

January –March  
2016



# Developing Times

## CEO Corner Sandi Marshall

### Congratulations to DHI's Honored Employees!

Development Homes once again held our annual employee recognition and awards event on October 29, 2015. Let me tell you about the winners!

**Tammy Slininger** was selected for the prestigious "Dr. Leland H. Lipp Leadership Award". Tammy serves as our Representative Payee/Gaming Auditor in the Business Office. Tammy was originally hired as a Residential Support Services Manager and later moved into her current position. It is notable that Tammy was selected in 2011 as an Above and Beyond winner. In this position, Tammy contributes to both DHI's program services and our charitable gaming funding efforts, both of which support our core mission of helping people to achieve their potential and fulfill their personal dreams.

Tammy's giving spirit and commitment to excellence exemplify her leadership and dedication to this company, the people we serve, and our community. She is an outstanding professional and colleague, and is described as a quiet leader. Her integrity and commitment to quality is unparalleled.

Tammy simply "gets the job done. She is an inspirational, generous, and unspoken hero!" Thank you, Tammy, for being a true leader at DHI!

Those honored for Above and Beyond Awards were: **Karen Raymond**, **Naomi Mathsen**, and **Kristie Aarvig**. Karen is the Accounts Receivable Administrator in the Business Office, Naomi is the Residential Manager for Columbia Place (ISLA C), and Kristie is the Executive Administrator in the Business Office.

**Bob Lee** was honored with the 2015 Social Capital Award, which honors a person we support who excels in building reciprocal relationships in the community. Bob is an active volunteer at the GF Senior Center and with Meals on Wheels.

We recognized the following people for years of service. **Brad Crotty**, HR Manager, has been here 30 years, along with **Mark Potratz**, a Qualified Program Specialist in the Program Services Department. **Cynthia Fladland-Fleur** has worked at DHI for 25 years and is a Direct Professional Leader in ISLA-E.

Those having served 20 years include: **Terrie Clemetson**, Residential Manager at 1551, **Remie Cowan**, Employment Services Manager, **Rod Lundeen**, DSP in ISLA-A, **Neal Rodningen**, Gaming Site Manager at Rumor's, and **Lynn Walstad**, gaming Dealer at Rumors. Thanks to all for your great dedication to the best company in town!



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### Holiday's and Closures

**1/1/16 New Years Day**  
**1/18/16 - Martin Luther King Day**  
**2/15/16 - President's Day**  
**3/25/16 - Good Friday (Office Staff)**  
**3/27/16 -Easter Sunday (Direct Support/  
Gaming Dealers)**

LARIMORE, N.D.—It's been almost a year since a BNSF train and a [Larimore school bus collided some 100 yards from their home](#), but Richard and Susan Lunski can still picture the scene as if it were yesterday.

Richard can still hear the loud bang, rushing out into the cold winter afternoon without a coat—seeing children scattered with broken limbs, their backpacks and other belongings tossed around while two people lay dead on the ground.

[They did everything they could to comfort the kids until help arrived](#), wrapping them with warm blankets and even dragging one girl out from underneath the school bus' engine compartment.

Because of their efforts to save the injured children after the Jan. 5, 2015, collision, the Herald chose the Lunsks as the area's People of the Year.

"We never would have expected something like this," Richard said about the recognition. "You just do what you do in life. You run into situations and make the best of it."

From being the first people on the scene to the train-bus collision to being U.S. Sen. Heidi Heitkamp's guests for President Barack Obama's State of the Union address, the Lunsks have had a whirlwind of a year.

"It's been a crazy year but we've just taken things one day at a time," Susan said.

On the day that started their "crazy" year, the couple were at home while the school bus dropped off a few children in their subdivision, including their granddaughter.

The Lunsks saw the school bus go by and then heard a bang.

"My wife looked at me and said, 'Oh my gosh, I think it's the bus,' " Richard said.



The bus driver, Max Danner, 62, had failed to yield to a stop sign at the train tracks and went into the path of the westbound train, the Herald reported.

## Quick to act

Richard said he did what anybody would have done and ran outside as fast as he could to find a chaotic scene.

The front tires of the bus were on the train tracks when the train collided with the right side of the bus near its doors, causing the bus to spin counter clockwise 360 degrees and throw several passengers from the bus.

The Lunsks carried as many as they could to their car and wrapped them in blankets, holding them close until paramedics arrived about 15 minutes later.

"You never know from day to day if you'll run into situations or accidents," Richard said. "You just have to jump in and help the best you can."

# DHI HERO continued

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Richard did all of this after having suffered a stroke the previous year.

"He is my hero," Susan said of her husband. "He's still recovering from a stroke he had in 2014, so what he did for those children was amazing. He's still numb on the whole left side. He struggles everyday, but what he did was amazing."

The crash claimed the lives of Danner and 17-year-old Cassidy Sandstrom, a senior at Larimore High School, and sent 10 of the 12 other students on board to the hospital.

Though it's been almost a year since the accident, Richard still wonders if there was anything else he could have done to help.



"I still go back and think about what I could have done more, but there's only so much you can do when you have that many people involved," he said.

In the weeks after the crash, the community came together with fundraisers and auctions to raise money for those affected by the incident.

"It's a really great community to bond together like this," Susan said. "There's a lot of great people in Larimore."

After the crash, the Lunskis got a call from Heitkamp, D-N.D., [to see the president's State of the Union address](#). Neither one of them had been to Washington before, much less thought they'd be in the same room as the president.

While in the nation's capital, the couple toured the city and had dinner with Heitkamp and other legislators along with being seated in the in the gallery for the address.

"We can all say we would do it, but none of us know what we would do in that moment of fear and anxiety and all-out emergency," Heitkamp told the Herald in January.

Nearly a year after the crash and visit to Washington, railroad crossing arms now greet the Lunskis when they pass through the intersection.

The accident sparked outcry and calls for improvements at the crossing and similar ones in the area. The county also approved upgrades at County Roads 16 and 20 in November.

"I'm really happy to heave it here," Richard said. "Every time you hear a train, you used to cringe. But now, we've got a little bit of security and it's safer than it's ever been."

Written By: Wade Rupard, Grand Forks Herald



## New Employees That Have Joined the DHI Team



### September

Matthew Nickerson	Ruby Olerud
Rachel Bonneville	Luke Funk
Elizabeth MacDonald	Abby Hestbeck
Kaitlyn Hannesson	Abdulrahman Yusuf
Darlene Wiggins	Henrietta Liberty
Dennis Anderson	Haleigh Stenseth
Addrick Santiago-Otero	Taylor Stone
Carolyn Tate	Kevin Michael
Alexxa Sanabria	Julie Shirek
Brittany Myers	

### October

Ahmed Ismail	Hodan Mohamud
Tina Eisenman	Samathan Ramey
Meghan Gillespie	Amanda Weston
Cassandra Harrow	Mackenzie Amundson
Liana Hansen	Whitney Everett
Adara Payne	Alex Jacobson
Helen Mattson	

### November

Alexis Tatum	Travis Dolan
Gbanna Cooper	
Theodore Amundson	
Sarah Brown	
Kassandra Herbst	
Amil Mocker	
Amber Ott	
Ryan Schultz	

## Employee Anniversaries

<u>January Anniversaries - Years</u>	<u>February Anniversaries - Years</u>	<u>March Anniversaries - Years</u>
John Alexander 24	Darrin West 24	Mary Gerszewski 24
Jacob Johnson 15	Linda Giedd 15	Marlyc Ballingrud 22
Sarah West 9	Jasen Ritt 13	Ken Getsman 11
Naomi Saville 9	Jenny Lembke 11	Jackie Wiens 10
Chad Sattler 9	Wendy Enninga 9	Rhonda Anderson 9
Marcene Schultz 6	Ashlee Kuntz 5	Patricia Bouldin 7
Bill Beiswenger 6	Sheli Devier 4	Jesse Ridl 7
Jena Myrvik 5	DorrieIvy Rodriguez 4	Chad Hager 7
Mary Hawrelok 5	Eveline Fondong 4	Glen Jones 7
Hawo Ahmed 5	Layamon Mangoue 4	Mitchell Neumiller 7
Ben Smith 4	Karen Haarsager 3	Bryon Smith 7
Bibi Abdi 3	Hawa Gaafaa 2	Casey Folkers 7
Nchang Dobgima 3	Megan Spitzer 2	Patrick McGurk 7
Quinlan Mikula 3	Michael Schultz 1	Angelique Monoghan 7
Kellie Rickabaugh 2	Suzanne Crocker 1	Kelsey Hanson 6
Tyler Wedin 2	Robert Tibbetts 1	Michael Lanes 6
Kathryn Ewers 2	Mari Sweeney 1	Roy Roach 6
Rachel Bateson 2	Nicole Jefferson 1	Janelle Mitzel 6
Jordan Laney 2	Hailey Tollefson 1	Michelle Krichoffner 5
Lia Marynik 1	Shawana Grant 1	Amy Winzer 4
Nicholas Hagen 1	Riley Hegland 1	Kristie Aarvig 4
Jowhara Mohamed 1	Amanda Edwardson 1	Jill Wilkie 4
Louis Abongningong 1	Lucas Thorson 1	Miranda Eckert 4
Francoise Assi 1	Carlie Steffenson 1	Joshua Hoverson 3
Jodi Wilke 1	Amy O'Neil 1	Zach Neppel 3
Jeremy Sich 1		Shae Fennell 3
Andrea Romero 1		Victoria Felzien 3
Samantha Albrecht 1		Dawn Denn 2
Emmerencia 1		Coltes Martin 2
Ngwepekem 1		Edward Jallah 2
Sara Ntap 1		Alexis Tyce 2
Morris Kamara 1		Warda Ahmed 2
		Timothy Anderson 2
		Melea Hoeffner 2
		Jodi Miller 2
		Kimberly Northagen 2
		Samira Hersi 2
		Brittany Peltier 2
		Denise Kvasager 2
		Courtney Place 1
		Mckayla Hellyer 1
		Amal Ahmed 1
		Muna Shirdon 1
		Krystle Osowski 1
		Molly Scott 1
		Edinah Ogembo 1
		Victoria Reincke 1
		Madeline Wamsley 1





# Meet Our New Employees



## ISLA-G

- My name is Amil and I began my journey with Development Homes on 11/30/2015. I will be joining the DHI team as a Full Time, DSP within I-G.
- I became interested in working with people that have intellectual and developmental disabilities because I have a passion of becoming a mentor and friend.
- My favorite part of working in this field is getting to know my client.
- When I am not working, I like to read & play tennis.
- I think of myself as a bubbly person.



## ISLA-D

- My name is Amber and I began my journey with Development Homes on 11/30/2015. I will be joining the DHI team as a Part Time, DSP within I-D.
- I became interested in working with people that have intellectual and developmental disabilities because I enjoy the work.
- My favorite part of working in this field is getting to know the consumers.
- When I am not working, I like to go to the movies, out to dinner, visit with friends and family.
- I think of myself as a big hearted person.



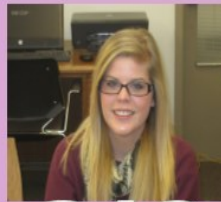
## 2720

- My name is Tammy and I began my journey with Development Homes on 12/14/15. I will be joining the DHI team as a Full Time, DPL within 2720.
- I became interested in working with people that have intellectual and developmental disabilities because I love to help people, it also gives me great pleasure in knowing that I can make a difference.
- My favorite part of working in this field is making a feeling needed.
- When I am not working, I like to sew, bake, and camp.
- I think of myself as a quiet person.



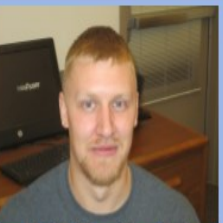
## 2585

- My name is Cassandra and I began my journey with Development Homes on 11/30/2015. I will be joining the DHI team as a Full Time, DSP within 2585.
- I became interested in working with people that have intellectual and developmental disabilities because my younger brother has an intellectual disability.
- My favorite part of working in this field is making a difference in someone's life.
- When I am not working, I like to make crafts



## 210

- My name is Briana and I began my journey with Development Homes on 12/7/2015. I will be joining the DHI team as a Full Time, DPL within 210.
- I became interested in working with people that have intellectual and developmental disabilities because it's a rewarding job and I enjoy being apart of their success.
- My favorite part of working in this field is interacting with Consumers.
- When I am not working, I like to keep active and social.
- I think of myself as a shy, honest, and positive person.



## ISLA-E

- My name is Andrew and I began my journey with Development Homes on 12/14/2015. I will be joining the DHI team as a Part Time, DSP within ISLA-E.
- I became interested in working with people that have intellectual and developmental disabilities because I would like to reduce stigma in community.
- My favorite part of working in this field is enjoying people.
- When I am not working, I like to hunt and play hockey.
- I think of myself as a helpful person.



## 1551

- My name is John and I began my journey with Development Homes on 12/14/15. I will be joining the DHI team as a Full Time, DPL within 2720.
- I became interested in working with people that have intellectual and developmental disabilities because I have come from a family of nurses and healthcare workers.
- My favorite part of working in this field is the residents.
- When I am not working, I like to read and relax.
- I think of myself as a jovial person.

# WELCOME



# Pinterest Projects of the Month Kristie Aarvig

## Crescent Pepperoni Roll-Ups – Super Bowl Appetizer



### Ingredients

1 can refrigerated reduced fat crescent rolls, 40 slices turkey pepperoni, 4 pieces of Weight Watchers mozzarella, string cheese, cut in half, garlic powder, pizza sauce.

### Instructions

Preheat oven to 375.

Unroll crescent rolls and separate into 8 triangles. Place 5 slices of turkey pepperoni on each crescent roll. Top pepperoni with string cheese half and roll up. Sprinkle crescent rolls with garlic powder. Place rolls on baking sheet and bake for 12-15 minutes, or until golden brown. Serve with a side of warm pizza sauce.

## Valentine's Day fruits



To prepare these fruits with messages, you will need the following supplies:

Apples, Bananas, Pears, Oranges, Black edible marker, Red edible marker

### Step 1:

Wash all your fruits and dry them properly with a small towel.

### Step 2:

Use a black edible marker to write your messages...

On the Orange, write: "Orange you glad we are together?"

On the pear, write: "We make a great pear"

On the bananas, write: "I am bananas for you"

On the apples, write: "You are the apple of my eyes"

### Step 3:

Use a red edible marker to draw little hearts around your messages.

And you are done!

I think these fruits would be something FUN

to add into your kids lunch boxes or even your hubby's lunch box.

## Shamrock Shake

Prep Time: 5 minutes

Ingredients (2-16 ounce shakes)

3 cups of vanilla ice cream

1 1/4 cups whole milk

1 teaspoon peppermint extract

5 drops of green food coloring  
sprinkles-optional

For the whipped cream:

1 cup of heavy cream

2 Tablespoons granulated sugar

Instructions

In a blender put the ice cream, milk, peppermint extract, and green food coloring.

Blend until smooth.

In a large bowl whip together the heavy cream and sugar until thick whipped cream forms.

Place shake mixture in a chilled mug, top with whipped cream and sprinkles.

Cook's Notes: For a low fat option use low fat milk and ice cream.

The shake will be a little thinner.

For an all-natural option leave out the food coloring.



# RECIPES

## Blueberry Cheesecake Poke Cake

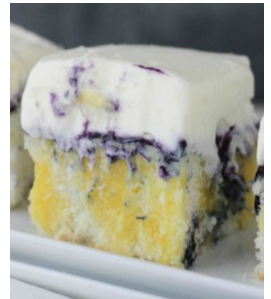
### Ingredients:

1 box White or vanilla cake mix  
Ingredients on the box (water, oil, eggs, etc)  
1 pkg Cheesecake (or vanilla) pudding (3.4 oz)  
1 ½ C Milk  
For the blueberry sauce  
12 oz Blueberries, rinsed

3 tbsp Sugar  
1 tbsp Flour  
1 tbsp Water

### For the whipped cream

1 pkg Cream cheese (8 oz) at room temperature  
1 pint Heavy whipping cream (16 oz)  
2 C Powdered sugar



### Instructions:

Preheat oven to 350°F.

Prepare cake according to the instructions and ingredients listed on the box. Beat on medium speed until well combined.

Bake cake in 9 inch by 13 inch pan for 20-22 minutes. Check for doneness by inserting a toothpick into the middle of the cake. If the toothpick comes out clean, your cake is done. Remove from oven and allow to cool for 10 minutes.

To prepare the blueberry sauce, start by rinsing the berries. In a medium-sized sauce pan, combine blueberries, sugar, flour and water; stir well. Cook over medium-high heat until mixture starts to bubble, stirring often. Turn down heat and let simmer to allow the blueberries to soften. Cook until sauce thickens; maybe 10-15 minutes. Stir often so the bottom does not burn. Allow to cool for 20 minutes, refrigerate if necessary.

While the cake is still warm, take the end of a wooden spoon or another round object and poke holes all over the top of your cake. Allow to cool for another 20 minutes.

Prepare the pudding filling by combining cheesecake pudding with milk and whisk until the pudding is dissolved. Pour pudding over top of cake, filling the holes. Refrigerate at least 10 minutes until the pudding is firm.

Pour blueberry sauce over top of the cake and refrigerate until cake and toppings are cooled.

Remove the cream cheese from the refrigerator 15-20 minutes before preparing the whipped topping. At the same time, put your mixing bowl and wire whisk in the freezer to help it get very cold. This is optional, but something I usually do.

Beat cream cheese on medium-high speed for 2-3 minutes until cream cheese is smooth and free of lumps. Scrape down the sides of the bowl occasionally.

Add 3 tablespoons of heavy whipping cream. Beat into cream cheese until cream cheese resembles a liquid mixture.

Add remaining heavy whipping cream and beat on medium-high speed. Slowly added remaining powdered sugar and beat until still peaks form. Spread over cooled cake. This cake must be refrigerated.

## Stuffed French Bread

### Ingredients

- 1 loaf french bread
- 1 pound lean ground beef
- 2 Tablespoons finely chopped onion
- 1/2 cup chopped celery
- 1 teaspoon minced garlic
- 1 can cream of mushroom soup
- 2 Tablespoons milk
- 2 teaspoons Worcestershire sauce
- salt and pepper, to taste
- 1 1/2 cups shredded cheddar cheese
- 1/2 Tablespoon chopped parsley (optional)



### Instructions

- Preheat oven to 350° F. Slice the french bread in half, lengthwise, so you have two equal pieces. Scoop out the bread in the center of each piece. Place bread in a large bowl and tear into small chunks. Set the two halves of french bread onto a large baking sheet. Set aside.

- Brown the ground beef and onion in a large skillet, over medium-high heat. Drain any grease. Add the celery and garlic to skillet. Cook a few minutes until celery is tender. Next, add soup, milk and Worcestershire sauce. Season with salt and pepper. Stir and cook mixture until heated; another 5 minutes or so.

- Add the beef mixture to the bread in the large bowl. Stir to combine. Pour mixture into the center of one half of the french bread. Spread out evenly. Top the mixture with the shredded cheese. Top with the other half of bread.

- Bake for 10 to 15 minutes, or until cheese is melted. Remove from oven and let stand 5 minutes before slicing and serving.





## Happy Holidays!!!

### Reach Out

Let's all use this season to reach out to a new co-worker! New employees are our future. Let's take the time and effort to make them feel welcome. Remember how it was when you started as a new employee?

### Payroll Voucher

Each of us will receive the printed December 30th payroll statement. It is very important that you review the statement!! Make sure your address is correct. This is the address your yearend tax information will be sent. Remember this information cannot be forwarded!

Also review your insurance deductions to make sure the deductions are what you expected. If there is an error let Human Resources or Payroll know, so corrections can be made. Catching changes earlier makes the corrections less complicated for you.

### Salaried Vacation and Sick Leave

Starting January 1, 2016, please be aware the policies have been amended to allow salaried employees to use 4 or 8 hours of vacation and sick leave. Please contact your Supervisor or Human Resources with any questions.

### Training

Training is an important part of Development Homes' employment and development. Keeping updated on your training ensures that you are prepared to serve our clients. It also paves your path for future DHI positions. Please contact your Supervisor or Brad Crotty, HR Manager, to check if your training status is current!

## Human Resources Office



*TJB*

"I'm here about the Branch Manager position." "I was pruning and trimming trees all weekend." "Certainly I am qualified now!"





## DHI Gaming Information Janelle Mitzel



Development Homes, Inc. sponsors 7 locations for live gaming in the Grand Forks area. Gaming is located at Rumors Bar & Grill, Joe Black's, Charlie Brown's, El Roco Nightclub, Kelly's Bar, Johnny's Lounge. Live gaming includes bingo, blackjack, pig wheels, and pulltabs.

### **DHI Bingo Giveaways Every Week!!!**

**Rumors – Tuesday - \$1000**

**Wednesday - \$1000**

**Thursday - \$100**

**Kelly's – Wednesday - \$400**

**Friday - \$150 & \$250**

**Charlie Brown's – Every Night - \$100 & \$300**

**Johnny's – Wednesday – \$400**

### **DHI Bingo Session Times:**

**Rumors – Monday - Friday – 12:15 PM**

**Monday - Saturday – 5:30 PM**

**Kelly's – Monday - Saturday - 6:30 PM**

**El Roco Lounge – Monday - Friday 5:30 PM**

**Charlie Brown's – 7 days a week – 7:45 PM**

**Saturday & Sunday 3 PM**

**Johnny's – 7 days a week – 4 pm & 7:30 pm**



For daily jackpot information call the Bingo Hotline at 335-4051.



# DHI Gaming Information Continued



Race On Into Rumors! Rumors gaming provides pari-mutuel horse betting and live racing broadcasts. Bet on your favorite ponies at Rumors!

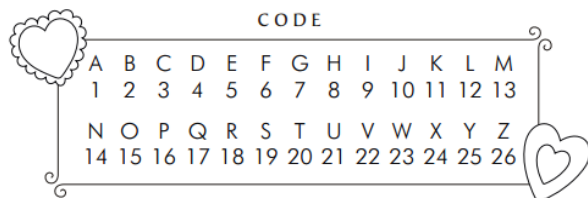
**QUICKSHOT BINGO** is now back!

DHI will be featuring fast-action electronic bingo at Rumors, Charlie Brown's, Kelly's Bar, El Roco Lounge, and Joe Black's. Quickshot Bingo – fast calling bingo action, along with electronic digital displays.

## Puzzles

### Valentine Jokes!

Decode each one for the answers to the jokes.



What did the frog say to his friend on Valentine's Day?

25 15 21 1 18 5  
20 15 1 4 1 12 12 25  
1 23 5 19 15 13 5

If you lived in the jungle, what would you say to your sweetheart?

9 13 23 9 12 4  
1 2 15 21 20 25 15 21

What did the stamp say to the envelope on Valentine's Day?

9 13 19 20 21 3 11  
15 14 25 15 21

What did the apple say to the banana?

25 15 21  
1 16 5 5 12  
20 15 13 5

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compliments of akeiascouncil.blogspot.com

1 history history history	2 R g rose e i n	3 MEREPEAT	4 read
5 Arrest You're	6 Me Meal Me a I Meal	7 more more more more	8 wonalicederland
9 me right	10 steffrankin	11 Chimadena	12 settle
13 millio1n	14 e r e r v i v i e r e r v i v i	15 land time	16 mini'lilbetheute
17 R R a a i i l l	18	19 ban ana	20 o_er_t_o_
21 e t a d	22 Meal A	23 issue issue issue issue issue issue issue issue issue issue	24 XQQQME
25 time time	26 FLUBADENCE	27 1 knows	28 BIG BIG ignore ignore
29 BIRD	30 chair	31 ICE <sup>3</sup>	32 lang4uage
33 VA DERS	34 9S2A5F4E1T8Y6	35 _____it	36 chawhowhorge
37 RIGHT RIGHT	38 tulips	39 \$0 all all all all	40 knee light light

# Puzzle Answer/ Save The Date

compliments of akelascountry.blogspot.com

1 history repeats itself	2 Ring around the rosie	3 Repeat after Me	4 Read between the lines
5 you're under arrest	6 Square Meal	7 Ready for more	8 Alice in Wonderland
9 Right Beside Me	10 Frankenstein	11 Made in China	12 Settle down
13 One in a Million	14 Four Wheel Drive	15 The Land Before Time	16 I'll be there in a minute
17 Rail Crossing	18 Microscope	19 Banana Split	20 painless operation
21 Update	22 Well Balanced Meal	23 Tennis Shoe (10 issue)	24 excuse me
25 Time after time or double time	26 Bad Influence	27 Won by a nose	28 Too big to ignore
29 Big Bird	30 High Chair	31 Ice Cube	32 foreign language
33 SPACE INVADERS	34 Safety in Numbers	35 Blanket	36 who's in charge
37 Equal Rights	38 Tiptoe thru the tulips	39 Free for (4) all	40 neon lights

## January

Fri. 15th & Fri. 29th

## February

Fri. 12th & Mon. 29th

## March

Tues. 15th & Thurs. 31st

Please also keep the payroll office/HR Department updated with any change of address that you may have throughout the year. All forms are available in the waiting room at the main office.

## New Arrivals



Emersyn Wagenaar

Born: July 21st, 2015

Parents: Case and Tess Wagenaar



Dylan Hosler

Born: July 22nd, 2015

Parents:

Amanda & Mike Hosler

## Thank You

Thank you to all who rang the bells for the Salvation Army or if you supported someone to ring the bells - we volunteered over 30 hours of bell ringing time - this holiday season! So THANK YOU again for being a part of our great community and this great cause!!

Happy Holidays!!

Barb Durgin



*Thank you to everyone for all the great  
articles & ideas!*