Do you show up to work on time and don’t miss a day of work? Well now at MRSI, there is a new incentive that we will be rewarding employees. At MRSI, this new incentive is to help employees call off as less as possible so that we can operate the company in an orderly and efficient manner. The attendance bonus has four components.

- If an employee uses no sick time and has no tardiness in a calendar week they will be entered into a monthly attendance drawing. For each week that the employee had perfect attendance their name will be entered into the drawing. After all the entries have finally been gathered, the drawing will be held at the monthly staff meeting. The two employees whose name get drawn (one from each region) will receive $50.

- For every employee that uses no sick time and has no tardiness in a calendar quarter will receive a gift that will approximately be worth $25. This gift is to show the employees that we appreciate their attendance and commitment for our company.

- For any employee who accomplishes the attendance record in a giving calendar year is eligible to receive an annual bonus at the end of the year.
  - If a staff member misses up to 16 hours of work and has no more than 1 tardy on their record, the employee will receive a bonus of $300 to show that we appreciate your hard work and dedication to our company.
  - If a staff member misses up to 24 hours of work and has no more than 2 tardiness, the employee will receive a bonus of $150 for their hard work.
  - If a staff member misses more than 24 hours and has more than 2 days of being tardy, then the staff member will not be eligible to receive the attendance bonus.
  - If a staff member would miss more than 32 hours of work and have more than 2 days of tardiness, they will not be eligible to receive an annual raise.

A couple of other important things to keep in mind:
- Attendance expectations will be incorporated in the employees performance review.
- According to the MRSI Attendance Incentive Program/Sick Leave Cash Out Policy, employees are able to cash out their unused sick time in December of each year.

Thanks again all our employees on their hard work and dedication here at MRSI.

Garry Mosier, CEO
The clients have several new sensory items here at ADS that they have been working with. It is very impressive to watch them pick up new skills so quickly. Take a look at some of our clients using the new sensory items.

-Mercer ADS Staff
Mercer ADS Supervisor, Monica Drewes will be starting the Next Chapter Book Club program in Mercer County in April. The program is a Model Community Literacy Program for People with Disabilities of all levels. She will be hosting the book club meetings at various locations in Celina. The program is free to attend and open to anyone with disabilities that would like to try new things. If anyone is interested in becoming part of the program, contact Monica Drewes at mdrewes@mrsinc.org or 419-586-4709.

“We will be trying new activities and outings this spring and summer and would like to thank everyone for their assistance with making these possible. I would also like to thank the staff at the ADS. It is very easy coming to work every day when the entire staff is here for the same reason. To help the clients succeed at learning new things and ensuring they always go home with a smile on their face.”

Please follow us on Facebook at Mercer Residential Services to see some of the things that we do.

Thank you,
Monica Drewes
Wayne Street Group Home residents had the opportunity to visit Lochtafield stables on March 21st. While at Lochtefeld, they were able to meet all different kinds of barnyard animals. The residents were giving the opportunity to pet the horses and ponies and they really enjoyed it. A special thanks goes out to WSGH staff Donna Roberts for coordinating the whole event and Lochtafield stable for allowing the residents to come visit.
Jeffrey Shade Turned the Big 5-0!!

Would like to give a big shout out to Wayne Street Group Home resident Jeffrey Shade, who turned the big 5-0. On March 21st, the group home had a birthday celebration for him. To help celebrate his birthday, Jeff’s whole family came and joined the celebration at the group home. His family bought a Mexican feast from La Charreda and brought it to the group home for everyone to enjoy. They also had one of Jeff’s favorite desserts which is brownies. The group home staff would like to thank Jeff’s family for their kindness and generosity.

Congrats to Debra Matthews

Wayne Street Group Home is excited to announce that Deb has gotten a job in the community. Deb started working at the Celina Walmart part-time in February. While at Walmart, Deb works night shift stocking frozen foods and dairy. It is hard to work in the cold conditions, and she is doing a fantastic job. Way to go Deb, we are all very proud of you. A special shout out goes out to her job coach Linda for all her hard work, and LACCA for providing transportation for Deb to and from work.

As a part of the Employment First Initiative, the group home is working on several other residents finding community employment.
On Saturday March 14th, the ADS and Transport members celebrated St. Patrick's Day at the Olympic Lanes Bowling Alley in Van Wert. If any of the residents wore green to the bowling alley they giving a prize. Each of the residents bowled 2 games and had pizza and drinks. There were a total of 25 people that attended the party and everyone had a great time and enjoyed the festivities.
Basketball Skills at Lincolnview School on 2/18/15

Back row 3rd one Chris Murray. Front row 2nd one is Jackie Worthington and then next to her is Sharon Mosier.

The individuals were able to display all their basketball skills they’ve learned over the past few months. All of the individuals have a fun time playing basketball.

Sharon Mosier brought home a silver medal, Jackie Worthington brought home a 5th place ribbon, Christina Murray brought home a 4th place ribbon, Robbie Leiendecker brought home a 4th place ribbon, and J.P. Cox brought home a 4th place ribbon. Congratulations to all who participated and what an awesome job on all your hard work and dedication to the sport.
On February 27, 2015, Brandon Barter and his wife Tiffany welcomed their beautiful baby girl into the world. Ruby Marie Barter, weighed 7lbs 3oz and 20 inches long. The above picture, is one of Van Wert residents William West holding little Ruby. Congratulations to your new addition to the Barter family.
For the last several months, the Van Wert Staff really stepped up to the plate. As our homes go through several changes due to the new State Regulations, new staffing, and many other challenges, the staff have shown their dedication to MRSI. Several staff have picked up open shifts, worked doubles, and worked multiple weekends in a row to ensure our individuals received quality care.

Ashley and Becky wanted to show staff their appreciation for all of their hard work and put together a surprise luncheon for their staff. On March 12, 2015, all staff was requested to be at an early staff meeting. Little did they know they were going to be served chicken platters, chips, potato and macaroni salad, cupcakes, and pop. After the staff realized this wasn’t their typical staff meeting (that I think they were all worried about), they began to relax and have a good time. We played a trivia game and “how well do you know your supervisor” game to allow three lucky staff a chance to win a nice gift basket.

Our first winner was Cassie Baker, who won the trivia challenge (runner up was Shianna Edwards). Cassie took home a spa basket containing a plush blanket, candle, slippers, lotion, and peanut butter cups. Our next winner was Missy Stevens, who won the “how well do you know your supervisor challenge.” Missy took home a movie basket containing a $10.00 gift certificate to Family Video, popcorn, movie box candy, trail mix, and a popcorn bucket. Our last winner was Michelle Miller, who won the “how well do you know your supervisor challenge.” Michelle took home a game basket containing the board game Cranium, summer sausage and crackers, and candy.

We would have loved to be able to give every single staff nice gift baskets. We can’t even begin to express our appreciation for all of the hard work and dedication that staff have done and shown to MRSI. This shows how much they truly care about the individuals they support. We are so lucky to have such caring and amazing staff.

Thank you all!

Ashley Long and Becky Kimmet