



**Globe
Star**
Since 1996

NAVIGATOR

mentoring a spirit of gentleness for individuals with developmental disabilities

Journeying with Gentle Teaching

creating a culture of hope...

In mentoring a spirit of gentleness, the primary outcome is learning how to feel *safe and loved*. Journeying with Gentle Teaching exercises and engages this social-emotional ability with others, unlocking the potential for developing companionship and a sense of community. This is the foundation for a culture of gentleness, how it can be encouraged and guided, and how it continues to grow and expand.

Globe Star works closely with families and communities to help achieve the best quality of services for individuals with disabilities, navigating a realm of unconditional support that unlocks the capacity for a person's social-emotional development.

A secondary outcome that is created and synthesized for one's life being shaped by a framework of Gentle Teaching is a *culture of hope*. One way to think about hope is **the ability to look forward**, based on present conditions and circumstances.

For a person's social well-being, having a quality of life that cultivates hope does much to enrich life with possibility, opportunity, and a sense of goodness that one can be hopeful of, and come to anticipate for his life, both present and future. This is 'the promise' of Gentle Teaching: *the ability to look forward*.

'Mentoring a spirit of gentleness' engages the caregiver in creating developmentally supported, safe and loved learning and living environments with the individual.

We, at Globe Star, practice a Gentle Teaching-based, quality of life model of service, working with individuals to optimize present conditions and circumstances so that these stem from new meaning and moral memory, based on a framework of Gentle Teaching (safe, loved, loving, engaged). This direction for mentoring a spirit of gentleness works toward

creating a present life that is inclined to flourish into a future life, one that can be hoped for and anticipated.

In a culture of gentleness, 'hope' is an expectancy of *feeling safe and loved*. These feelings lean toward sustainably living with a known capacity for possibilities; possibilities that engage a person's imagination and responsiveness with qualities that build companionship and develop, within him/herself, a sense of community with others.

We are dedicated to learning from one another.

"The social vision of
Gentle Teaching
reflects on our human
capacity to love and to serve."

Continued on page 5



From the Executive Director

Journeying with Gentle Teaching ...



Globe Star's journey to 'mentor a spirit of gentleness' began 20 years ago in Merrillville, Ind., with our first office established in the basement of our home. In 1999, we were able to purchase the building at 621 Broadway in Chesterton, Ind., that continues to be our central office. Through these years, it has grown into a four-location strong agency that continues to create meaning and value for the lives of others, utilizing a framework of Gentle Teaching. Branch agency offices are located in South Bend, Warsaw and Indianapolis.

This 20-year exploration was, for me, originally inspired by Mother Teresa, who stated, "For it is not how much we give, but how much love we put into giving."

This defining statement for Globe Star's mission, speaks of the role and responsibility we have toward one another, to teach one to feel safe and loved, or valued, as we begin to enter into one's existence, journeying with them as they grow to become fully integrated within their own community.

On the 20th anniversary of my journey with Globe Star, I'm reflecting on the new insights I've gained from this journey, and also reflecting on who we are at Globe Star. Mostly, it fills my heart with hope, and strengthens my faith in



*"For it is not
how much we
give, but how
much love we
put into giving."*

-Mother Teresa

God; that He would provide me with the strength to continue the journey to value, teach and protect. 'To love one another as I have loved you,' is the framework that the Son of God modeled for us over two thousand years ago. And it is in Him that I seek to challenge myself to love unconditionally, in my daily conviction of this journey with individuals and their caregivers.

As I reflect on what has transpired over these 20 years, I think of the many people who have been touched and benefitted by this journey, through their own, dedication to the principles and practice of Gentle Teaching, I become more aware of how important making these connections with GENTLENESS is in our world today.

I am aware of the Growth that I have seen in the individuals, crewmembers, community members and myself, as we seek to learn more about each other to create this culture of gentleness.

These 20 years have provided all of us with so many opportunities to Explore different strategies, programs, and resources, for finding connections through relationship-building on this journey to improve the quality of life for the individuals we serve through Globe Star, and also for our caregivers that we support and mentor through the Quality of Life Institute.

Continued on page 8

Celebrating 20 Years of Service

Please join us in celebrating this time of learning and growing together, as we share our stories with the community.

February 1, 2016, marks the 20th anniversary of Globe Star! We have learned and grown so much throughout these years, mentoring a spirit of gentleness with others, and we wouldn't be having a successful journey without YOU!

We are thankful for your support, your presence and your trust; for the community of many stories about Gentle Teaching that have enriched the quality of our lives, and that continue to bless our community.

It is with much gratitude that we warmly invite your participation in sharing stories and photos and any remembrance (or presence) that has cultivated or created connections in your own journey with being safe and loved, engaged and loving.

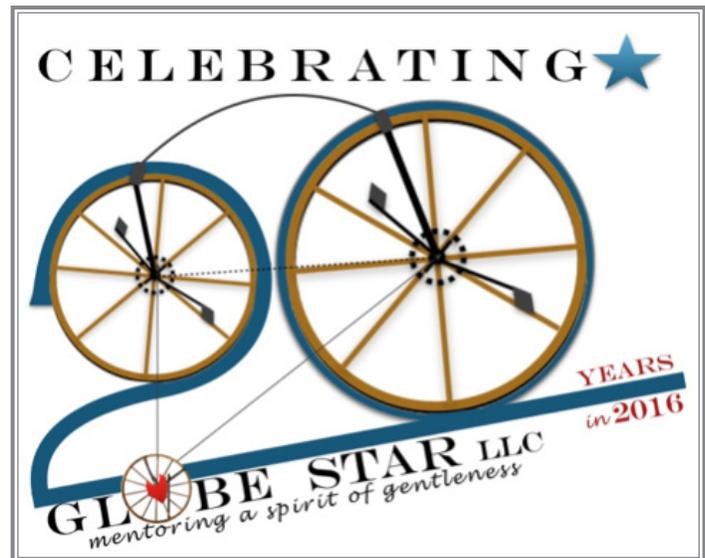
Please consider taking a few moments to contribute to our collection of comments, photos and stories (of any length) about our years together, our journey of gentleness and how the Globe Star community grew as Gentle Teaching grew in our hearts.

These can be dropped off at the main Chesterton office (attn: Matthew Blackard), or emailed to mhawks@globe-star.org. Please include a person we can contact and a phone number and/or email address. Feel free to phone Mara (cell 334.524.2220) if you have any questions or for a free list of "story starters" that can be emailed to you.



Unconditional love is the part of the story that teaches about how to feel **safe** and **loved**, and about how to be **loving** (companionship) and **engaged** (community).

This is navigating the heart of Gentle Teaching, taking care of stories, creating, together, the social-emotional sequencing that connects meaning with moral memory, transforming individual lives.



On the Road

Globe Star continues to share Gentle Teaching with its own journeying around the world. This year began with executive director Dr. Anthony M. McCrovitz, traveling to Akureyri, Iceland, the first week of January, to work with an agency there that is integrating a framework of Gentle Teaching into its organizational culture and services. The week included visits to several local centers affiliated with the work of the agency; traveling to Reykjavik at the University (Haskoli Islands) to work within the social services facilities with government officials, teaching them about Gentle Teaching and how to practice and integrate its principles, and mentor a spirit of gentleness with others.

This year's international conference from Sept. 13 -15, will be held in Akureyri, Iceland. This conference welcomes all who are interested in Gentle Teaching. For more information and registration, please visit the conference website (<http://gti2016.com>).

Later this month, Dr. McCrovitz will be returning to Greece for a week, where he presented at the Gentle Teaching International conference in the fall of 2014. He will join Maurits Eigendaal from Denmark (friend of Globe Star, and the president of the Interna-



Globe Star's Executive Director, Dr. Anthony McCrovitz, traveled to Iceland earlier this month to work with an agency that is integrating a framework of Gentle Teaching into its organizational culture and services.

tional Snoezelen Association, and past president of Gentle Teaching International), who he will pair up with to continue on-site training sessions for Gentle Teaching.

They will also introduce the benefits of Snoezelen (multi-sensory environment (MSE) therapy) to

the staff, and instruct them on its applications with Gentle Teaching. Integrating a framework of Gentle Teaching with snoezelen therapy, allows for personalized, interactive exercises that develop companionship and a sense of community, delivering therapeutic, quality of life services.

Journeying with Gentleness, continued from page 1

A framework of Gentle Teaching guides the processes of journeying together. Building and developing a collaborative relationship with others taps into the heart's capacity to be **receptive** (able to feel safe and loved) to learning with others, and directing/guiding the awareness of what one can learn through the understanding of feelings, towards the intrinsically human, social/emotional longing to become **responsive** (loving and engaged) with others.

An indication that a *culture of hope* is taking root in a person's life through the living, learning processes, can be observed in the gradual development of reciprocity. *Reciprocation* illustrates a significant expansion of one's social/emotional development. It builds on the foundational trust of the relationship-building process, where feelings of 'safe and loved' are **being** learned and experienced, and synthesizes new meaning and moral memory into an arc of awareness that invites and challenges one to engage with a more complex, social-emotional response; one that is **becoming** *loving* and *engaged* with others.

This transformative bridge-building on the Gentle



Teaching journey, leads one's awareness across social-emotional barriers that may be present for a person, based on their past narrative. Professionals can understand how these barriers serve as a protection from feeling unloved and from having had heart-breaking experiences (trauma). There is no set timeframe for this social-emotional development. Each one learns at his/her own pace. The caregiver's consistent commitment and dedication is a gift for the journeying together. Hope rests on the horizon of new moral memory.

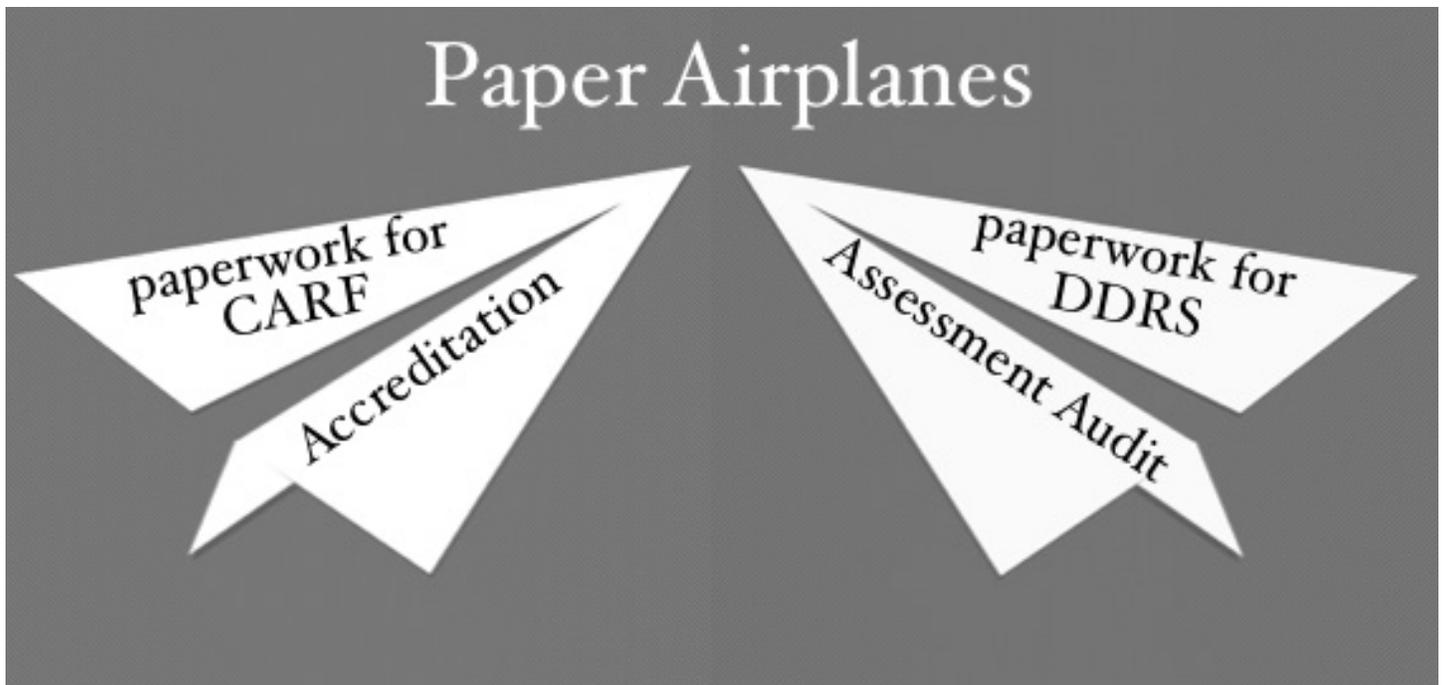
Navigating to 'safe and loved' destinations with others creates a culture of gentleness. Hope rises within this culture that is enfolding meaning and deepening value, enriching quality of life by recreating elements of the present to meaningful ones that can be incorporated into planning for the future.

Hope is a catalyst for shifting from past-present experiences to future-present experiences. A culture of hope creates a stir in a way that works toward equalizing and justifying human value.

With what becomes known and narrated about an individual in his/her learning how to feel safe and loved, can now expand into a more personalized narrative of the individual's present and probable quality of life. This is based on what can be realistically 'hoped' for and practically planned for.

Journeying with Gentle Teaching lets professionals develop a view of an individual's present quality of life on what we can know today, with them, about being safe and loved, and then cultivate the ability to look forward, with them, identifying their likes and dislikes and inviting them to engage in the decision-making that affects their daily lives and plans.

A culture of hope is something we celebrate at Globe Star as we continue to look ahead, especially this year that marks Globe Star's 20th anniversary of opening its doors.



This year Globe Star will be working with two main review processes, CARF (Commission on Accreditation of Rehabilitation Facilities) and DDRS (Division of Disability and Rehabilitative Services).

The completion of studies, inspections and reviews with both of these organizations, requires thorough inspection and comprehensive documentation that culminates in tangible, recognizable script. This ongoing, 'proof of process' script continues to measure accountability of our organization, and also represents and supports our mission to mentor a spirit of gentleness for Individuals with Developmental and Intellectual Disabilities.

While 'paperwork' itself can sometimes seem to stack up high as it becomes enfolded with a lot of documentation, the end results represent an accreditation and validation of our mission and goals as a provider of human services. So as a matter of integrity, we are also thankful for the opportunity to incorporate these practical processes for quality assurance into our work.

In a real sense, the substance of what becomes enfolded into the paperwork, creates vertical takeoff for all that we aspire to in providing services, by assuring

the quality of our care and the quality of our delivery system in providing services.

The CARF review committee will be onsite at our four Globe Star offices this spring, carefully combing through the infrastructure of key organizational and administrative areas, paying special attention to the outcomes of provided services. Then they will determine how well the findings



measure up with international standards that value accountability and responsibility to an organization's stated mission. The work of CARF strengthens leadership in social responsibility for our agencies.

DDRS (Division of Disability and Rehabilitative Services) is a division of the state's Family and Social Services Administration (FSSA). As a provider of human services, Globe Star is reviewed on a regular basis to assure that all rules and regulations of the state that approve these services, are being updated and integrated into the services we deliver.

Continued on page 9

November Highlights

Pictured to the left is Individual Larry Jones who attended a community dance with his caregiver, Vanessa Willis, in November. Larry had a great time and has been telling everyone about the dance.

Below is a reprint of a newspaper article that spotlights Chesterton Individual Jennifer Seeburger, with her staff: Carrie Mangan, Melissa Cowan and Karen Hodurek, who all help Jen with her speech class.



PAGE E2 | WEDNESDAY, NOVEMBER 4, 2015 | RO

THE TIMES

Easy Key Lime Pie is alternative to predictable pumpkin

This week's return to weather temps flirting with 70 degree temps might have some Florida "snowbirds" questioning whether the month of November is too soon to return to The Sunshine State.

Despite the orange association with Florida, on July 1, 2006, both the Florida House of Representatives and the Florida Senate passed legislation hailing Key lime pie as the "official pie" of the state of Florida.

Even though November is a month connected with pumpkin pie as the prized dessert highlight for menus, one of the students from my Purdue North Central public speaking class has me convinced Key lime pie makes an attractive serving alternative.

In last week's column, I highlighted the student winners from the eighth annual Purdue University Calumet Intramural Baking Contest on campus in Hammond and the top scoring cake judged to honor Purdue University Calumet turning 70 this year.

To be fair, I've decided to feature the Key lime pie recipe created by student Jennifer Seeburger, of Valparaiso, at sister campus Purdue North Central. She made one of these quick and easy pies earlier this semester for her demonstrative speech assignment.

According to her fascinating research, the "key" ingredient has to be the juice of Key limes, as opposed to the traditional

FROM THE FARM



BY PHILIP POTEMLA

and larger glowing green limes that are found in most produce sections of grocery stores. (Since March 2014, there has also been a lime shortage because of the ongoing rainy weather, bacteria infestation of orchards and the political and criminal unrest in Mexico, the top producer for the U.S. supplies.) Key limes, produced in the Florida Keys, are plucked from thorny branches that bear the small, tart yellowish rind limes. Key lime pie is traditionally made with just the basic filling created by combining the Key lime juice, egg yolks and sweetened condensed milk usually poured into a graham cracker crust and topped with meringue or whipped topping.

Because of the "chemical reaction" that happens when the condensed milk is combined with the lime juice and egg yolks, the filling "cooks" and thickens without the need to heat by flame or



PHILIP POTEMLA, THE TIMES
Purdue University North Central student Jennifer Seeburger, of Valparaiso, shows her Key Lime Pie.

baking in an oven. However, the recipe from Purdue student Jennifer makes the filling step even easier by using a prepared jar of lime curd, alleviating any fears of the "raw" egg yolks.

The first recipes for Key lime pie circulated in the early 20th century in the Key West, Fla., regions, which were still remote and milk and dairy products didn't stay easily preserved in the hot

and humid temperatures before commercial refrigeration. Canned milk, which did not spoil as easily, became a preferred pantry shelf staple in this part of the country, including a prized ship supply for the food rations for Florida fisherman who spent many weeks on fishing excursions.

Easy Key Lime Pie

Filling:

- 1 cup white granulated sugar
- 1 (8 ounce) package cream cheese, softened
- 4 tablespoons lime curd (found in grocery aisle near pie fillings)

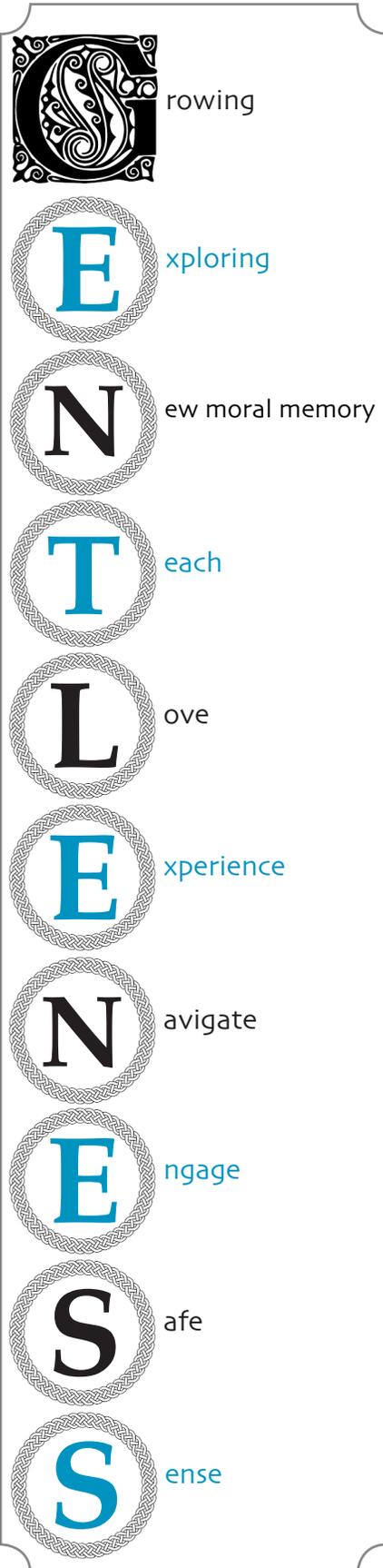
Crust:

- 1 (9-inch) prepared graham cracker crust

Topping:

Whipped cream topping, as desired
DIRECTIONS: In a large mixing bowl, combine all of the filling ingredients and use an electric mixer to blend until smooth and creamy. Pour filling into prepared pie crust and place in freezer for one hour to allow filling to thicken and set firm. Remove from freezer and refrigerate for at least two hours before serving. Add desired whipping cream topping prior to serving. Makes 10 serving slices.

The opinions expressed are solely those of the writer. He can be reached at philip.potempa@nwi.com or (219) 852-4327.



From the Executive Director, continued from page 2

This journey has provided the foundation for New moral memories, created by these connections.

They not only instill meaning and value to these moments, but also provide a foundation of hope for seeking out others with whom this culture of gentleness can continue to grow and expand.

The journey has given us continuous opportunities to Teach others about the framework and about learning how to change the lens from a model that focuses on compliance, corrections and consequences of one’s behavior, to one that focuses on developing companionship and community.

As we engage in these moments, we have learned of the importance of unconditional Love as the foundation and element that builds trust in these moments, and allows one to feel safe and loved.

Although these moments might not have been filled with positive outcomes, we understand that it is the Experience and being present in these moments that gives long-term value to the process.

During times of difficulties, especially, we have learned to Navigate one’s broken heart in ways that allow collaborative problem-solving on this journey of gentleness, instead of attempting to modify one’s behavior.

Yet during times of peace, we learn to view these moments as opportunities to Engage; to build and expand on our foundation of safe and loved; to teach the importance of doing things with us, with others, and for others.

These moments, at times, have been and will continue to challenge us to engage with the most marginalized and conflicting professionals, yet without this feeling of being Safe, as we build this bridge of gentleness with others, these stories of enhancing one’s quality of life through the framework of Gentle Teaching would have gone unnoticed.

Here we are, 20 years later, where we can begin to see what a true Sense of companionship and community is all about, especially as we begin to reflect on our own journeys and begin to tell and share our stories with the community this anniversary year.

~ Tony

~ Dr. Anthony M. McCrovitz
Executive Director

Paper Airplanes, continued from page 3

Following are “highlights” of what we anticipate from Globe Star’s participation in the CARF and DDRS processes for 2016.

Contributed by Zathoe Sexton, Quality of Mentoring Life Servant Leader

Globe Star participates in CARF accreditation review for 2016.

It is hard to believe three years have passed since the last Council on Accreditation of Residential Facilities (CARF) survey, but in 2016, Globe Star will once again have a team of CARF surveyors visit our four offices to challenge Globe Star to *Aspire to Excellence*®.



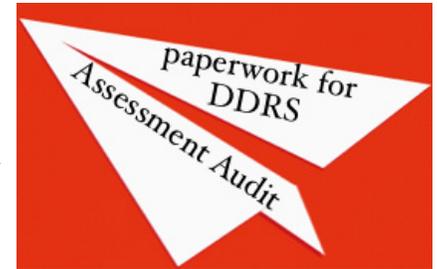
CARF is looking for Globe Star to be relevant and responsive in a rapidly changing environment, Globe Star must be vigilant of the

context in which it conducts its business affairs. Environmental assessments provide the foundation for development and implementation of organizational strategy. The CARF surveyors will review Globe Star’s purpose, locations and sphere of influence and how they relate to Globe Star’s vision and mission and how both fit into the social, economic, competitive, legal, regulatory and political environments in which Globe Star operates.

Globe Star staff are collecting and analyzing information regarding these factors while providing creative thoughts necessary to guide all organizational planning and action toward a future of service and business excellence. Many individuals and crew members from each office will be interviewed during the CARF Survey, as well as, reviewing all forms of documentation used by Globe Star in the providing of services.

Globe Star participates in the State of Indiana’s Re-approval Assessment audit.

The Bureau of Quality Improvement Services (BQIS) within the Division of Disability and Rehabilitative Services (DDRS) facilitates the re-approval process for DDRS-approved waiver providers. Providers of supported living services or supports are required to renew their status as an approved provider as outlined in 460 IAC 6-6-5.



The re-approval process is designed to facilitate discussion and review performance-based data. During the re-approval process, providers are asked to articulate the systems (e.g. policies, procedures, protocol, etc.) that exist, as required by 460 IAC Article 6, and how their policies, procedures, and protocols were implemented in a consistent manner, ensuring the health, safety, and welfare of the individuals they serve. Additionally, providers explain their specific processes for identifying problems, and the procedures utilized in addressing problems.

The Provider Review Profile (PRP) is a data driven report specific to Globe Star. The analysis of this data is pivotal in reviewing Globe Star’s performance. After the review of the PRP, Globe Star begins the work of completing the re-approval assessment forms.

[editor’s note: Thanks to our core administration and management staff of Matthew Blackard, Samantha Henley, John Kremke, Anthony McCrovitz, Barbara Pardee and Zathoe Sexton, took up the monumental task of reviewing the re-approval assessment and completed the required narrative for the State. The completed report was submitted by the end of 2015. Well done!]

The life of our Globe Star community depends upon the people who make our organization work. Each one's role is essential to the whole, and the unique qualities of character that each one brings to their work are, by far, gifts for our community.

The focus of our work with Gentle Teaching is service. Direct service workers (caregivers), the management team (mentors), and those who help in coordinating Globe Star services (servant leaders), work together to enrich the lives of individuals receiving Globe Star services.

The awareness and practical compassion that leads each one in navigating their own growth and professional development is something we celebrate in one another, and what, collectively, mirrors the vital core and intentional growing of our Globe Star community: mentoring a spirit of gentleness.

We are happy to welcome **Minog Morrison** back to Globe Star, who has rejoined us as a field mentor in the Indy office.

We also want to give a shout out of appreciation to **Samantha Henley**, who has been serving as a Navigator Mentor at the Indianapolis office for quite some time, and who has taken on a new role as **Quality of Community Life Servant Leader** for all of Globe Star.

Welcome to the following people who recently joined the Chesterton community:

New caregivers: **Katherine Calderon, Abigail Osborn, Rachel Riley,**

Katlin Piffer; *New SWA:* **Carrie Mangan and Taylor Vardaman.**

Wonderful holiday parties were hosted last month by Globe Star, creating some memories as we celebrated the joys of the season with

Globe Star Office Updates

one another. Globe Star staff who were in attendance at the respective locations, were joined by so many of our delightful individuals who were able to attend.



The individuals and caregivers of Globe Star **Indy** had a wonderful time celebrating the holiday season by attending and Indiana Pacers game. It was a great way to build companionship while engaging in the local community.

The evening was capped off with a Pacers victory! (see pictures pages 10 and 11). Individuals in attendance were:

The **South Bend** office held their party on Dec. 17, enjoying subway sandwiches, cookies and each others company. (they had so much fun, they forgot to take pictures, but gave us a couple snapshots of their decorated office.) Individuals

in attendance were:

*Mary McGann
Mary Beth Waddick
Ransom Muston
Antonise Jackson
Steve Catania*

Globe Star's holiday party for **Warsaw** individuals, caregivers and families was held on Dec. 22. Warsaw had quite a turn out. We enjoyed pizza, cookies, decorating the office with holiday pages that everyone participated in coloring, and watching holiday movies together. (see pictures pages 11 and 12)

The **Chesterton** office party was held at the Giving Ship. A wonderful time was had by all. We played games, ate a fantastic dinner of Subway sandwiches, popcorn, other assorted snacks, and socialized. Everyone who attended really enjoyed the company. (see pictures pages 10 and 11) Individuals in attendance were:

*Hayden Kremke
Megan Pardee
Steve Catania
Larry Jones
Jutta Painter
Andy Petrovich
Hayden Riveria
Angie Tovo*

*Indy Office
holiday
celebration with
Indiana
Pacers game*



*South Bend
holiday
party decor*

*Chesterton
Holiday
Party*

*Pictured to the right
is Larry Jones and
Kathy Calderon.*



Work Life for Individuals

Quality of WORK LIFE (QoWL) services offer supported employment and pre-vocational counseling, available through our four Indiana locations.

All of the work life services are designed with a framework of Gentle Teaching and are CARF-accredited.

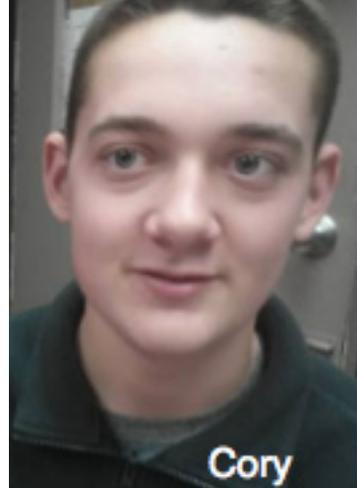
John Kremke, Quality of Work Life Servant Leader, let us know about two of the individuals he works with, who, he says, are doing very well with their employment placement.

We are giving a big shout out to Laura Ivanyo (pictured above, and also with John Kremke, center, making customers feel at home with a spotless dining area and her warm and cheery smile). Steve Catania is pictured (below), dazzling customers with his awesome bagging skills and friendly service.) Steve's skills include expert customer service and noticeably, kind support for his coworkers.

Thank you, John, for capturing these meaningful moments and wonderful photos!



Danyelle - Megan - Chris



Cory



Warsaw Holiday Party



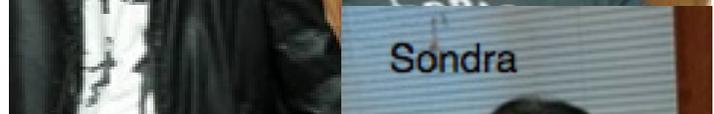
Brandy & Janshley



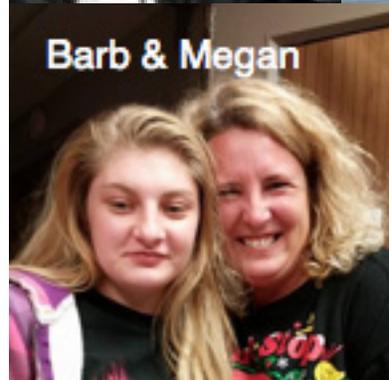
Zak



Nino



Sondra



Barb & Megan





Adult Day Program at Globe Star University

"mentoring a spirit of gentleness for learning and growing"

GSU is committed to four key tenets:

Volunteerism

provides volunteer opportunities that enable program participants to establish meaningful connections with others in the community who share similar interests.

Education and Skills Development offers education and training in functional skill development that focuses on individual strengths and interests.

Community Integration identifies and nurtures opportunities for participants to be involved in leisure & recreational activities of interest to them, and facilitates their use of community resources such as libraries, parks, museums, theaters, festivals, etc.

Pre-Vocational Skill Training provides training in specific job-related skills based on individual strengths, weaknesses, likes, and dislikes, empowering them to pursue employment in an area of matched interest.



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Where Is Globe Star?

Globe Star works with the International Gentle Teaching Community to mentor individuals with developmental and intellectual disabilities, developing companionship with them as they discover how to actively participate and become engaged in their communities.

GLOBE STAR serves the northwest Indiana area, with four main offices, located in Chesterton, Warsaw, Indy and South Bend. Our community is comprised of direct service workers (caregivers), their supervising mentors, the individuals we serve, our service-coordinating servant leaders, and our local business community.

Director Anthony M. McCrovitz presents training workshops and participates as a speaker/presenter at conferences throughout the year. He currently serves as president of the Indiana Counseling Association (ICA).

Newsletter Crew

The Navigator is a newsletter published for Globe Star by The Quality of Life Institute, a non-profit organization.

For a free subscription, write or email us at: navigator@globe-star.org

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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