

Bring The Heat

LETTER FROM THE CEO

Dear Team Ignite,

As we embark on another pivotal moment in our journey at Ignite Families, I am filled with immense pride and gratitude for each and every one of you. Your unwavering dedication, compassion, and understanding continue to set new benchmarks in our mission to support our communities and families.



This month, I want to extend a heartfelt acknowledgment to those among us who exemplify the very essence of Ignite Family culture. Our caseworkers, who not only fulfill their roles with diligence but also step into leadership positions organically, embody the spirit of excellence and commitment.

Your efforts in supporting quality assurance and fostering a cohesive working environment do not go unnoticed.

You are the pillars upon which our organization stands tall, and your contributions pave the way for brighter futures for the families we serve.

I am also thrilled to share with you all the proud recognition bestowed upon Indiana for our collective efforts in strengthening families through innovative in-home support. This groundbreaking program has not only reduced the number of children entering foster care but has also been designated a promising practice by the California Evidence Based ClearingHouse. It serves as a beacon of hope and an example of how new approaches to child welfare practice can significantly enhance the well-being of children and families alike.

As we enter the summer season—a time of celebrations, family gatherings, and travel—I urge each of you to prioritize safety, patience, and awareness in all that you do. Let us cherish these moments of togetherness and take the opportunity to express to our loved ones just how special they are to us.

Thank you for your continued dedication and for embodying the values that define Ignite Families. Together, we are making a profound impact on the lives of those who depend on us the most.

With deepest appreciation,

A handwritten signature in black ink that reads "Darrell Lee Vardiman". The signature is written in a cursive, flowing style.

CEO, Ignite Families

JULY'S EMPLOYEE OF THE MONTH

CELEBRATING EXCELLENCE

It is with great pride and admiration that we announce Paris Miles as our Employee of the Month for July. Paris has consistently exemplified dedication, compassion, and professionalism in her role as a caseworker, making a profound impact on the families we serve and inspiring her colleagues every day.



PARIS MILES

Paris, your commitment to bringing out the best in people and your unwavering passion for making a positive difference in families' lives are truly commendable. Your ability to instill hope, even in the most challenging situations, reflects the core values of our agency and embodies the spirit of service that defines us.

Since joining Ignite, Paris has embraced our mission and vision wholeheartedly, finding confidence and support in our organizational culture. Her willingness to be transparent about her strengths and struggles has not only enriched her own growth but has also fostered a supportive community within our team.

Paris, your advice to new and existing employees resonates deeply: to give oneself grace, to seek support and mentorship, and to approach our work with families as if they were our own. Your dedication to excellence, paired with your humility and empathy, sets a remarkable example for all of us.

Thank you, Paris, for your outstanding contributions to our team and for embodying the values that define Ignite. Your hard work and compassion do not go unnoticed, and we are grateful to have you as a valued member of our family.

Warm Regards,
Tracey

A Message from Paris Miles

Inspiration and Guidance: A Journey of Compassion

Dear Team,

I am honored to be recognized as Employee of the Month for July. My journey as a caseworker has been driven by a profound love for helping individuals and families discover their strength and resilience. This passion stems from a desire to make a positive impact, to offer hope where it seems lost, and to support families through their toughest moments.

When I joined Ignite, I was drawn not only to the mission and vision of our agency but also to the supportive culture that embraces life's challenges with empathy and understanding. The unwavering support I have received from each of you has been invaluable, reminding me that we are not alone in our professional journeys.

Reflecting on my experience, I would like to share three pieces of advice that have guided me and I hope will support you in your roles:

Give Yourself Grace: This job demands a lot, and it's natural to feel overwhelmed at times. Embrace the journey of learning and growth, focusing on excellence rather than perfection.

Seek Support and Mentorship: Honesty about our struggles allows us to grow. Find mentors and teammates who complement your strengths and support you in areas where you need guidance.

Treat Families with Care: Approach your work with families as if they were your own. Serve them with the same compassion and dedication you would want for your loved ones.

Additionally, staying organized with a planner has been crucial for managing workload and goals effectively. Remember, reaching out for help is a sign of strength, not weakness.

I am deeply grateful to each of you for your faith in me during challenging times and for to work alongside such compassionate and dedicated professionals.

With heartfelt appreciation,

Paris Miles

AUGUST'S EMPLOYEE OF THE MONTH

CELEBRATING COMPASSION & COMMITMENT

It is with great pleasure that we announce Rebecca Mang Em as our Employee of the Month for August. Rebecca has demonstrated exceptional dedication and compassion in her role, embodying the values that define our mission at Ignite Social Services Agency.

Rebecca's journey as a caseworker began with a profound inspiration to reunite families and give every individual a second chance at a loving and safe environment. Her belief in the inherent worth of family and her commitment to creating positive outcomes resonate deeply with our agency's core mission.

At Ignite, Rebecca has found not only a fulfilling career but also a supportive environment that nurtures her professional growth. She speaks highly of the support she receives from Ignite Leadership, who have consistently encouraged and motivated her, even during challenging times. Their belief in Rebecca's abilities and their unwavering support reflect the strong foundation of our agency.

Rebecca's message of perseverance in the face of discouragement is a testament to her empathy and dedication. She reminds us of all of the profound impact our work has on vulnerable children and families, urging us to approach our responsibilities with compassion and resilience.

Rebecca, your dedication to our mission and your unwavering compassion make a significant difference in the lives of those we serve. Your commitment to creating positive outcomes for families is an inspiration to us all.

Thank you, Rebecca, for your outstanding contributions to our team and for embodying the values that define Ignite Social Services Agency. We are honored to have you as a valued member of our community.

Warm regards,
Tracey



REBECCA MANG EM

A Message from Rebecca Mang Em

Inspiration and Compassion: Making a Difference Every Day

I am deeply honored to be recognized as Employee of the Month for August. My journey as a caseworker has been driven by a heartfelt belief that every family deserves a chance at unity and every child deserves a safe and loving home.

From the moment I joined Ignite, I was inspired by our mission to reunify families and create lasting, positive change. This commitment resonates deeply with me, reminding me daily of the importance of our work and the impact we have on the lives of vulnerable children.

I am incredibly grateful for the support I receive from Tracey and Darrell, whose encouragement and belief in my abilities have been a constant source of strength. Their support, alongside the camaraderie of our team, reinforces the collaborative spirit that defines Ignite.

In moments of doubt, I reflect on the immense resilience and innocence of the children we serve. Their experiences remind me of the critical importance of our mission and fuel my determination to never give up, no matter the challenges we face.

To my colleagues, I offer three pieces of advice that have guided me on this journey:

Believe in Second Chances: Everyone deserves an opportunity to rebuild their lives. Embrace the chance to make a positive impact, no matter how challenging the circumstances may seem.

Seek Support and Encouragement: Surround yourself with individuals who uplift and empower you. Lean on your team for support and guidance, knowing that together, we can achieve remarkable outcomes.

Lead with Compassion: Approach every case with empathy and understanding. Remember that behind every file is a story—a story that deserves to be heard and supported with kindness.

Thank you all for your dedication and commitment to our mission. Together, we are making a profound difference in the lives of families and children in need.

With heartfelt gratitude,

Rebecca Mang Em

Sustainable living may sound challenging at first, but it's surprisingly easy. It doesn't mean giving up every luxury or comfort in your life. It's really about making simple changes and adjustments.

Transforming our mentality from spending and accumulating to enjoying and cherishing what we already have is the key to sustainable living. We cannot reverse the damage done to the planet individually; it requires a conscious collective effort to make a significant impact. Each of us can start by adopting the mantra of "reduce, reuse, and recycle" in every aspect of our lives.

Here are four simple ways you can live more sustainably and contribute to this vital cause.

1. Proper Food Storage

In most households, a lot of food gets wasted—about 30-40% of what we buy ends up in the trash. By storing food correctly, we can extend its shelf life, maintain its nutritional value, and prevent spoilage. Simple practices such as using airtight containers, keeping a well-organized pantry, and understanding the optimal conditions for different types of food can make a significant difference. Labeling leftovers and keeping track of expiration dates can help us consume what we have before buying more. By prioritizing proper food storage, we not only save money but also address the issue of food insecurity by ensuring that more food is available for those in need

4 SIMPLE WAYS TO LIVE MORE SUSTAINABLY

by Kendi Kimaita

2. Embrace Slow Fashion.

On average, Americans buy 68 new articles of clothing per year, which is more than one new garment every week and approximately 85% of all textiles in the US are discarded each year, equating to roughly 12.8 million tons of clothing waste. Slow fashion is a movement that advocates for the mindful production and consumption of clothing emphasizing quality, sustainability, and ethical practices over the fast-paced, mass-produced trends of fast fashion. By buying second-hand, we extend the life cycle of clothing and minimize the demand for new production, which often involves significant environmental impact. Repurposing clothes, whether through upcycling or simple alterations, allows us to breathe new life into old items, fostering creativity and reducing waste. These practices not only help preserve our planet's resources but also cultivate a more thoughtful and sustainable approach to fashion.

4 SIMPLE WAYS TO LIVE MORE SUSTAINABLY

by Kendi Kimaita

3. Sustainable Gifting

Sustainable gifting is a meaningful way to show love and appreciation while minimizing environmental impact. By focusing on thoughtful, meaningful gifts or regifting items we already own, we can avoid the cycle of purchasing gifts that may end up unappreciated or returned, eventually contributing to landfill waste. This mindful approach to gift-giving not only reduces our ecological footprint but also enhances the personal value and significance of each gift. For a comprehensive guide on creating more sustainable gifting experiences, consider purchasing "DONUM: Creating a Sustainable Gifting Experience" by Tracey Lynch, available on Amazon. This transformative book provides valuable insights and practical tips to help you redefine the art of giving in a way that honors both the recipient and the planet.

4. Spend Time In Nature

Biophilia is a term that defines the union of human beings with nature.

Being in nature on a weekly basis is vital for fostering a deep appreciation for our environment, which in turn encourages more sustainable living. Engaging with nature—whether it's listening to the sounds of the wind, hugging trees, walking on the beach, sitting in the park, or feeding ducks—allows us to slow down from our busy schedules and reconnect with the beauty of the natural world. These simple yet profound activities help us cultivate a sense of responsibility and love for the planet, making us more inclined to protect and preserve it. By regularly immersing ourselves in nature, we regulate our nervous systems and align ourselves with a more sustainable and conscientious way of living.

May and June Accomplishments

1. We have 20 home based caseworkers.
2. Juvenile probation has sent us more cases!
3. We developed a better way to hire based on the accomplishments of our spectacular providers!

Payroll Calendar

July 07

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 08

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

"THE STRENGTH OF THE TEAM IS EACH INDIVIDUAL MEMBER. THE STRENGTH OF EACH MEMBER IS THE TEAM."

~ PHIL JACKSON

Toy Donations Are Welcomed!



Kids are full of fun and joy. If you have some toys that are not played with as much anymore, you can donate them to children who would love to have them. It's a good way to make someone else's day bright and full of smiles. Please spread love and kindness by donating toys to the Ignite Families Crisis Care Facility.

Thank You!

Our Way Forward for the Months of July and August

- We have purged our non-compliant cases and begun to implement the 3-strike rule. This means less frustration when onboarding cases and higher success by only having cases where the family is engaged.
- We are asking the FCM's to add 8+ hour and door-to-door services to referrals prior to sending them! This will cut down on the documentation providers need to chase and upload!
- On August 1st we will be opening a second visitation room in Suite 124 at the Anderson office to provide private space for more visits.

MEET THE IGNITE FAMILIES TEAM!



Darrell Vardiman

Darrell is our CEO at Ignite. He loves swimming, Tai Chi and hiking with his dogs! He is responsible for making major corporate decisions, handling special projects, driving the path the company takes, managing the company's finances, assisting other executives, and overseeing growth plans.

Tracey Lynch Vardiman

Tracey is the CFOO at Ignite. She has a BA in Communications and an MBA, loves business, personal development, and puppies. Her job ensures the company's day to day business is run smoothly and works with DCS to secure referrals and build our reputation in the community.



Roderic A Strozier, II

Roderic is the Director of Business Development at Ignite. He has a BA in Political Science and loves to travel! He contributes to the business by working with teams to build incentives. He handles the newsletter. He helps operate the business with an eye toward building upon what works and changing what does not.



Rose Goodman

Rose is the Business Manager and Director of Crisis Response at Ignite. She is an active participant in her local community! She loves to travel! She oversees day to day office management and all facets of the Crisis Center to help achieve business goals!



MEET THE IGNITE FAMILIES TEAM!



Levi Osborn

Levi is an Employee Engagement Coordinator at Ignite and also works the Referral Desk. He has a BA in Religious Studies and loves dogs! His role requires him to team up with department leaders to develop forward thinking programs and associated communications, with the goal of improving business outcomes throughout the organization.

Yasmine Morgan

Yasmine is an Executive Assistant at Ignite. She is very resourceful, highly adaptable and loves her cats, Gidget and Gadget! Her job ensures company leaders can accomplish key tasks and company initiatives.



Joel Shumate

Joel is a Home Based Case Worker and Training/CMP Admin Support at Ignite, with a BS in Business and an MBA. His Business Philosophy is to serve and enable others. He believes we succeed when those around us do! He strives to set realistic client expectations and deliver the value they depend on. This allows him to create deep relationships with his clients and help them step by step to do the work and bring their families back together.



MEET THE IGNITE FAMILIES TEAM!



Billy Thang

Billy is a Home Based Case Worker at Ignite. He is always willing to share new ideas and learn something new! He is training to ensure his clients needs are being met by following routines in line with DCS protocol to warrant success.

Jennifer Moreno

Jennifer is a Home Based Case Worker at Ignite who specializes in providing quality care as well as professional services to children and families by giving them tools to cope and heal from trauma that has impaired functioning. Her number one goal is to assist clients in becoming successful in meeting their goals and reuniting with their family in a positive environment!



Ruby Rosas

Ruby is a Home Based Case Worker at Ignite. She has a BA in Psychology as well as an AA in Psychology, Science and Social and Behavioral Science. She is very observant and organized. She knows that being vigilant, taking down all of her notes, and keeping all of her documents in order gives her client the chance for the best possible outcome.



Moses Sui

Moses is a Home Based Case Worker at Ignite. His main goal is to help people whenever he can. Here at Ignite he is able to advocate for his clients to the fullest extent possible, executing his passion to be of service and bringing together families in our community!



MEET THE IGNITE FAMILIES TEAM!



Tylease Mike

Tylease is a Home Based Case Worker at Ignite. She has an AS in Special Education and a strong talent for building relationships with children of any socioeconomic or cultural background. Her driven character allows her to excel in her job by promoting and supporting the wellbeing of children.

Kelli Cave

Kelli is a Home Based Case Worker at Ignite as well as a Domestic Violence Educator. She is always looking to gain more knowledge and skills! Her role warrants employee awareness for the signs of abuse as well as supporting the healing of broken families to eventually bring them together again.



Mary Cox

Mary is an Operations Assistant at Ignite with a knack for progress improvement. Her keen eye for order and detail guarantees the administrative tasks that she performs for the business enhances efficiency.



Aaron Jackson

Aaron is a Home Based Case Worker at Ignite. He has a Bachelor's Degree in Biochemistry and has experience working with people of all ages who speak both English and Spanish. This allows him to be of service to and advocate for a wider variety of clients in our community.



MEET THE IGNITE FAMILIES TEAM!



Rebecca Mang Em

Rebecca is a Home Based Case Worker at Ignite. She has a BS and MS in Health Administration and she is able to adapt to ever-changing environments. Her ability to course correct when a process, method or tool isn't working allows her to break down damaging dynamics within families and replace them with new ones.

Tanyeka Graves

Tanyeka is a Home Based Case Worker at Ignite. She is passionate about reuniting families and providing support to those in need. Here she can use her skills to advocate and implement care plans for her clients to support them.



Paris Miles

Paris is a Home Based Case Worker at Ignite with over 9 years of experience in the field. She is certified in Domestic Violence. She demonstrates strong skills in parent coaching, community collaboration and behavioral coaching – encouraging the wellbeing of the children while giving the parents the tools necessary for dealing with everyday situations in a healthy manner to reunify the family unit.



Jonathan Crenshaw

Johnathan is a Home Based Case Worker at Ignite. He is a Senior Pastor and active in his community! He is very teachable and charismatic! His compassionate nature and easy going demeanor make it easy for clients to open up and build relationships with him.



MEET THE IGNITE FAMILIES TEAM!



Olivia Arnold

Olivia is a Home Based Case Worker at Ignite. She has a history of working with children that have special needs, are on the spectrum and have behavioral issues. This allows her to provide services to a wider range of families who need specialized support for their specific situation.

Ceidre McDonald

Ceidre is a Home Based Case Worker at Ignite. She has experience working and bonding with youth who have had traumatic experiences. Her prior knowledge and understanding of dealing with youth who have gone through hardship makes her well equipped to de-escalate any crisis situation as well as create a plan for improvement.



Nydia Harris

Nydia is a Home Based Case Worker at Ignite. She has a history of working with children on the spectrum. She works directly with families involved with DCS to ensure the protection of children, provide parental education, and other services that enrich the lives of parents and children to work towards positive changes for reunification when possible.



Graccey Tyner

Graccey is a Home Based Case Worker at Ignite. She has experience working with children on the spectrum. She has a great skill for implementing policies and procedures. She always makes sure she is following DCS protocol when on a visit with a client to ensure safety.



MEET THE IGNITE FAMILIES TEAM!

Ameisha Simon

Amy is a Home Based Case Worker at Ignite. She has several years of experience in this field. She is able to handle difficult interpersonal situations with professionalism and sensitivity. She advocates for her clients with determination and respect.



Louis Jackson, III

Louis is a Home Based Case Worker at Ignite. He has a BS in Multidisciplinary Studies, focusing on Psychology and Religion, and is an expert in Father Engagement. His strong active listening skills help him pick up on key details that need to be rectified so that there may be a chance to reunite the family and create better lives for the men he serves.



Michelle Ruben

Michelle Ruben is a Home Based Case Worker at Ignite. She has a BA in Religious Studies and she loves to sing! She is very observant and she uses this skill to monitor and evaluate client's regularly, adjusting care plans accordingly to ensure optimal outcomes.



Dakari Philips

Dakari is a Home Based Case Worker at Ignite. She has experience in early childhood education. She is empathetic and patient. Her soft and understanding approach makes families feel safe to express themselves openly and confidently to potentially reunite.





Important Meeting

Remember, these trainings are virtual.

Danger Assessments: Understanding Lethality Factors in IPV 7/9

Registration Link:
[https://secure.qgiv.com/for/icadv
i/event/dangerassessments](https://secure.qgiv.com/for/icadv
i/event/dangerassessments)



Understanding Abuse Intervention Programs for Service Providers 9/10

Additional options/dates:

Registration Link:
<https://secure.qgiv.com/for/icadvi/event/daulfiic/>

[https://secure.qgiv.com/for/icadvi/event/understandingintimate
partnerviolenceforserviceproviders2024/](https://secure.qgiv.com/for/icadvi/event/understandingintimate
partnerviolenceforserviceproviders2024/)

MONTHLY DEADLINE DATES

Daily

Enter your notes for today to avoid being locked out.

1ST

Ignite Virtual Team Meeting - 1st and 3rd MONDAYS each month.
Reports from the previous month due on the 1st

3RD

Notes and reports feedback from Tiffanie.

5TH

Updates to all notes and reports due for FINAL billing.

7TH

Drafts of ALL reports due.

10TH

Reconcile your invoices from Charles Sr.

15TH

1st 3 hours of staffing sessions due based on your hours. You need 1 hour for every 25 hours worked.

20TH

Reconcile your invoices from Charles Sr.

20TH

Check for and request additional units.

23RD

Schedule your 1 on 1 with Tracey
90% of your staffing hours are due.

30TH

Reconcile your invoices from Charles Sr.

Last Day of the
Month

All notes are due by 11:59pm. ALL MUST BE ENTERED.



MAKE US PROUD



01

Applaud

New team leaders:

Dakari Phillips,
Nydia Harris, and
Ameisha Simon.

Celebrate

Joel Shumate was brought on as a CMP trainer!

Win

We hired our 20th provider!

02

Birthdays

Paris Miles - Thursday July 11th
 Rose Goodman - Saturday July 27th
 Moses Sui - Thursday August 1st
 Kendi Kimaita - Thursday August 15th

03



Update

We onboarded our 120th case!

CONTACT LIST

Darrell Vardiman, CEO:
Company vision and growth, tax withholding, 401K, community opportunities and partnerships.

Tracey Lynch, CFOO:
Haven Focused POC, cases, DCS/FCM issues, issues in the field, scheduling and organizing, one x one staffings, strategy and problem solving.

Levi Osborn, Employment Engagement Coordinator: HR matters, personnel file documents, Gmail issues, Paychex system, discrepancies with pay, refer applicants for employment, hiring events, employee resources. Helps run the Referral Desk and referral assignments, assists with FCM issues.

Rod Strozier, Director of Business Development:
Handles employee incentives, perks and motivation, the Learning Library content and tools, works with team leaders on development, company expansion.

Tiffanie Forte-Hunter, CMP Manager: CMP issues, questions, notes, treatment plans, reports, staffing. Scoring parent education assessments. (Tiffany Gould unlocks CMP.)

Rose Goodman, Director of Crisis Response and Office Manager: Office related matters, door codes, crisis response center, supplies, donations, suggestions, feedback, employee events, copies of Evidence Based Curriculum (Domestic Violence and Parent Education).

Yasmine Morgan, Executive Assistant:
Assists leadership, Maintains employee files for Ignite, special projects, team events.

Charles Henderson II:
Runs CPS background, maintains employee files.

Joel Shumate, HBCW and Field Trainer:
Works with providers to ensure cases are set up correctly, assists with reports, notes, tx plans, and other documentation. Ensures proper curriculum is available and being utilized properly. Ensures staff has the necessary tools to be successful.

Charles Henderson, Sr.:
Invoice reconciliations (FYI's) on the 10th, 20th, and last day of the month.

Tissia Henderson
Copy her on your first introduction email to your FCM's.

Jessica Perez: Works with Haven Focused and handles additional unit requests, adding providers to existing cases, issues CMP numbers, transferring cases in CMP.

Vicki Davis, Insurance Specialist:
Questions regarding AFLAC, life insurance enrollment. Reach her at 317-557-4967.

Mary Cox:
Runs the backend of the referral desk.



Thank you for reading!

ignite
FAMILIES

Kindling Joy, Fostering Unity

Editor: Roderic Strozier II

Designer: Kendi Kimaita