



**Globe  
Star**  
Since 1996

# NAVIGATOR

*mentoring a spirit of gentleness for individuals with developmental disabilities*

## Creating Waves for the Future

*the power of meaningful narrative and the value of our stories...*

**I**magine, a pebble dropping into a still pond, creating ripples all around, generating waves and shifts in movement, far beneath the surface.

Like an invitation, a single motion stirs the simple transformation of the water's state, from deep stillness toward a new awareness and curiosity; a possibility of discovery; a call to adventure.

'A wave of the future' is defined as "a trend or development that may influence or become a significant part of the future." For us, this means creating a sustainable quality of life for Individuals. It means caring for their story so that it unfolds with value and meaning; and it means sharing our stories of inspiration and navigation, so that the powerful waves of narrative storytelling continue to be told; upholding and unfolding the lives of the Individuals we serve, and blessing the life of community.

When working with Individuals, we ask ourselves how we can use dialogue (verbal and non-verbal) for developing these waves that bring us into the future? What elements can intercept and influence our interactions with others, and what tools do we have to use for immersing our conversations into present moments and new memories that create value; that become transformative; that shape an Individual's future and our future together, through the unfolding of their story?

We learn to interact and navigate, with others, as we

cultivate conversations (verbal and non-verbal) that circle around companionship and community.

We learn about four life lessons of Gentle Teaching (safe, loved, loving, engaged) and ten different elements of companionship. These create connections through our interactions, providing narrative indicators of where we are, where we've been, and where we are going. What we learn about ourselves and about one another, guides us in charting our course for the journey of gentleness that invites the story to unfold.

With a framework of Gentle Teaching and Quality of Life Model of providing services, we can map our course toward specific outcomes for enriching quality of life and for teaching one how to feel unconditionally accepted, valued, and loved. 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).

At Globe Star, applying our skills and using our tools (hands, eyes, words, presence), we learn to navigate waves of social interaction today, in such a way that the outcomes will hold value and carry meaning for tomorrow's journey. We do this by developing narrative about what has value and meaning for a person's quality of life, and weave this into a person's story.

*Continued on page 7*

## Letter From the Executive Director

### Journeying with Gentle Teaching ...

**B**asic elements of storytelling bring together an important part of the journey of gentleness. These elements strengthen our way of seeing ourselves and who the other is by helping us observe and focus on the questions we need to be asking. These are the questions that allow the pieces of the story to connect. Creating narrative from what we assess and learn, and then sharing and collaborating with others, lets the story unfold in a way that it becomes useful and relevant to the services we provide.

On the journey of gentleness, our paths for observing, questioning, and reflecting utilize five basic elements of storytelling. What is (s)he doing? What am I doing? (actions and interactions); What is (s)he saying? How am I communicating? (dialogue); What is (s)he feeling/thinking? (inner monologue); What is (s)he seeing, hearing, tasting, etc.? (descriptions); What other things in this person's life are of value and have meaning that others can be told about? (narrative).

Throughout our journey, these storytelling elements give a voice to the meaning and value of each other's experiences. Grounded by the framework of Gentle Teaching, a narrative ethic constructs life stories through eight, universal human values, and creates the narrative script that can be shared. The story reflects the invitation that enriched this two-way interaction to create a meaningful relationship with self and others.

There have been many stories over the years that have created a social web for connecting individuals, families, caregivers and community members. We've been given a method to teach others about ones' story, especially about ones' values that may at times create, not only the bridge of similarities, but of our differences.

Learning about our differences through the art of storytelling, provides value and an unconditional acceptance of our differences, to be respected and honored. It is through the processes of listening and learning, that these stories are able to unfold through the social environment.

With Gentle Teaching, one's intrinsic motivation is the guide for the learning processes. A culture of gentleness encourages each one's unique ability to learn and grow, and provides an authentic script to be shared.

With this sharing, we create a community celebration that engages us in a social context, where we begin to learn how to organize and reorganize a narrative script of one's life through our interactions. As we begin to share our stories, it is not only the listener who begins to reflect on it's value, but the author who transcribes it's meaning.

The stories that become told and shared, written as the quality of life narrative for the Individual, evolve from one's journey and development through their daily rituals and continuing dialogue with their mentor. Together, meaning and value are being identified, and the daily rituals are establishing one's sense of identity and self-worth. Creating these connections supports how one develops a sense of belonging. The sharing of stories illustrates the physical movement of lives that continue to evolve. We work toward the quality of life enrichment of the narrative, and it's ongoing development throughout one's life. In this way, the stories sustain quality of life, nurturing the Individual and the community, with quality of life values.

*Continued on page 11*

## Creating Companionship and Building Community through Quality of Work Life

*Contributed by John Kremke*

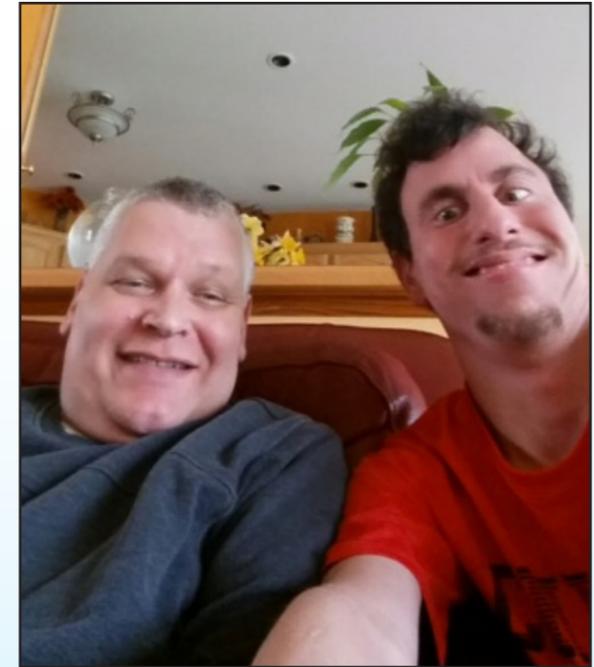
John Kremke is Globe Star's Servant Leader for Quality of Work Life, shared the following story and photos.

When John partnered with George, a Quality of Work Life individual, George was making a transition, returning to competitive employment after several years. John valued George, and offered support for his transition, and for adjusting to is new place of employment.

On the job, John worked closely with George, helping him practice and learn job tasks and interpersonal skills. As the relationship developed, As George grew in his confidence and ability to work at his new place of employment, he began to talk about wanting to 'give back' (reciprocate) what he had received, and asked if he could try working with other individuals who, like himself, had developmental disabilities.

Globe Star arranged some caregiving 'job shadows' for him. A job shadow provides an individual the opportunity to experience a particular job or task through observation and interaction. This allows for them to gauge their level of interest. These also provide an opportunity for a job coach to assess if the job and the individual's skills and interests are a good match. We often use job shadows as a part of the pre-vocational work with an individual.

Working with Individuals through the shadows, it was quickly evident that George was naturally nurturing, expressing unconditional love and value for the individuals he engaged with.



*Pictures contributed by John Kremke*

In this photo are two buddies (George and "DJ Andy") enjoying their time together. This is a wonderful example of how others in the community participate in the unfolding of an Individual's story, and also of how the seeds of unconditional love continue to grow and blossom.



*A picture is worth a thousand words...*

Top left: Larry and Kathy enjoying the nice weather with a walk in the park; Top right: DJ Andy making it happen at the YMCA skate night; Bottom left: Andy and John looking spiffy as he sets the mood at a daddy and daughter sweetheart dance; Bottom right: Larry recently celebrated his 50th birthday - a month later he is still taking about the great day he had with with his friends at Globe Star. His favorite part of the day may have been eating at Golden Corral.

share  
your  
story



share  
their  
story

bridge  
together  
our  
future

*Reciprocating Value*

*Mending the Broken Heart*

*Building Community*

*Mentoring a Spirit of Gentleness*

*Enhancing Quality of Life*

*Meaningful Moments*

*Creating Companionship*

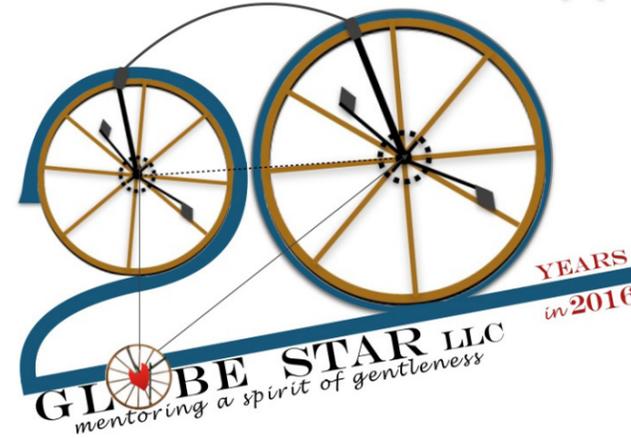
*Navigating Destinations*

*Changing the Dialogue*

*Narrating is Nurturing*

*Growing Awareness*

CELEBRATING ★



Happy 20th Anniversary Globe Star!

We are grateful for **you**, our community of families, businesses, colleagues and friends ,who continue to support our mission to mentor a spirit of gentleness.

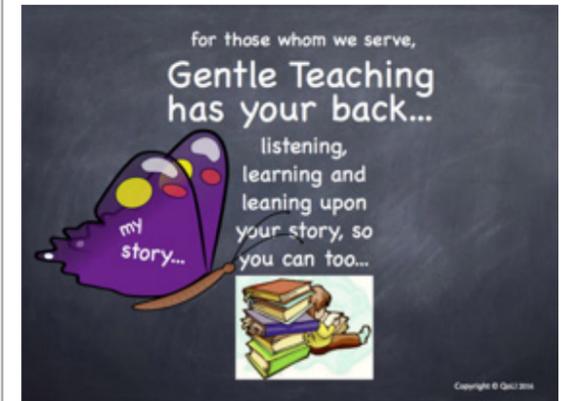
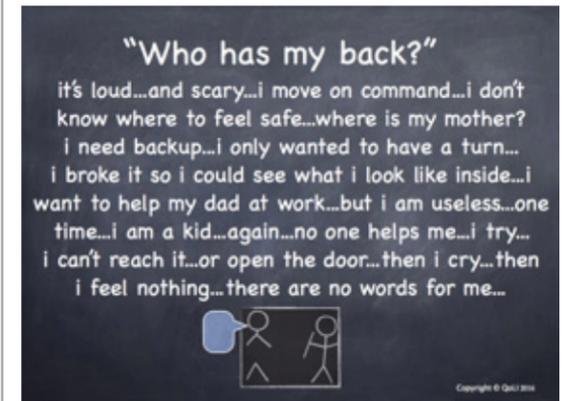
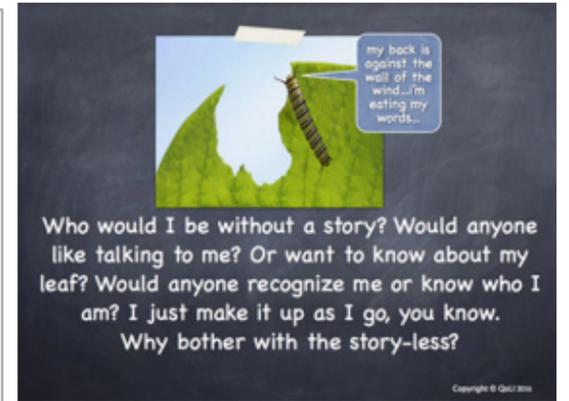
Globe Star’s success is measured by the value of its services, and is attributed to having the opportunities we do, to work together with all of you, on behalf of Individuals with Intellectual and Developmental Disabilities.

We are celebrating with stories! You are warmly invited to participate, by sharing any stories, photos, or recollections that created connections on your own journey, learning about Gentle Teaching and enriching quality of life.

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.

[For sharing stories, please use the contact form on our website (<http://globe-star.org>), or email [mhawks@globe-star.org](mailto:mhawks@globe-star.org) with ‘story’ in the subject line]



**Paula Nichols, Director of Special Education at South LaPorte County Special Education Cooperative, has been a friend of the Globe Star community for many years, and shared this story.**

☞ Hello,

It is with great pleasure that I share my memories of the involvement that I have had with Globe Star and Dr. Anthony McCrovitz. It has been almost 20 years since I first met “Tony” at a little coffee shop in Michigan City. At that time I was a Behavior Consultant for Michigan City Schools and we were both much younger. We sat at that first meeting sharing information about how we could help families to grow and begin to feel supported within our community. I immediately was drawn to the philosophy and mission of Gentle Teaching. It was one that I could relate to and so it was the beginning of our journey to work together to reach as many families as we could.

supervisory role as the Director of Special Education in LaPorte County I realized the need to communicate with “Tony “ and once again seek his involvement with students and staff in the districts that I currently serve. “ Tony” and Globe Star have been instrumental in bringing information to families in the LaPorte County area regarding the progress that we all can make when instituting the spirit of gentleness, trust, and cultivating an environment of unconditional love.



I have personally enjoyed the journey that I have had with Globe Star. I have learned from in-services and from the relationships that I have formed with “Tony” and the other partners at Globe Star.

CONGRATULATIONS ON A JOB WELL DONE FOR 20 YEARS!!!

Thank you for letting me share.

~ Paula Nichols  
Director of Special Education

☞ “I am good friends with two great guys who are also Globe Star clients. Their Globe Star companions are always so nice, so helpful, so patient. It’s really a terrific organization.

Globe Star provides a wonderful opportunity for members of our community to participate in so many activities they may not have otherwise been able to enjoy. They meet new friends (like me). My husband and I have been fortunate to have made new friends and have the enjoyment of their company. I think our friendship has continued for about four years now, and we hope it will continue for many years to come.”

~ Carol Connelly

**Language shapes the dialogue and direction for the building of relationships, creating authentic value and meaningful narrative. Together, we discover the stories that sustain us and create a sense of community.**

## Waves for the Future, from page 1

Eight, universal human values help us to identify main currents and tendencies of an Individual’s present quality of life that is based on their past story, as we navigate toward destinations that discover and recover value and meaning for one’s present quality of life that is now being based on their future story; the goals and dreams, potentials and choices that we have discovered, together, and that become narrated for their life and daily planning. Together, we create an invaluable, practical and coherent narrative for each one’s unique story.

Besides valuing a person’s story, developing narrative with an Individual advocates for them. It respects and includes them and allows for their unique voice, expression and self-determination. It defines, for a person, a sense of place and cultivates a sense of belonging. It implies unique significance and social inclusion, and puts them on the map of community as their narrative becomes woven into the social fabric. I am here. I am this person. I am significant. I can make choices. I am a member of the community. I am not alone.

At Globe Star, we understand that an authentic life is shaped by self-determination that becomes liberated through social-emotional awakening. Learning to feel safe and loved brings new awareness. Creating meaningful moments and new moral memory generates guidance and insight for removing obstructions on the journey, so that one’s life can open up to greater possibilities and choices. And with these mutually beneficial outcomes, life of the whole community is diversified and enriched.

With its structural capacity for clarity and purposeful unfolding, composing narrative on behalf of an Individual sets into motion the spiraling paths for developing quality of life. The narrative structure guides the story with a defined direction for “the future in the present.”

This simply means that clearly defined, concrete steps we are taking in our present interactions that are creating value and meaning, continue (through a narrative ethic) creating waves that pave the future path with value and meaning, as these stories outline future potentials in the present. (A Personal Teaching Plan (PTP) is a working document, utilized by the mentor to chart and navigate the collaborative journey of gentleness.)

Creating companionship and a sense of community, with others, is cultivated through invitation and celebration, reclaiming the power of the heart. The open-ended narrative draws companionship and community toward the heart of the story, where others are invited to participate in its celebration and unfolding.

Like planting seeds or dropping pebbles into a pond, today’s acts of gentleness guide and influence tomorrow’s outcomes. These ‘waves of the future’ emanate from the telling and sharing of our stories today that are mentoring a spirit of gentleness, creating concentric circles of companionship and community with others.

A narrative ethic shapes the dialogue and direction for the building of relationships, creating waves of motivational and inspirational possibilities for all involved. The development of narrative, through Globe Star’s quality of life model, illustrates how we can become immersed in the developmental and enriching processes that reveal value and deepen meaning for Individual lives and for the life of communities.

Developing each one’s unique voice, through narrative, provides authentic value and meaningful storytelling that, when shared with others, creates a social vision for a sustainable sense of community.

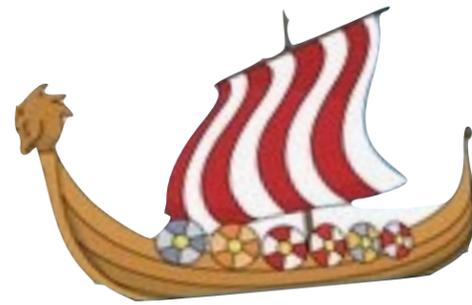
In this issue, we hope you will enjoy the wonderful stories that have been shared, and maybe you will find some inspiration, too, for sharing your story with us.



Globe Star's Executive Director, Dr. Anthony M. McCrovitz, traveled to Akureyri, Iceland in January to teach Globe Star's Gentle Teaching-based QOL model of services. The week included visits to several local centers affiliated with the work of the city's main agency, and traveling to Reykjavik at the University (Haskoli Islands) to work within the social services facilities with government officials. McCrovitz taught about Gentle Teaching and how to practice and integrate its principles (based on human rights and interdependency), and mentor a spirit of gentleness with others.

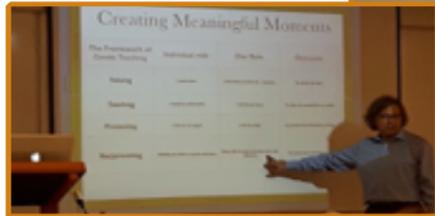
"We were so honored for Dr. McCrovitz' visit, that was hugely informative. In his home visits, it was amazing to see how he related immediately with residents. Language differences did not appear to create any barriers. We got a good education and received so much guidance by observing how he interacted with Individuals."

-Kristinn Mar Torfuson, Agency Director



### SCRAPBOOK PAGE

of Globe Star's travels to Akureyri, Iceland, January, 2016



We were very much honored to have been able to learn and work with Dr. Anthony M McCrovitz this year, who traveled from Globe Star to Iceland. Anthony (Tony) presented Gentle Teaching learning workshops in both Akureyri and Reykjavik, visited, homes, individuals and organizations. He taught at the University of Iceland, too, and did a great job.

Akureyri is a town in the northern part of Iceland that Tony visited. He worked directly with some of our residents, families and caregivers. He visited a school and the center for our elderly service, where he met both managers and staff.

In our Icelandic community, we have worked with Gentle Teaching since 1993. We implemented Gentle Teaching in all our service for people with intellectual disabilities and as well in our elderly service, in 2012.

In Reykjavik, Anthony gave two presentations, one for Service for people with intellectual disabilities and another for social educators and their students. At the University of

Iceland, he joined Hervör Alma Árnadóttir, assistant professor in Faculty of Social Work, to give a Gentle Teaching introductory class for a few hours. The students, who are MA students in social work. were very impressed by his teaching and discussed how he inspired them a great deal for their future.

Tony's shared many good ideas about how to implement Gentle Teaching, when he visited our service centers, where he was very welcomed by all.

In our journey of implementing Gentle Teaching and in our desire to understand how we can improve people's quality of life, Tony's visit was very successful and inspiring. His ambition and hard work started to help, guide and serve our community the minute he stepped out of his airplane, and he worked very hard until his departure.

With warm greetings from Iceland,  
*Kristinn Már Torfason*  
**Vice President,  
Gentle Teaching  
International**



## What is the Business Advisory Committee (BAC)?



*Contributed by John Kremke, Servant Leader*

BAC is a network of professionals who partner with Globe Star, to assist youth and adults with disabilities.

Each member offers a vocational mentoring program in their field of expertise, and works collaboratively with Globe Star to create employment and vocational opportunities that will improve the quality of work life for Individuals.

Why be involved in the BAC? Everyone benefits! This opportunity gives professionals a way to share their knowledge with others in the community, joining us in mentoring a spirit of gentleness. It also creates a resource for businesses of potential employees.

Collaborative efforts on behalf of Individuals seeking work experience, identify and create the support needed for the Individual to learn the starting skills (s) he needs to succeed.

The BAC diversifies community by developing employer relations that can fulfill labor needs, reflective of individual interests, preferences and goals, and provides a consultation resource for disability-related employment issues.

Would you be interested in networking with us in related business areas? To learn more about the BAC and how you can participate, please contact our main office or John Kremke, Quality of Work Life Servant Leader at 219-921-5492, ext 5#.



*Photo by Amanda McFarland*  
James Sweet grins as he reassembles the beverage machine he has just cleaned.

## Local restaurant appreciates 'sweet' employee

*Warsaw Office Update*

**\*Story by Amanda McFarland and reprinted with permission from Ink Free News.**

WARSAW — A typical work day for James Sweet, Warsaw, might consist of making tea, cleaning the beverage fountain or taking out the garbage. This may sound like a typical McDonald's work day, but for Sweet, it is a dream come true.

Sweet is employed through Career Links, an employment program of Cardinal Services, Warsaw, that places individuals with disabilities in jobs suited to their skills and abilities. Career Links partners with several employers in the Warsaw, including the McDonald's at Detroit Street and Fort Wayne Street, where Sweet has worked for the past six months.

"James does an excellent job," manager Steven Gift

*Continued on page 12*

## *Executive Director, continued from page 2*

At Globe Star, these stories have been a foundation for 'mentoring a spirit of gentleness' for the past 20 years, being engaged with others and their lives. It's been a way for us to remember the importance of our connections within this social web of gentleness. Each and every individual who engaged in the development of their story, found hope for creating new possibilities through their invitation to create companionship and community.

Because of our foundation of Gentle Teaching, the stories provide many different connections of meaning, allowing every listener to take away a part of one's life that adds meaning to the story or gives some new meaning to their our life-story. It is a powerful way to connect with others, and to remove barriers and move toward full integration within our society.

As we continue the journey to improve the lives of individuals with an intellectual or developmental disability, I go back to the many stories of my childhood and recognize "the tools" I found in these stories was a gift, given to me for for planting the seeds of gentleness.

Recognizing the gift of these tools has allowed me to understand how a planted seed of gentleness can begin to open hearts and blossom into lives. Recalling, too, that before I learned of Gentle Teaching, I somehow knew that seeds of gentleness had already blossomed, yet I was blinded by societal standards of "what" and "who" we are and do.

What I have found most important with this garden of growing gentleness and dreams is that I need to teach others four simple lessons that were given to me: The first lesson is "My friend, when you are with us, you are safe. These hands will never hurt you. These words will

not put you down. These eyes will look warmly and lovingly at you." The next lesson is related to the first, "You are not only safe with us, but you are also loved! Our love is unconditional!" The third lesson is, "Learn that it is good to be with us, do things with us, and even do things for others!" And, the last lesson is, "Learn to be loving toward others!" Safe, loved, engaged, and loving are the cornerstones of restoring wholeness and hope for my "hand-me-down dreams".

So much can be identified and shared through what we have learned and discovered from one another, using the basic elements of storytelling. This year we are honoring our 20 years of learning and growing in a culture of gentleness, and implementing the framework of Gentle Teaching that guides us in the gentle ways to value, teach, and protect, especially individuals with intellectual disabilities.

**"So much can be identified and shared through what we have learned and discovered from one another, using the basic elements of storytelling."**

*~ Dr. Anthony M. McCrovitz*

An important part of storytelling is nurturing the relationships with the individuals and caregivers, not only to be actively present, but to be listening and engaging in meaningful dialogue for enhancing and enriching their relationships.

A narrative ethic within the framework of Gentle Teaching is a storytelling tool, providing the basic storytelling elements for connecting the past to the present, for building the bridges in relationships, and giving purpose and direction to the future that supports each and every individual with meaning and value. It's through this process, and then the sharing and celebrating of the story, that the true voice comes to life.

*~ Dr. Anthony M. McCrovitz  
Executive Director*

*'Sweet', continued from page 10*

Photo by Amanda McFarland

**James Sweet, McDonald's employee, cleans a beverage fountain.**

said. "You can say, 'this is what I need to get done,' and he gets it done. Everything I've ever asked him to do, it's like, 'no problem.'"

James Sweet grins as he reassembles the pop machine he has just cleaned. James Sweet grins as he reassembles the beverage machine he has just cleaned.

After losing his first job, Sweet did not want to be unemployed, so he approached Career Links about finding a new workplace. Career Links representatives, in turn, approached Gift, who agreed. Sweet worked an eight-hour introductory shift and the job turned out to be a perfect fit.

"He did just fine," DeWald said proudly. "He was moving around this place, cleaning up, doing just fine."

Employment Specialist LaTisha DeWald serves as Sweet's job coach and has enjoyed watching him grow as an employee despite other people's uncertainties.

"The thing I get joy out of is, the doubts there were, he completely exceeded those expectations," DeWald said.

Sweet has become a favorite among many custom-

ers, who often take the time to stop and talk with him. Some even make it a point to eat at that particular restaurant just to say "hi" to Sweet.

"That's one of the great things about having a community job," Cardinal Services Community Relations Manager Michelle Boxell said. "People are making relationships."

Sweet noted he always wants to work. One day, when his ride was broken down, he even walked in, determined not to miss a day. He proudly added that he works five days a week, roughly 30 hours. He also gets along well with his co-workers.

"Every time I come in here, the entire staff, they say, 'James is doing fine,'" DeWald said.

In some instances, other employers in the community have observed Cardinal clients, including Sweet, successfully working their jobs and have contacted Career Links wanting to know how to implement a program of their own.

"I think a lot of reasons people with disabilities make good employees is that they've been told 'no' a lot," Boxell said. "The employment rate for people with disabilities is only 34 percent. They know how hard it is to get jobs."

Career Links does not simply place an employee and then move on. Employment specialists like DeWald work with the employees and, if necessary, help with re-training so the employer does not have to take that time out of his or her schedule. She added, however, that Sweet has never needed retraining, but picks up on tasks quickly.

Boxell and DeWald believe programs like Career Links fill two kinds of needs in one — the need on the part of the employee for a job and the need on the part of the employer for workers.

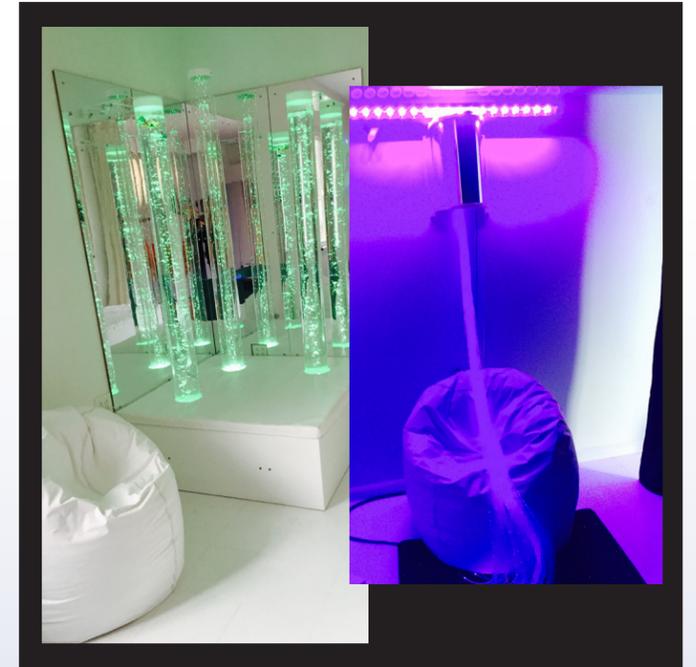
"Almost anywhere you work, there's a staffing issue," DeWald said.

## South Bend Snoezelen-MSE Room Completed



After several years of working toward the development of a Snoezelen-MSE Room, we are over the moon to have seen this project reach a state of completion this month (April). A few years ago, a perfect space at our South Bend office for a Snoezelen Center was designated for fulfilling this dream. We learned of the design specifications that were needed for creating a multi-sensory environment that could be oriented to Snoezelen therapeutic, educational and recreational processes, and properly prepared our South Bend space for equipment and installation of features that would produce a multi-sensory environment. And then we waited (and waited) for the ways and means to take the finishing steps.

This past year, there has been much collaborating going on behind the scenes at Globe Star with this project, building up resources and innovative plans, together with the Quality of Life Institute, Inc., TFH (an international producer of special needs toys and



equipment, the USA division -<http://www.specialneedstoys.com/usa/> and also primary consultation with UK division Development Director Eddie Holmes), the International Snoezelen-MSE Association (ISNA-MSE.org), and the American Association of Multi Sensory Environments (<http://www.aamse.us>).

During the last week of April, a team from TFH (General Manager Karen Pool and Shawn Fitzgerald) traveled to South Bend from their central office in Gibsonia, PA, to deliver some of the multi-sensory toys and equipment. They spent nearly a week unpacking and putting together everything that they brought, and also what had already been collected beforehand.

With thankfulness beyond words for the amazing, big-hearted crew at TFH, our entire Snoezelen-MSE Room is completed! All of the multi-sensory equipment has been installed, set up and everything tested out. Globe Star's Snoezelen-MSE Room will be open in May, offering enriching, multi-sensory applications for universal aspects of life, with a broad spectrum of potential options for enriching quality of life.

## Globe Star offers Summer Park Program through it's Chesterton office



Contributed by Zathoe A. Sexton, MSW

This program is for individuals with intellectual and developmental disabilities to focus on making friends, having fun, and building relationships in the community while participating in various activities.

Programming will include crafts, games,

and various other activities that support relationship-building, as well as social skills. The last day of the program will include a cookout for all participants.

The Summer Park Program takes place at Hawthorne Park in Porter, Ind. We are currently in the planning stages; however if you are interested in attending or sending someone, please contact Zathoe Sexton at (219) 921-5492, ext. 1 or via e-mail zsexton@globe-star.org.

Come join in the fun and fellowship!

Join Us!

## Gentle Teaching Workshop at the SHARE Foundation

"Mentoring a Spirit of Gentleness" creating a culture of hope  
May 23, 24, 25, 2016

9:00 AM - 4:00 PM  
Sharing Meadows, St. Timothy Center  
6617 N 300 E La Porte, Indiana 46350

All are welcome to join us for a 3-day workshop on Gentle Teaching, hosted by The SHARE Foundation and produced in collaboration with GLOBE STAR LLC and The Quality of Life Institute, Inc. To register, please email [kkelly@sharefoundation.org](mailto:kkelly@sharefoundation.org) or phone 219.778.2585 (main) or 219.716.2931 (direct); \*checks and credit cards are accepted (\$150).

## What is Snoezelen? Training Workshops

Making the most of Multi-Sensory Environments (MSE)

June 1, 2, & 3 in South Bend, IN

June 8, 9, & 10 in Arnold, MD

With special thanks to our hosting venues, Logan in South Bend and Providence Center in Arnold, these workshops are being produced in collaboration with ISNA-MSE, GLOBE STAR LLC, The Quality of Life Institute, Inc., TFH USA and American Association of Multi-Sensory Environments (AAMSE).

**Program Presenters:** President of International Snoezelen Assn. (ISNA- MSE), Maurits Eijgendaal, co-founder of Snoezelen and senior Snoezelen advisor at Hartenberg Centre in the Netherlands, Ad Verheul, (South Bend only), and Globe Star's Executive Director, Board Member of ISNA-MSE and President, Indiana Counseling Association (ICA), Dr. Anthony M. McCrovitz.

**Registration** is online at <http://www.isna-mse.org>. Some financial aid is available (to inquire, please contact us by phone or email us at [info@qoli.org](mailto:info@qoli.org)).

## What others have shared about Gentle Teaching Workshops

"These three days have been not just a retreat but a treat. You've touched my mind, heart and soul, every day. I'm inspired, motivated, and can't wait to go back and share what I've learned with our staff. Thank you!" -Ann

"I gotta admit, I've been to many workshops over the years and wondered, what am I possibly going to learn? I did learn, and I especially enjoyed the self-care part and the 'happiness' topic and discussion. It was reaffirming to learn there are other options." -Wendy

"Thank God who has brought us here. These three days brought a great resonance to us, especially with the videos. It's really been a privilege to be here with all of you." -Sr. Cecilia

"You took the time to answer questions, and we had some very important questions. I'm not going to just use this at work. Even as I teach from my heart, I have expectations for the people I'm serving. I'm going to find better connections and go deeper to be more successful. Thank you for giving us the courage and the knowledge to do this." -Jill

"Human development is only possible through mutual acknowledgement." -Hegel (1770-1831) [Okay, he wasn't there, but we talked about him as if he were.]



## Quality of Mentoring Life

Contributed by Zathoe A. Sexton, MSW

The Quality of Mentoring Life Program at Globe Star provides behavior services for individuals with intellectual and developmental disabilities. With Gentle Teaching, our focus is to value, teach, protect and observe the individual's reciprocation.

For more than 20 years, Globe Star has provided behavior services. Throughout this time, we have learned that areas of difficulty that individuals exhibit are generally the result of not being able to express their emotions and be understood.

Globe Star developed Navigating the Heart During Stormy Weather (NHDSW) to teach crewmembers how to build healthy relationships, build communication and become skilled at conflict resolution. NHDSW's foundation is to teach someone, especially during times of difficulty, that they are safe and loved. In order to teach these concepts, we must first begin with ourselves—our sense of non-violence, knowing that our presence, eyes, words and hands will never hurt a person.

Our sense of social justice

means that even during times of difficulties, we will value and respect the person who is most marginalized and violent. We see that our expression of valuing with our presence, eyes, words and hands is unconditional. We understand that our interactions are warm to those who are cold, and continue to nurture, even though they are not reciprocating acts of kindness. We teach how to feel safe, loved, loving and engaged. And through this teaching, one begins to have a sense of companionship and formulate a sense of community, especially for the most marginalized person. It is through our sense of human interdependence and solidarity that we can walk side-by-side with the most devalued.

Globe Star is a community that creates meaning for the most marginalized in our society. It begins with us to work together to value, teach, and protect individuals to feel safe and loved.

NHDSW teachings are held monthly for Globe Star staff and are open to families who would like to know more about crisis intervention. Please contact Zathoe Sexton at (219) 921-5492, ext. 1 or e-mail [zsexton@globe-star.org](mailto:zsexton@globe-star.org).

# CARF Report 2016

Globe Star participated in the Council on Accreditation for Residential Facilities (CARF) survey on April 4 through April 6, 2016.



environments in which Globe Star operates.

After reviewing 1,651 standards for accreditation, the CARF surveyors made only 16 recommendations for Globe Star.

This excellent score, according to Director Dr. Anthony M. McCrovitz, is 98 percent!

CARF surveyors also gave consultations. These are suggestions based on their professional knowledge, and may be implemented at Globe Star's discretion.

Some of the Globe Star staff stated that their participation in the CARF survey gave them a clear understanding of their roles and responsibilities at a higher level, as they continue striving to improve the services offered by each of Globe Star's programs.

Three CARF surveyors (Sharon Woodrow, Administrative Surveyor, Laura McLaughlin, Program Surveyor, and Jeff Lambert, Program Surveyor) visited our premises to determine Globe Star's relevance and responsiveness in a rapidly changing environment, according to the national standards.

The CARF surveyors reviewed 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

**"CARF was a great community building experience for Globe Star as an agency. We really built our efforts as a team. It is always a rewarding experience to share our stories with others. It was also excellent to see that we were able to meet the standards at a level of 98 percent. I was so proud of all of the newer members of the community life team who did exceptionally well sharing who Globe Star is with the CARF surveyors."**

*- Samantha Henley, Servant Leader*

CARF will send a formal report to Globe Star in six to eight weeks that will notify us of our continuing CARF accreditation, and list their recommendations.

## Indy Office Updates

*Contributed by Samantha Henley, Servant Leader*

Indianapolis individual, Michael Spencer-Shorter spends time each Saturday volunteering with his caregiver Dana Malone. This is a valuable time for Michael to build his community and skills to get ready for obtaining a job. Michael has recently met with VR to begin the process of entering our Quality

of Work Life (QoWL) program. He does things like carry bags out to cars for the elderly at food pantries and clothing give aways. He will do yard work for the elderly and those who cannot do their own yard work.

All of these opportunities allow Michael to connect with his community, build his circle of friends and build job-related skills. Michael gets a great deal of self-worth from helping others. He is proud of his efforts to make his community a better place.



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## Indy Office Updates, from page 16



*Contributed by Samantha Henley, Servant Leader*

Indianapolis individual David Hamm recently won the semi finals of the basketball skills contest through Special Olympics to qualify for the State competition.



David spends time with his caregiver, Donnie Jessie, playing basketball at the Athenia center in Crawfordsville. This time allows David to to build his skills and companionship within his community. David finds inner contentment in his basketball time with his caregiver. David loves sports and when he and Donnie are not spending time playing basketball, they love to go watch other sports such as football and baseball. These opportunities allow David to participate in his community and build a circle of friends.

### Special Thanks:

The Indy office would like to extend a special thanks to caregiver Tyler Pratt. Tyler has dedicated a great amount of time to spreading our mission and building community for our individuals. We wish him the best of luck on his next journey to a new home wherever he chooses for it to be.

GLOBE STAR UNIVERSITY

Making it happen...  
with opportunity,  
community engagement,  
working together,  
inspiring, encouraging,  
LET LIFE BE  
'Safe and Loved'





## 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, Inc., a non-profit organization.

You can become a subscriber to our news and events for free, by visiting our website at <http://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**