. In October: Tiffani K. ~ We celebrate the following crewmember's anniversaries of employment at Globe Star: In July: Robert S. (1 yr.). We appreciate all you do!

SOUTH BEND ~ We welcome Vince H. as our Social Work Assistant. We are glad you're with us Vince! ~ In September, the Quality of Life Vision in Chicago gave each office a chance to showcase their creativity by presenting their ideas for creative projects that caregivers going thru initial teaching could complete. "Trace" (after Trace Adkins) is a "mascot" at the SB office that is made of board and dressed like a caregiver; he has interchangeable facial expressions and will be used during their initial teaching. SB stole the show with a video that they presented starring their mascot, Trace - that was outstanding! ~ In September, the office hosted a magnificent gathering of the Social Club to celebrate Mary M.'s birthday! ~ In October, we had a big birthday celebration at Hacienda that included Ashanti E., Mary M., Tammy S., and Mary Beth W. ~ We celebrated Ransom M.'s 6-year anniversary of a multi-organ transplant with a special ceremony! We celebrated with his favorites: Coca-cola and ice cream. ~ Our Halloween Party is October 30th; you don't want to miss it! ~ We celebrate the following individual's birthdays: In July: Aaron C., Victoria H., Scott H., and Donald S. In August: Richard M., Earline R., and Thomas S. In September: Justin B., Mary M., Daniel P., and Alonso V. In October: Gerald A., Joseph B., Ashanti E., Joshua F., Thomas M., Ryan P., Tammy S., and Mary Beth W. We wish you all a Happy Birthday. ~ We wish these crewmembers a Happy Birthday: In July: Vincent H. and Joseph K. In August: Elizabeth N. and Scott T. In September: Bobbie B., Joseph B., and Mike B. We hope it was great! ~ We celebrate the following crewmember's anniversaries of employment at Globe Star: In July: Fearnle L. (2 yr.), and Mike B. (11 yr.!). In October: Carleen C. (1 yr.), Karen N. (2 yr.), and Elizabeth N. (7 yr.!).

WARSAW ~ The Warsaw Office has maintained over 90% of their caregivers with permits! Outstanding!!! ~ Tara attended IPFS Job Fair (Ft Wayne) in September. ~ Taylor A. completed her portfolio. ~ In October, showcased at the Taste & Trade Expo 2012, the Quality of Life Institute was represented with about 100 other local businesses in Kosciusko County. ~ We celebrate the following individual's birthdays: In July: Gary T. and Brenda R. In August: Tess C., Cory M., Jason M., and Issac W. In September: Brandon C., Paula H., Nino I., Melissa M., and Cecil T. In October: Santana R. Happy Birthday! ~ We'd like to wish the following caregivers a Happy Birthday: In August: Brandy H. In September: Cayla D. In October: Melina I. We wish you the best! ~ We celebrate the following crewmember's anniversaries of employment at Globe Star: In August: Doreen H. (4 yr.) We appreciate all you do.

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Globe Star crewmembers demonstrate integrity of the heart, body and soul synergy in their caregiving practice, maintaining a perspective based on the Gentle Teaching vision of wholeness. As we grow to understand that Individuals view their lives as valuable because of what they are capable of doing, just like us, conventional wisdom leads our attention toward moral responsibility.

To become morally responsible for something, one must have and be able to exercise a condition of freedom. In our work of caregiving, this condition is created with the sight and insight that in-forms a gentle perspective, based on wholeness of heart -- body and soul. With awareness, we can consciously choose to care and to give in a manner that is most caring of the whole person. This is priceless.

In his teachings and writings, Reinders talks about the nature of the moral self that becomes aware of itself within a network of social relationships. Our moral lives are social lives and our moral selves develop within social relationships that include us.

To accept responsibility for other people, we must regard our own lives in terms of these relationships. That is to say, only when we regard our own lives as received from others that have accepted responsibility for us, will we be able to assist and support those who have nothing apparent to offer in terms of reciprocating our actions.

In his book, **The Future of the Disabled in Liberal Society**, Reinders pays special attention to parents who work through the task of raising a child with a disability as a most enriching gift for their own experience. "These are people who change their conceptions of success and control and, therefore, their conceptions of themselves. They come to value their children for what they have to give." He reaches the conclusion that "the future of the mentally disabled in liberal society will depend on the strength of our moral convictions about the value of human life, rather than on the protective force of liberal morality."

When we care, we are aware that the other person's life is rooted in our own indebtedness for all things we have received: intelligence, meanings, speech, love, and much more. But even when this is acknowledged, it does not always follow that we are motivated or choose to respond accordingly.

It is not cognition but intrinsic motivation that must matter enough to transform thinking into action. Human agents need their moral resources to be nourished by the experience of love, empathy, and friendship. The benefits bestowed by love and friendship are consequential rather than conditional, which explains why human life that is constituted by these relationships is appropriately experienced as a gift.

It is this gift of invitations that creates an opportunity for us to realize that it is our western culture that drives us not to care about giving, but to care about getting the most for our lives, leaving the most marginalized individuals looking quite miserable.

Dr. John McGee reminds us: "We are community-makers. Community is a gathering of gifts. **Our gift in the act of caregiving is the creation of companionship and the formation of community.** Those whom we serve bring their mind-body-spirit, their dreams denied, and their hunger for love. They bring their troubles and sorrows, their life-story, and their broken hearts. We bring a spirit of gentleness to mend their hearts."

We are grateful for the priceless perspective and gift of Gentle Teaching. It is the heart -- body and soul of our work at Globe Star.

Tony **Tony McCrovitz, Executive Director**

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Faces of Globe Star

Getting to experience the various things that adults do is exciting for many young people. For Krista, a young lady who receives services from Globe Star's Indianapolis office, being able to make her own money by finding a job is the aspect of "becoming a grown up" that Krista is looking forward to the most.

Working around other people, in retail or in a local art center, is something that Krista would like to do in the future. Art is a hobby that Krista has always enjoyed. What she loves the best about her hobby is painting portraits of family and friends.

In addition to her development as an artist, Krista has found a great deal of fulfillment in becoming involved with Special Olympics, with bowling and swimming as her Special Olympic sports of choice. Krista's family loves to watch her perform in Special Olympics, and her mother is very proud to mention that Krista has won a bronze medal for swimming!

She also enjoys spending time at the local library that has movies as well as books that can be borrowed. Krista gets excited about being able to check out animations and comedies, her favorite movie genres. Getting to see these types of movies with her family in the theatre, too, is a meaningful memory that is planned often. Hotel Transylvania is the family's next movie quest.

Traveling is a memory that Krista got to experience to the fullest two years ago when she went with her family to visit Japan. While spending time in Japan, Krista was able to do some sightseeing which allowed her to explore the beautiful country where she was born.

May every day for you, Krista, continue to be an exploration and an amazing adventure!



News from Division of Disability and Rehabilitative Services (DDRS)



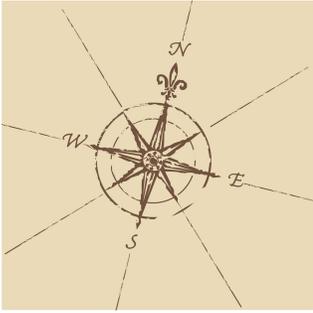
Policy Updates: In September, the state of Indiana changed the name of the Autism Waiver and Developmental Disabilities Waiver to the Community Integration and Habilitation (CIH) Waiver. Perhaps the biggest change in this waiver is the ability for families and guardians to select from multiple case management provider companies. At this writing, there are three companies in

addition to Indiana Professional Management Group that provide case management services: Advocacy Links; Columbus Medical Services and Unity of Indiana. Families who are interested in learning more about these companies are encouraged to request a pick list from their current case manager.

Another change brought in with the CIH Waiver is the addition of the Structured Family Caregiver service. This service, previously known as Adult Foster Care, allows families who wish for their family member to remain in their home to do so by providing financial resources that have been previously unavailable to them. Globe Star is looking into becoming a provider of this service. Families who are interested in finding out more about this service should contact their mentor or case manager. More information on this service will be coming soon.

The Support Services Waiver also changed names to the Family Supports Waiver (FSW). One of the biggest changes with this waiver is the addition of the Participant Assistance and Care (PAC) service. Like Respite, this service requires no goals, however, the allowable activities for this service are much broader than either Respite or Community Habilitation. Families interested in learning more about this service should contact their mentor or case manager.

As always, if you have any questions or concerns regarding these or other policies, please feel free to contact the Quality Assurance Servant Leader at (574) 248-0323.



GLOBE STAR, LLC is a service provider that views caregiving through the scope of Gentle Teaching. Through this framework, we navigate with a compass of compassion on our course to Value, Teach, Protect and Reciprocate.

As navigators, we strive to facilitate the Individual's journey to destinations where they are able to experience and dwell in the destiny and dignity of being human.

-Dr. Anthony McCrovitz, Director

HOW CAN WE HELP YOU? TO TALK WITH US OR LEARN MORE,
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