

October - December
2017



DEVELOPMENT
HOMES, INC.

Developing Times



CEO Corner Sandi Marshall

Celebrating Our Workforce!

We just finished honoring **Direct Support Professional recognition week Sept. 10-16th**, a fun week starting with a big thank-you ad in the GF Herald, and ending with a free drive-through lunch of freshly-grilled hamburgers and hotdogs, thanks to our Operations crew, with recognition gifts distributed as well. Thanks to all of our dedicated DSP's who provide such wonderful care and support to people we serve. You guys rock!

The annual DHI employee recognition event is coming up on **Thursday, Oct. 26th from noon to 2 pm.** This year it will be held at the Red Roof Inn just off of DeMers Avenue near downtown. Each year the event attracts more people, so we need to move to a bigger venue! Put it on your calendar, and don't forget to call in your RSVP and meal selection.

So far, we have a wonderful array of very deserving nominees for the Above and Beyond and Leland H. Lipp Leadership awards. Again we will also honor employees for years of service, and present a Social Capital award to an individual we serve who has been active in "giving back" to our community.

You will also want to save the date of **November 16th for our Healthfest** at DHI. This is a new event that will focus on employee wellness. There will be fun demonstrations and prizes, and will be going on all day at the DHI main office. We hope to have flu vaccine to give to staff at the same time.

Of course, there are countless other fun events going on in and around DHI over the next few months, including our art and music classes, Speakers Bureau, and the annual Homecoming Parade on October 7th, complete with a DHI float promoting respect as the new R word!

And I would be in remiss to not give a huge shout-out to our wonderful board of directors, who approved the longevity raises that went into effect retroactive to July 1. This was made possible by careful use of our resources, in spite of the fact that the state legislature has not raised our rates the last two years.

For all these reasons, we want to celebrate YOU, our amazing and awesome employees! Your impact on people's lives really makes the "DHI Difference"!

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Holiday's and Closures

- *Halloween 10/31/17*
- *Veteran's Day 11/11/17*
- *Thanksgiving Day 11/23/17 - Closed*
- *Thanksgiving 11/24/17- Closed (in lieu of Veteran's Day)*
- *12/23/2017 Office Closes at 3:00*
- *Christmas Eve 12/24/17-*
- *Direct Support/Dealers 3:00*
- *Christmas Day 12/25/17 - Direct Support Closed*
- *Christmas Day—Office Staff*
- *New Years Eve—Office Staff close at 3pm*
- *New Years Eve 12/31/17 - 3pm Direct Support*
- *New Years Day 1/1/18- Closed*



9 Tips for Fall Fitness Cindy Holweger



Fall is a great time to start a fitness program. With the change of seasons comes a renewed time to rethink and restart.

Think of September as “the new year”!

1. **Take advantage of the Fall weather.** The crisp air, apple picking, pumpkin carving, and a gorgeous canopy of all foliage with the crunch of leaves underfoot. Walking, hiking and cycling are all awesome activities to do in the fall. Discover park trails and the greenway—walk, bike, or in-line skate. Event kayaking can be a great activity!
2. **Think outside the box.** Did you always want to learn to tap dance? Attempt to box? Master the jump rope? New fall classes at health clubs start in the Fall and typically offer interesting and exciting new ways to work out.
3. **Be an active TV watcher.** Yes, the new fall TV season is here and you don’t want to miss the new shows! So, make a date with exercise and TV. Walk or run in place, do standing lunges, triceps dips off the couch, or lift weights. During commercials, do push-ups or sit-ups. In a half hour, you could come close to 20 minutes of exercise!
4. **Integrate exercise into your life.** Park farther away, take the stairs, and take a walk during lunch. If you go to your kid’s soccer game, walk around rather than sit.
5. **Rejuvenate yourself.** Get a massage after your run. Learn to meditate. Take an art class. Treat yourself not just with exercise, but other activities that promote wellness.
6. **Remember the 3 day rule.** It takes about four weeks for the body to adapt to lifestyle changes which is why people who give up on their fitness programs tend to so do so within the first month. Try to stick with a program for a month – it will be much easier to stick with it after that.
7. **Strive for the 3 C’s.** Following these should lead you to a successful fitness program.
 - Commitment:* Yes, we are all busy...that’s just part of life! Plan your exercise like everything else and put it on your calendar.
 - Convenience:* Chose a health club that’s close, or an activity you can do at home, or a time when you are not likely to be interrupted.
 - Consistency:* Even if you work out for 10 minutes rather than an hour, it’s all good!
8. **Dress in layers.** If you exercise outdoors, layer your clothing it is recommended and includes clothing with wicking (DriFit) because it wicks moisture away from your skin. Wear 3 layers: the inner layer should be the wicking fabric, the second a warmth layer, and the third layer a protective layer e.g. a windbreaker or rain slicker). Also wear UV protective sunglasses.
9. **Find your motivation.** People are motivated by different things. Discover your individual goals—whether it is losing weight, strengthening and toning, or preparing for a race. However, goals are not enough—you have to be motivated by the day-to-day workouts, so choose something you will enjoy doing and you will be more likely to keep up!

Sources: Justin Price, Christ Freytag, and Todd Durkin; fitness experts, fitness business owners, and authors/publishers.

Road to Becoming Self Sufficient Remie Cowan



Daniel has been employed by UND Dining Services since November 2013; he will be celebrating his 4 year anniversary this coming November! For the past several years, he has also held a temporary dishwashing position with Valley Dairy during his summer breaks from UND since May 2014.

Daniel is very reliable and always offers to help when he is not busy. Daniel has a great work ethic. He stated that he is happy that he has a job, and he enjoys working at UND during the school year and Valley Dairy during summer break. He gets along very well with all of his coworkers.

Besides work, Daniel has a very important hobby, he writes fan fiction stories. The titles of his classic stories are; “My Neighbor Moana” and “Pirates of the Caribbean and the Revenge of Salazar”.

Daniel also enjoys hanging out with his friend Seth and going to movies. He also enjoys attending UND hockey and football games. Daniel also loves to visit different stores at Columbia Mall and other surrounding stores in Grand Forks and Fargo.



Save The Date

October

Fri. 13th & Tues. 31st

November

Wed. 15th & Thurs. 30th

December

Fri. 15th & Fri. 29th

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.

Reminder Flu Shots:
DHI will be giving flu shots to employees on November 16th
At our first Healthfest!



Save The Date.....

Health & Wellness Fair



Thursday, November 16th 1-5 PM

Development Homes, Inc. Main Office

- Flu Shot Clinic
- Chair Massages
- Reflexology
- Natural Oils
- Health Screenings
- Bremer 401K Financial Wellness
- Health & Wellness Information

● And several great Prizes to win!!



UND HOMECOMING PARADE

OCTOBER 7TH @10AM

BUDDY WALK
OCTOBER 14TH
9:00—1:00 PM
ALERUS CENTER

TRUNK OR TREAT
LINCOLN DRIVE PARK
SUNDAY, OCTOBER 29TH
1:00 — 3:00 PM

First Presbyterian Church Quilt Raffle—\$1.00 per raffle ticket or \$10.00 per raffle book. Funds will go towards Apple Fest; date to follow. For more information SComm Ryan Graham.



Don't forget to follow us on Facebook to stay up to date with all the happenings at DHI @dhigfnd

#DHIDIFFERENCE



Human Resources

Monica Fallon

Open Enrollment is just around the corner. This year we will have various representatives here to educate employees on the many benefits that we offer. We will announce dates and times through SComm in Therap so keep an eye out for these important announcements. It's important that you attend one of these meetings so you can learn more about the benefits that Development Homes offers and make a more educated decision on what options work best for you.

Benefits are very important! You have until November 30, 2017 to contact the Human Resources Department to make changes to your current benefits, cancel any unwanted benefits or add any additional benefits. Failure to contact Human Resources by November 30, 2017 will result in the continuation of your current benefits unchanged, with the exception of the 2018 flex spending accounts through Discovery Benefits. Failure to re-enroll in your Flex Spending Account(s) will mean your current account(s) automatically end December 31, 2017.

These Open Enrollment conditions also apply to Aflac policyholders. Please understand in order to cancel or sign up for Aflac benefits you must meet with an AFLAC representative before November 30, 2017. The Human Resources Department can provide phone numbers and contact information.

If you have elected to waive the health insurance for the 2018 plan year you are required to complete a waiver **and** provide proof of current health insurance by January 1st, 2018. If you waived coverage this year, failure to complete a new waiver **and** provide proof of current insurance by January 1st, 2018 will result in the loss of the \$1 in lieu of health insurance benefit.

Do not miss this Open Enrollment opportunity! If you have any questions please contact Mark Indvik, Senior Human Resources Generalist or myself.

Thank you,

Monica Fallon, Human Resources Director



New Employees That Have Joined the DHI Team

Rebekah Martin	Denise Enger	Megan Wark	Sydney Buckle	Bailey Goolsbey	Elizabeth Nelson
Ashley Sutton	Katherine Myhre	Miranda Lee	Danielle Szklarski	Javier Diaz	Sonia Dickmu
Alexa Hiebert	Abigail Thomas	Brandon Adams	Kimberly Dewitz	Daniel Mantilla	Brittney Deitz
Jordan Stevens	Nichole Arn	Jameera Clyde	John Achu	Nathaniel Donarski	Brady Wold-Heyen
Philip Lyrek	Drake Strong	Theo Solseng	Kristin Anderson	Abdi Ali	Kaitlynn Rueb
Charles Miller	Zachary Klokstad	Anna Kelley	Stanley Ndimuong	Pricilia Gingir	Pascal Nde
Khristina Liberty	Mohamed Swaray	Dustin Johnson	Abednego Kanafei	Monica Mokwe	Davidetta David
Alex Nukwu	Catherine Tisi				Yves Mensah

Employee Anniversaries

<u>October Anniversaries</u>	<u>-</u>	<u>Years</u>	<u>November Anniversaries</u>	<u>-</u>	<u>Years</u>	<u>December Anniversaries</u>	<u>-</u>	<u>Years</u>
Casey Adams		1	Kessie Lowery		1	Casey Johnson		1
Nasra Ahmed		1	Carly Jackson		1	Thomas Mah Jr.		1
Marissa Mann		1	Melissa Scheel		1	Amanda Sherer		1
Elisabeth Melde		1	Arinola Wuraola		1	Maxine Garza		1
Christian Sudue		1	Jessica Kamrowski		1	Michael Johnson		1
Lawrence Ngong		1	Blama Kollie		1	Derrick Ssegawa		1
Pema Tamang		1	Samantha Daul		1	Jordan Stormo		1
Eric Davis		1	Genarro Montano		1	Johnathan Fox		2
Francis Basting		1	Mona Snell		1	Samantha Barfield		2
Amanda Weston		2	Trista Bjerk		1	Briana Myrvik		2
Liana Hansen		2	Alexis Tatum		2	Timothy Etonde		3
Meghan Gillespie		2	Gbanna Cooper		2	Elvis Mofo		3
Whitney Everett		2	Amil Mocker		2	Brenden Ngoran		3
Amelia Indvik		3	Amber Ott		2	Kelsey Conway		3
Sheina Dorch		3	Ryan Schultz		2	Dawit Chanaka		4
Emmanuel Jinor		3	Travis Dolan		2	Paulina Dankwah		5
Watamusa Kamara		3	Aisha Mohamed		3	Russell Myers		6
Trisha Miller		3	Nancy Myers		3	Domini Jallah		6
Emmanuel Kollie		3	Suad Siraji		4	Brenda Jorgenson		7
Mark Indvik		4	Kelsey Dornheim		4	Matt Waller		8
Kelsey Franks		4	Joshua Keckler		5	Victoria Schneck		8
Jordyn Lewis		5	Sarah Matson		5	Case Wagenaar		11
Thomas Mah		5	Mariam Kamara		7	Susan McMenamy		13
Chris Oen		7	Kristi Ness		8	Neal Rodningen		22
Amanda Hosler		7	April Koether		9	Kathryn Allery		26
Katie Hess		8	Julie Vold		10	Carol Grochowski		31
Danny Holwerda		8	Gordon Johnson		18			
Susan Weber		9	Rod Lundeed		22			
Sharon Soeby		10	Joyce Schroder		23			
John Wierwille		10	Michael Shogren		28			
Mark Heikotter		12						
Carmen Tupa		12						
Kristie Schurman		14						
Susan Lunski		16						
Elaine Fritz		23						
David Skavlem		29						
Nancy Ulrich Crotty		30						
Mark Potratz		32						

The Aktion Club engaged in activities to give back to their communities and to become more informed consumers. In August guest speaker, Corporal Robbins of the Grand Forks Police Department, spoke to the members about internet safety. He explained some of the dangers that are awaiting unsuspecting internet users such as people obtaining your personal information and using it to hurt you financially. He also explained how they could say they want to be your friend but use your personal information to hurt you physically or embarrass you.



In September our guest speaker was Tara Bultema, from Maple Family Dental, in Horace, ND, who teaches area children about hygiene and good dental health.

Through visual aids and a lively presentation she demonstrated proper brushing and flossing techniques. She also informed the members as to which foods are good to eat and which ones are harmful to your teeth.

When the demonstration was completed the Aktion club members completed a community service project by bagging toothbrushes to be given to children.



October:



Outdoor Porch and Garage Lights

Buy a pumpkin trick-or-treat pail for \$1.00, cut down the back, than cut out the bottom and wrap around your outside light! You can also cut off the handle. Cheap, fast, and easy!



November:

Gourd Votives

You can carve them with the pumpkin tools or break out the power tools; either way, They're a festive break from simple glass holders.



December:



DIY GIANT ORNAMENT

MATERIALS
 *Large Plastic Ball, \$3
 *Pint Size Deli Container, \$1
 *Coat Hanger Or Bailing Wire
 *Waterproof Silicone Glue, \$5
 *Spray Paint, \$5
 *Garden Hook, \$6
 *Art Knife
 DIY Cost: \$20





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, The Hub, Charlie Brown's, El Roco Nightclub, Kelly's Bar and Johnny's Lounge. Live gaming includes bingo, quickshot bingo, blackjack, pig wheels, pulltabs and simulcast horse racing.

DHI Bingo Giveaways Every Week!!!

Rumors – Tuesday - \$1000

Wednesday - \$1000

Thursday - \$1000

Kelly's – Wednesday - \$400

Friday - \$150 & \$250

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

Saturday Afternoon \$500

Johnny's – Wednesday – \$400

DHI Bingo Session Times:

Rumors – Monday through Friday – 12:15 PM

Monday through Saturday – 5:30 PM

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

El Roco Lounge – Monday through 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

**Stop by Johnny's Lounge and check out the new bingo system!
DHI is featuring a newly designed virtual flashboard and electronically displayed bingo ball, designated for the North Dakota bar bingo market.**

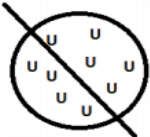


Race On Into Rumors! Rumors gaming provides the only pari-mutuel horse betting and live racing broadcasts in Grand Forks. Stop in and bet on your favorite ponies!

QUICKSHOT BINGO - DHI is featuring fast-action electronic bingo at Rumors, Charlie Brown's, Kelly's Bar, El Roco Lounge and Johnny's Lounge! Quickshot Bingo – fast calling bingo action, featuring electronic digital displays.

Puzzles

Wackie Wordies #83

	1	2	3
A	<p>1ST</p> <p>MOST MOST MOST MOST</p>		<p>G N I P E E K</p> <p>TOM, DOW, BOBBY, K.C., CHIPPER</p>
B	<p>➔ SECRET SECRET SECRET SECRET SECRET SECRET</p>	<p><u>H₂O</u> HOOVER</p>	<p>MY ROPE I</p>
C	<p>K C I YOUR SLEEVE T</p>	<p>COUSKISSINS</p>	<p>B STUDY C K L E</p>
D	<p>DECK DECK DECK DECK DECK DECK</p>	<p>SCtheOOP</p>	<p>HARDLY TIME BREATHE BREATHE</p>

	2	8	9					7
6	7	5	2		1			
	1					6		5
8	3	6			4			
7		1	8		2	5		4
			7			1	3	8
4		3					5	
			4		3	8	9	1
1					8	2	4	

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RECIPES



Slow Cooker Candied Almonds are to die for! I have always loved almonds made this way and was thrilled to find I can make them in the Slow Cooker! They make a nice (and low-cost) gift around the holidays as well.

- 1 1/2 c. Sugar
- 1 1/2 c. Brown Sugar (packed)
- 3 T. Cinnamon
- 1/8 tsp. Salt
- 1 Egg White
- 2 tsp. vanilla
- 3 c. Almonds (whole) or Nuts of your choice
- 1/4 c. Water

1. Combine brown & white sugars, cinnamon and salt in a medium sized bowl and set aside.
2. In a separate bowl, whisk the egg whites and vanilla until frothy.
3. Toss the almonds in the egg white mixture and stir to coat well.
4. Add the cinnamon-sugar mixture to the almonds and mix until almonds are coated.
5. Use a slow cooker liner or use non-stick spray to coat the crock well.
6. Place coated almonds in the slow cooker and crock on LOW for 3 hours. Stir every 20 minutes (this is important!)
7. When 3 hours crocking time is done add 1/4 c. of water and stir well.
8. Cover. Crock on Low 1 more hour (continuing to stir every 20 minutes)

When finished crocking, place individual almonds on a sheet of parchment paper to cool. Enjoy when cooled!



This crockpot lasagna casserole is cheesy and packed with all the flavors of traditional lasagna but easier to make! Great slow cooker dinner casserole.

- 1 onion
- 1 lb ground beef (could use sausage instead)
- 12 oz shell noodles (or bow tie noodles)
- 28 oz spaghetti sauce (32 oz if you want it soupier and more like goulash)
- 1 can diced tomatoes
- 3 tbsp taco seasoning
- 1 1/2 c mozzarella cheese
- 3/4 c ricotta cheese (optional)

Brown ground beef and diced onion in a pan, then add to your crockpot.

Pour can of spaghetti sauce and can of diced tomatoes on top of meat. Sprinkle taco seasoning on top, stir well.

Set crockpot to high and cook for 3 hours, or low and cook for 5-6 hours.

Lift lid when done cooking and add your uncooked noodles and 1 cup of cheese, (and ricotta if you choose to add it) stir well.

Sprinkle other 1/2 c. of cheese on top and put lid back on.

Set to high for 30 minutes.

Serve!

Puzzle Answers

A1: First and Foremost

A2: It'S No Use

A3: Keeping Up with the Joneses

B1: Top Secret

B2: Water over the Dam

B3: I am At the End of My Rope

C1: Trick Up Your Sleeve

C2: Kissing Cousins

C3: Buckle Down and Study

D1: Stack the Deck

D2: The Inside Scoop

D3: Hardly Have Time to Breathe

Sudoku #1

3	2	8	9	6	5	4	1	7
6	7	5	2	4	1	3	8	9
9	1	4	3	8	7	6	2	5
8	3	6	5	1	4	9	7	2
7	9	1	8	3	2	5	6	4
5	4	2	7	9	6	1	3	8
4	8	3	1	2	9	7	5	6
2	6	7	4	5	3	8	9	1
1	5	9	6	7	8	2	4	3



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