



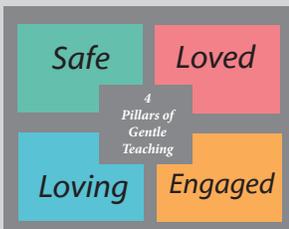
Globe Star
Since 1996

NAVIGATOR

mentoring a spirit of gentleness for individuals with developmental disabilities

a philosophy of Gentle Teaching

In a practice grounded by the four pillars of Gentle Teaching, a safe and loved environment invites trust and engagement. Interactions that are mentoring a spirit of gentleness are resonant with one's intrinsic, human nature to be social, to belong with others; to feel a sense of unity within oneself and a sense of community with others; to feel one has a place to be and interact without judgment (safe and loved) and to feel at home within one's self and in the world (loving and engaged).



Globe Star Internships,

building bridges of knowledge and experience with future professionals

Globe Star offers internships through its Counseling Center (Quality of Mentoring Life Division). The program works with both undergraduate and graduate students who are seeking to fulfill requirements for supervised field work for a certification or a degree program. Over the years, the Center has accepted students as interns from Loyola University of Chicago, Purdue University, Indiana University, Valparaiso University and Grace College.

The Center is committed to providing quality training and opportunities to our interns, who apply from a broad range of interests. Areas of study include, but are not limited to, social work, media and communications, business finance and administration, counseling, PhD and PsyD programs focused on various aspects of human development and services— culturally, historically, and socially.

Having interns on board at Globe Star is beneficial to the student and their educational or career center, and also adds value to our organization, local businesses and our community of families and individuals for whom we provide direct services and programs.

In the areas of media and communications, there is a growing need in the field of human services for storytellers, especially as digital media is making a significantly complex impact within our culture and social structures.

Our intern opportunities welcome students developing skills in various forms of media integration (including audio communications and video production) for

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Talking with Globe Star Interns: *Stories of change and views of transformation*

"My internship at Globe Star has given me an opportunity to see counseling from a whole new perspective. Rather than focusing on behavioral changes, we focus on being present with the individual and loving them where they are. This practice allows me to truly meet people where they are. Although I have been here a short time, I have already seen growth in my ability to empathize with others."

-Rhonda Redman, Globe Star Intern, 2019

[note: Rhonda plans to stay with Globe Star at the end of her internship, and continue caregiving with our individuals in South Bend, as a Quality of Community Life Mentor.]

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Charmagne Lafortune, Globe Star intern

Intern Charmagne Lafortune is a student at IUSB, in her second year of working toward an LMHC degree. She's earned two BA degrees, one in psychology and one in applied behavioral science. She is a member of the Indiana Counseling Association and a U.S. Army veteran, having served 10 years, from 2006 to 2016.



Taking advantage of internet access, Charmagne began her undergraduate journey remotely, while deployed to Iraq from 2008 to 2009. She began her graduate school experience in social work through USC in 2016, after medically retiring from the army. She soon realized she wanted something different, and enrolled at IUSB to obtain her Licensed Mental Health Counseling Degree.

Charmagne frequently volunteers fundraising efforts on behalf of the Leukemia Lymphoma Society, volunteers with community clean up projects, and knits blankets and hats for anyone who needs them.

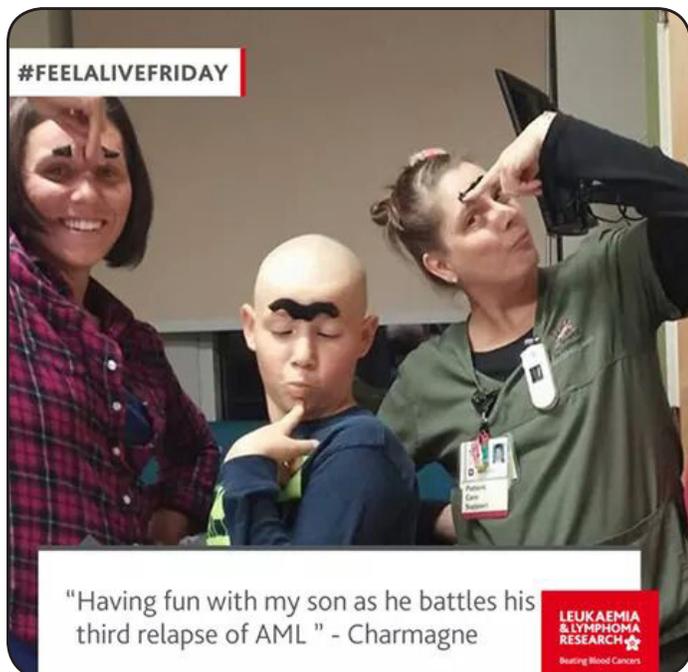
She is a remarkable young woman who has faced intense challenges and obstacles to overcome in both her work and personal life, including the loss of her own 12-year-old son to Leukemia (AML) in January of 2015.

There is much strength and depth to her gentle nature, love of learning and sharing, and a profoundly deep compassion for the earth and its inhabitants.

In the following paragraph, Charmagne lets us in on **her greatest accomplishment**, continuing with an interview she graciously allowed us to have.

"My greatest accomplishment was raising a humble and beautiful young man for 12 years and walking him through his death. I learned true love with the life and death of my son, and that passion bleeds through in almost every area of my life. I am a gardener, I knit, I love to cook, I love to learn new things, I travel a lot and love to do anything outdoors (strenuous or not). My favorite award was for obtaining Gold in the German Army Proficiency Badge completion. I was one of 15 females out of 300 contestants. The hardest part was the 12-mile road march up and down hills while carrying over 50 pounds on my person. I was bleeding from every part of my feet through my boots. I have also graduated with honors from every program I have entered, either military or civilian."

Continued on page 3



Charmagne Lafortune, from page 2

How did you choose Globe Star for an internship?

I needed direct experience for obtaining my master's degree in Licensed Mental Health Counseling, and took this opportunity. I was unsure of how I was going to get real time counseling experience here, but began to notice how counseling is occurring all the time in working with families and in doing assessments.

Are you learning new skills?

I had never worked with individuals who had more severe disabilities. It saddens me to say I was a little fearful and unsure of how my skills could be of best use. My first interactions were with an individual who doesn't communicate verbally. In my head, I could not see where a mental health counselor could help her. I would like to say, now that I am several months into my time here, that I have helped her, but also I have made a friend that helped me, too. Needless to say, not only have I exceeded the hours required of me by my degree program at IUSB, but, I've also been given a new sense of humility and appreciation for the importance of the human relationship.

As you envision your career path, what does this internship experience bring to your view?

The foundation of any counseling experience I hope to have in the future lies in my ability to gain the trust of the person who appears in front of me and make

them feel safe. Globe Star's mission is to make all of our individuals feel safe and loved. While working with one of our friends from South Bend, I learned how to play again. After I lost my son to leukemia I refused to allow my heart to open once more to a child. I couldn't bear to let my guard down. Gentle Teaching requires me to take off my masks of pain or fear and be truly present. I found myself thinking this while staring at my new friend and realizing that if she accepts me as I am, then I need to do the same. She was not my child and I, as her caregiver, wanted to be warm, loving, and present with her always. The next time we met I found myself role-playing as my individual's mom. She enjoys dressing up and pretending to be characters in life or her favorite shows. So I took a leap and became "mom". After all was said and done, I was thinking to myself that I have not even engaged like this with my own stepdaughter.

I have gained insight into areas of myself I would like to improve, so as everyone I encounter in my life feels loved, accepted, and safe to be themselves with me. Most importantly, I want to join my friends and loved ones on journeys of growth through our relationships.

It cannot be understated how important it is to feel like you are not alone on your journey to change. Globe Star and Gentle Teaching showed me this in

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Charmagne Lafortune, from page 3

real time, and I am forever thankful. To be a great counselor, you don't give great advice; you meet people where they are in a judgment-free zone. What a great way to learn how to do just that, here at Globe Star.

How do you begin to know/view an individual you are going to meet? Do you work with assessments?

I was initially given an individual who didn't really care for other people; she liked her phone and she's a young lady. At first, I was thinking about prompting the behavior changes— which is what we used to think about when going through school, but Tony had said to just 'meet her where she was and grow with her.' So I began thinking about counseling and that's about building the rapport; that's gaining her trust. So this is 'counseling' that just looks different because it's a service. I'm helping her feel safe and loved in the moment that she's in. She trusts me to do her makeup now and all kinds of fun stuff, so it's really beyond assessments. {It's relationship-building.}

So the real value is in the natural, humane way you interact with a person?

Yes, that non-judgmental space that I believe we should be in and share with others. By doing this job as an intern and expanding into opportunities as an office person is helping me to blossom.

Do you feel you are changing how you see yourself in a professional role?

I had some of my own pre-conceived ideas and judgments that I had to really take a look at, and realize there is work for me to do and more things to understand and growth to be had, and it's great that [an internship] can help you do these things if you're humble enough to let it happen.

Yes, we need that space of receptivity that invites learning and growth in self-awareness. I enjoy reading about other's journeys of how they viewed themselves relating to others, and then re-viewed their pre-conceived ideas through their own life experiences of interacting with others.



Charmagne Lafortune,
Globe Star Intern, 2019

The biggest and best book for me was by Victor Frankl. I'd read it on my own and then again for school. His story became especially meaningful to me throughout the course of my son's passing. We were trying to figure out 'why.' It was through Frankl's story as a holocaust survivor that my brain started opening up to a bigger picture of life and letting go of fears and self-pity.

My son, Anthony, was diagnosed when he was six years old, right after I got home from my deployment in Iraq, and he was 12 years old when he passed away in 2015.

Were there any siblings? Do you have other children?

No, but I have children everywhere and feel like a mom to many, including a 13-year-old stepdaughter—who is very different from boys!

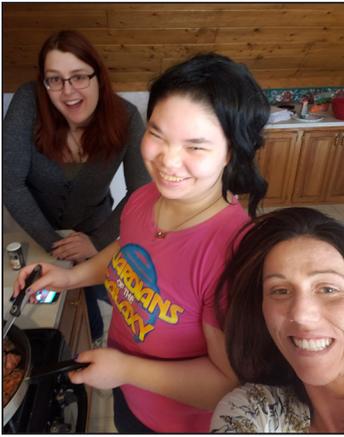
In learning about Gentle Teaching, what has surprised you the most? That I've learned to play again, to be more present with others in my interactions.

THANK YOU, Charmagne, for sharing so much, directly from your heart to ours...

"When we are no longer able to change a situation, we are challenged to change ourselves."

~Viktor Frankl,

Man's Search for Meaning



Pictured L to R is intern Danielle Newman, Individual M.C. and intern Charmagne Lafortune.

Talking with interns, from page 2

"My time as an intern at Globe Star has been an exceedingly thought-provoking and a growing experience. From the start, a sense of curiosity and learning is encouraged. During my internship time here, I've been offered a vast amount of resources that have helped me to develop a wider variety of skills. I believe Globe Star places a great deal of weight upon self-reflection, so as to better walk beside individuals on their journey. This is another aspect of this internship that I

truly appreciate.

The framework of Gentle Teaching is one that I plan to carry with me throughout my life. Being able to both learn and utilize this framework has allowed me to see that there are so many different applications for it!

It's been a privilege to work with Anthony through supervision and to work with all the beautiful individuals at Globe Star."

**- Danielle Newman,
Globe Star Intern,
2019**

Globe Star Internships, from page 1

documenting and portraying the narrative development of individuals with intellectual and developmental disabilities.

Mentoring and supervising student interns creates the welcomed opportunity for Globe Star to participate in the practicum training of future professionals, and introduce them to avenues of research and other like-minded professionals or related organizations. We offer interns real life challenges and guidance that strengthen well-trained and grounded students. An intern gains valuable work experience with opportunities that expand their knowledge of programs and operations in the field of human services.

For the career-minded student who is working toward making an invaluable contribution to the community and to their profession, the Internship Program at Globe Star provides practicum opportunities.

Placement preference is given to academic institutions with well structured student training programs. Placements in the Practicum Training Program are individually tailored to meet the learning and career goals of the student, working together with objectives established by the Globe Star Counseling Center and the student's academic institution. Tasks designed to integrate an intern's strengths and possibilities with professional goals are assigned by the student's supervisor, in conjunction with the student's academic requirements.

The Counseling Center invites new relationships with schools and interested students from qualified graduate programs. If you would like to learn more about internship opportunities at Globe Star, please call or **contact us** online at globe-star.org.



THANK YOU to Zathoe Sexton, for her many years and gifts of service

Quality of Mentoring Life Servant Leader, Zathoe Sexton, MSW, was only in her teens when she became aware of her inclination for social work. Her lifelong inspiration was sparked after reading about American activist Jane Addams. "Yes I want to be like her," she told herself, and her lifelong path began to unfold.

In 1984, Zathoe began caring for one of her own children who incurred a traumatic brain injury. After experiencing the outpouring of care and support that rallied around her and her family during this time, Zathoe knew she wanted more than ever to create opportunities for giving back to the community. She enrolled at Indiana University Northwest where she earned a degree in sociology with a minor in women's studies, then went on to receive her master's degree in social work at Western Michigan University.

Before coming on board at Globe Star in 1999, she'd served as Director of Development at Hoosier Boys Town (now known as Campagna Academy), fulfilled a position as Director of Development for the Area Youth Ministry, and worked with the Duneland School Corporation in the Drug Free Schools Program. Zathoe was



*"The good we secure for ourselves is precarious and uncertain until it is secured for all of us and incorporated into our common life."
- Jane Addams*

instrumental in getting a new budget line item to fund the Positive Life Program, a student assistance program for youth with alcohol, drug and other problems that interfered with their receiving an education.

Many years of experience provided Zathoe opportunities for developing a strong skill set to be a service-focused social worker and coordinator, with a strong commitment and practical compassion for serving the needs of marginalized youth and adults, including developmentally disabled and special



needs populations.

She was a welcome addition to Globe Star, and for many years has been an invaluable member of our management team, and a daily support for the Globe Star community.

Zathoe is a natural leader, and has continuously held leadership positions at Globe Star in various aspects of mentoring and caregiving. Roles included the Quality Assurance Servant Leader for all of the Globe Star offices, a Quality of Mentoring Life Servant Leader, and stepping in to fulfill the role of executive director for a brief time. She has been a teacher, a trainer and supervisor for employees and interns, and has always provided assistance to the executive director.

Zathoe is an accomplished and exceptional professional, with a natural ability to mentor others. She's made significant contributions to Globe Star's training programs and the facilitation of services that will continue to enrich the lives of individuals. She beautifully expressed

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Zathoe, from page 6

the principles of Gentle Teaching in her professional practice, teaching others and supporting others in their learning and growth.

Besides her love of reading, quilting, beachcombing, and biking with her husband, Zathoe loves spending time with her grandchildren, and says the best part of her times away from the office have always been the meaningful moments spent with them, so more of that, please!

You've accomplished so much for all of us here at Globe Star, and are leaving behind a legacy of encouragement, achievement, and a strong work ethic. Jane Addams would be so proud! Thank you for sharing, with us, your expertise and insights, a wealth of knowledge, and your many gifts for encouraging and mentoring others. You are going to be missed around here! We are forever grateful for the dedicated service you have given to our organization, and for the many years you've helped our Globe Star community learn and grow with Gentle Teaching. Congratulations on your retirement, Zathoe! Wishing you a wonderfully joyous and gentle new adventure!



Please join us for an Open House *CELEBRATION* honoring Zathoe Sexton on her Retirement

When: Friday, May 10, 2019, from 3pm - 7pm

RSVP: Please email Tony at: info@globe-star.org with your RSVP and the number of guests who will plan on coming by. We also welcome any stories or photos you are willing to share and help us in celebrating Zathoe!



Celebration Location:

Merrillville Florist and Tea Room
7005 Madison Street, Merrillville, Indiana, 46410





**FACES of
Globe Star
a Valentine's Day
celebration**

Nicole Allison is a Social Worker Assistant at Globe Star/Chesterton, and shared photos with us for a Valentine's Day celebration in February, that was hosted at The Giving Ship (a Globe Star respite home) in Merrillville, Indiana. Individuals and staff gathered for fellowship, with Bingo, Karaoke, dancing, pizza, and sweet treats.

"Being able to assist individuals with learning and growth in their lives is a gift in itself. I enjoy providing services, helping individuals with intellectual and developmental disabilities meet their needs. This was my calling and I want to be a part of this community for years to come." - Nicole Allison.

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At St. Mary's College, Dr. McCrovitz with his students and SHARE Foundation visitors in his Lifespan Developmental Psychology class

A Learning Community

Globe Star is a learning community, providing training and continuing education for our staff, and regularly inviting others in the community to explore the relationship-building values of Gentle Teaching. Together, we are able to bring opportunities for collaboration with other groups and organizations around the world, with training and workshops that are created and produced by the Quality of Life Institute, Inc., a non-profit organization.

Recent and upcoming developments and events:

3/23/19: Globe Star Warsaw participated in the *Community Resource and Disability Awareness Fair*, providing free, 45-minute workshops to the public, and an interactive

activity on brain-mapping, that is being applied in the research and understanding of complex brain functions as they are impacted by ASD, and to advance the treatment of ASD.

WORKSHOP 1: Learn how to use a framework of Gentle Teaching for enhancing quality of life; discover the value of sensory activities that enrich social-emotional development. **WORKSHOP 2:** Meaningful tools for problem-solving and for nurturing self-worth and contentment; create new learning opportunities by applying concepts from Carl Rogers and a Gentle Teaching philosophy.

4/4/19: Working together with Bill Harmon, Executive Director of SHARE Foundation, to have Colin and Michael, two

individuals with intellectual and developmental disabilities, visit a Lifespan Developmental Psychology class at St. Mary's College, taught by Dr. Anthony (Tony) M. McCrovitz. Students were given the opportunity to hear, firsthand, from the individuals' perspective, about their journeys and challenges in developing self-determination and quality of life. The beautiful discussion opened up new directions for understanding... understanding about the diverse paths of life that people experience and, the gifts that can be cultivated, opened and shared with each one's journey, especially as one ages. Minds and hearts were opened to greater possibilities of what this can look like.

Continued on page 11

from the desk of the executive director

Through our journey at Globe Star, student interns have explored and experienced with us, many amazing ways to learn and interact with the processes of relationship-building that create a culture of gentleness.

In experiencing and understanding how to use “our tools” that mentor gentleness (hands, eyes, words, presence), they deepen their own awareness of how their discipline relates to a quality of life model, and how it is mutually beneficial, for themselves and for others.

Collaborating with interns has been for all to learn that, through our journey together, we find direction and purpose in creating a culture of gentleness. It is through this experience with our interns that we have been able to demonstrate our passion to teach others how to become disciplined in our daily dedication to Globe Star’s mission and values.

This daily discipline of the 3P’s (principles, practice and promise of Gentle Teaching) builds a bridge for transformation to occur with our interns. This transformation expands the intern’s knowledge and experience being gained through their daily interactions in the delivery of services, to cultivating moments with others that create meaning and value for their lives. This process is identified by this simple acclamation: “teaching the four important life-lessons of safe, loved, loving and engaged.”

The discipline of an internship cultivates coherence and demonstrates an effective form for maintaining integrity and continuity. The internship program at Globe Star provides a knowl-



edgeable foundation from which an intern can continue to develop and expand their professional journey with others.

The Internship Program at Globe Star offers an introductory understanding of the methodologies or paradigms that exist in various models and approaches to providing services, and how a framework of Gentle

Teaching shifts the paradigm from a culture of dependence/independence (ecological model) toward a a culture of interdependence (social-well being model).

A Globe Star internship teaches a career-minded student how to integrate the principles of a Gentle Teaching framework into their practice, and presents applications for how to use tools and assessments and practices of self-reflection for supporting one’s journey of service, especially as they work through inevitable barriers and obstacles. Awareness and commitment to quality of life outcomes contribute to the cultivating of professional competence, and also self-determination and success in enriching the lives of individuals.

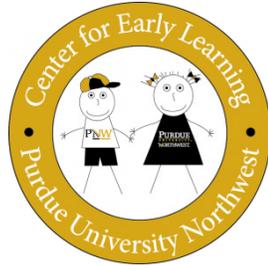
We identified that this experience enriches the relationships we have created through this professional journey. Through an intern experience that has been shared with others, interns demonstrate how creating a culture of gentleness is also a culture of hope.

Interactions that cultivate a sense of hope, invite present and future possibilities and pave a path for transformation. Where there is emptiness or

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Events, from page 9

4/27/19: Center for Early Learning Conference at Purdue Northwest. Dr. McCrovitz is presenting on the topic of *RELATE-ability*, sharing how an invitational framework of Gentle Teaching guides parents and professionals in the effective use of “our tools” (hands, eyes, words, presence) that construct and shape social-emotional fabric for learning processes, as mentoring relationships cultivate a relatable environment for one’s learning and growth. Title: *Creating a relatable environment for social-emotional growth with a framework of Gentle Teaching.*



5/16/19: Three workshop days (May 16, 17, 18) of **MSE Spring Training: Foundations and Strategies for Multi-Sensory Environments** at Hope Learning Center in Pittsburgh, Pennsylvania. This will be combined classroom and sensory room learning in how to use MSE equipment and integrate relationship-building strategies that promote quality of life outcomes. The panel of speakers include Globe Star’s Dr. Anthony (Tony) McCrovitz, Ad Verheul (Netherlands), and Maurits Eijgendaal (Denmark).

Produced by Quality of Life Institute Inc., in collaboration with TFH USA, The Hope Learning Center, Globe Star and the International Snoezelen-MSE Association (ISNA-MSE.org). For more info, visit <https://qualityoflifeinstitute.org/annual-mse-spring-training-workshop-days-2019/>.

05/21/19: Three workshop days (May 21, 22, 23) on practical planning and applications for a practice of Gentle Teaching, at SHARE Foundation’s St. Timothy Center in LaPorte, Indiana. A foundational understanding of Gentle Teaching will be presented, in its philosophy, practical plan-

ning for interactions, and essential applications for mentoring a spirit of gentleness. Presented by Dr. (Tony) McCrovitz and Maurits Eijgendaal, former president of Gentle Teaching International.

Produced by Quality of Life Institute, Inc., in collaboration with SHARE Foundation and the agency of Globe Star. For more info and registration, visit <https://qualityoflifeinstitute.org/gentle-teaching-workshop-days-at-share-may-2019/>.

Faces of Globe Star, from page 8

December 23, 2018 -
FACES of Globe Star...
Santa and Rudolph (Angie T. with her caregiver, Michael M.), bringing extra cheer to children at a restaurant in Miller Beach



DDRS News: 40-hour rule for family caregivers

The Bureau of Developmental Disabilities Services has clarified the rules for the number of hours a paid family caregiver can provide waiver services.

The current '40 hour rule' is outlined in the service definition for Residential Habilitation in the Community Integration and Habilitation waiver, as well as the definition for Participant Assistance and Care in the Family Supports Waiver. The rule states: 'Reimbursable waiver funded services furnished to an adult waiver participant by any combination of relative(s) and/or legal guardian(s) may not exceed a total of 40 hours per week.'

This service delivery rule applies only when an individual is receiving Residential Habilitation or PAC, and is not applied to other services. For example, a relative caregiver can be paid to provide 40 hours of Residential Habilitation Hourly to a participant in waiver services, and the same caregiver could also provide additional hours of Community Habilitation or CHIO to the same participant.

Please note, as outlined in the August 2018 version of the Division of Disability and Rehabilitative Services waiver module, the decision for a relative to provide services to a waiver participant is part of the Person Centered Individualized Support Plan planning process, that outlines the following team discussion and documentation requirements:

- The team indicates that the relative is the best choice of persons to provide services from the DDRS-approved provider agency, and this decision is recorded and explained in the PC/ISP.
- There is detailed justification as to why the relative is providing service.
- The decision for a relative to provide services is evaluated periodically (for example, at least annually) to determine whether it continues to be in the best interest of the waiver participant.

The DDRS is a program of the Indiana Family & Social Services Administration. If you have questions about DDRS programs and services, you can visit them online at DDRS.IN.gov.



Executive Director Letter, from page 10

isolation, mentoring a spirit of gentleness creates connections through companionship and community for one's social-emotional awareness and development. Slowly but unceasingly, gently but relentlessly, until hope dawns. With this enlightenment, a new light shines within a culture of gentleness, on the foundation of safe and loved.

Globe Star provides its interns with a framework of Gentle Teaching, for learning how to create meaningful moments with others, including themselves. They learn how to bring teachable moments into their interactions that create a culture of hope and empower others to embrace the principles, practice, and promise of Gentle Teaching (3P's).

It is within a culture of Gentle Teaching that interns attempt to outline a model within their own discipline, to walk side-by-side with others in creating a culture of gentleness.

A Globe Star intern increases competence in discourse and in describing how their understanding of the growth and social-/emotional development processes is grounded in their evidence-based practice. The intern has the opportunity to present how professional development serves to clarify, challenge, or expand their professional journey and system of meaning-making; ie, their approach to cultivating connections (relationship-based) and building bridges with mutual respect and an inclusive practice that serves a diverse community.

We appreciate you, our readers, and thank you for reading
TheNAVIGATOR Newsletter!

We are looking forward to bringing you a special *Multi-Sensory Environments* issue that is in the works for publication at the end of June, 2019. If you subscribe to either of our websites (globe-star.org | qualityoflifeinstitute.org), this issue will arrive in your in-box.

We love our community! It is truly a privilege to provide services and learning opportunities; to share Gentle Teaching with others and cultivate quality of life outcomes... by building relationships with the individuals who receive our services; by expanding our resources and promoting professional growth in self-discipline and competence with our office admins, mentors, staff, and interns; and by collaborating with groups and organizations to cultivate learning communities and *a spirit of gentleness* around the world.

WE VALUE YOUR FEEDBACK!

It keeps us going and growing, listening and finding practical solutions for supporting our families and professionals at Globe Star, so please consider dropping us a line! We want to hear from you!

How to leave online reviews:

Google - sign in to Google Maps and find us at 621 Broadway in Chesterton, Ind., scroll down on left & click ***write a review***.

Facebook - [globestarllc/reviews](https://www.facebook.com/globestarllc/reviews)

Yelp - [yelp.com/writeareview](https://www.yelp.com/writeareview)

****you are also welcome to EMAIL us with your comments, questions, and concerns, to: info@globe-star.org with "feedback" in the subject line.***

Thank you!



<http://globe-star.org>

<http://qualityoflifeinstitute.org>

