

July - September
2014



Developing Times



CEO Corner *Sandi Marshall*



Did you know that DHI is the area's 11th largest employer? With over 450 employees, we are a definite presence in Grand Forks! This number includes all of our full-time, part-time, contract, and casual employees. We compete with the biggest employers in town, and have a huge economic impact on our community!

Of course the largest percentage of you are providing direct services to people, fulfilling our mission of enabling people to maximize their full potential and realize their personal dreams as they live and work in the community. Over 335 of our employees work directly in program delivery, and 16 people support program operations through administration.

DHI creates job opportunities for people we support too. Forty individuals work and earn at least minimum wage on contracts DHI has with various community businesses.

There are also a significant number of people working in our charitable gaming operations, around 64. Did you know that we now have 5 gaming sites in Grand Forks and 3 out of town? DHI opened gaming operations in Williston last year, and is about to open a site at Alexander (between Williston and Watford City), to add to our long-standing site in Walhalla.

At DHI, our employees are highly valued as our biggest asset. We are very proud of the professionalism of our employees. At a variety of events coming up, you will have the opportunity to join us in celebrating your contributions to 40 years of services in the Grand Forks area. Put the July 17 golf tournament and the August 14 employee picnic on your calendars, along with DSP recognition week Sept.8-12, our 40th Anniversary celebration on Sept. 11, and the annual employee recognition event on Oct. 16th. Stay tuned for more details!

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Holiday's and Closures

- 07/04/14 - Independence Day
- 09/01/14 - Labor Day
- 09/23/14 - Autumn Begins



Pammy's Pet Parade Pam Van Hulle

Pet Foods

I would like to share with all the readers what is going on in the pet food industry.

This is a huge business and pet food companies are getting very rich. We have all seen the cute, eye catching ads for dog foods but beware:

From a document on the FDA website, there is a confirmation that meat from dead, dying, diseased or disabled animals are being used in pet food this is the 4-D, and no pet food consumer is being told which pet food's use 4-D meats.

It appears there was a law in place but now is not being implicated by the government. There are loop holes to federal law allowing pet food industry to use these 4-D meats.

So with that being said there are pet food companies that do participate in a program called, "Pet Food Recall First Alert Program". It works by the company promptly notifying customers when and if a problem is discovered with a pet food they made. Customers can register at their pet food company's website.

To find out about a brand of pet food you would like to feed your dog or cat, please check out their trusted sites, they will be very candid in letting you know from five stars to one star about your food of choice from nutrient content, ingredients, special alerts and websites to join along with what dog foods are recalled lately,

- 1) Dog food advisor
- 2) Dog food chat
- 3) Consumer Search

and many more, just go to 2014 Dog Food Reviews, you also do this with cat food's.

TODAY THE VILIIAN IS SILENCE pet food recalls are killing our pet.
THIS HAS TO STOP!!



Pinterest Projects of the Month Kristie Aarvig

DIY PVC Pipe Backyard Water Park



For around \$30 you are able to create this water tunnel that will keep you cool throughout the summer

What you need:

100' of 1/2" Schedule 40 PVC Pipe
1- Brass 3/4 female N.P.T. by female hose bib adapter
10- 1/2" PVC 90's
Clear PVC Glue
Teflon Tape
Drill with 5/16" drill bit

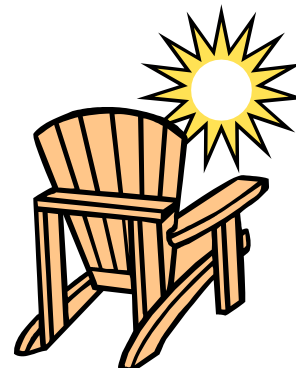
1- 1/2" solvent by 3/4" male PVC adapter
7- 1/2" PVC Tee's
2- 1/2" PVC 4 Way Tee's
PVC Pipe Cutters
Tape Measure

The 100' of pipe may be a little more or less than you need depending on how high, long, and wide you choose to make the sprinkler. It's always a good idea to buy a few more of each fitting for mistakes and any changes you may want to make.



Ice Cube Tray as Sunburn Soother

Freeze cubes of aloe Vera for instant sunburn relief when you forget the SPF.



Payroll Reminder

July
Tues. 15th & Thurs. 31st

August
Fri. 15th & Fri. 29th

September
Mon. 15th & Tues. 30th



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.

Save the Date



Interagency Picnic
August 18th
4:30p-7:30p at
Lincoln Park

40th Anniversary Open House
September 11th
4p-7p at Main Office



Monthly Birthday Winners

April Winner:
Stephany Hauschultz



May Winner:
Angie Litzinger



June Winner:
Jennifer Wavra

Have Fun This Summer..... and Be Safe

Take the quiz and see how knowledgeable you are in regards to summer safety issues.

Answers on page 10.

- 1. How soon before you leave the house should you apply sunscreen?**
 - a) Right before
 - b) 15 minutes
 - c) 30 minutes
 - d) I don't need sunscreen if it is a cloudy day.
- 2. Which of the following are signs of heat stroke (a dangerously high body temperature)?**
 - a) Fainting.
 - b) Inability to sweat.
 - c) Rapid heartbeat and respiration rate.
 - d) All of the above.
- 3. Which of the following actions should you take if someone is affected by heat stroke?**
 - a) Call 911.
 - b) Get the person out of the sun into a shady area or an air conditioned room inside.
 - c) Dump ice water on the person to bring his or her temperature down quickly.
 - d) A and B.
- 4. Which occupants of a boat should be wearing approved Personal Floatation Device (PFD)?**
 - a) Non-swimmers.
 - b) Children under six years of age.
 - c) Children and teens.
 - d) Everyone on the boat.
- 5. Which one of the following is an effective way to treat a poison ivy rash?**
 - a) Calamine lotion.
 - b) Soap and water.
 - c) Eating ice cream.
 - d) Moisturizing lotion.
- 6. What can you do to avoid being bitten by mosquitoes?**
 - a) Cover up by wearing long-sleeved clothing and long pants in mosquito infested areas.
 - b) Stay out of swamps and wooded areas at dawn and dusk.
 - c) Apply an insect repellant containing DEET to exposed skin.
 - d) All of the above.
- 7. Which piece of safety equipment should you have close by when operating a fire pit?**
 - a) Ingredients for 'Smores.
 - b) Fire extinguisher.
 - c) A shirt you can use to wave at the flames if the fire is threatening to get out of control.
 - d) A stack of newspapers to smother the fire.



New Employees That Have Joined the DHI Team



April

Maryam Ali-Aisa
Morgan Brummond
Deneka Lecy
Jacob Ladouceur
Ashton Carda
Justine Green
Larone Johnson
Jazmin Scott
Darcy Solem
Garret Thorlakson
Sheikhmohamed Abdulqadir
Sullivan Ade

Sullivan Ade
Alexandra Johnson
OM Pokhrel
Ashley Roesler
Courtney Rowan
Cassidy Aker
Brent Beiswenger
Ashley Price
Logan Anderson
Alexandra Flynn
Mary Thorn

May

Kal Datz
Nicole Gibson
Andrew Huus
Brenda Johnson
Sabrina Stump
Andrea Wiener
Shamsa Issack
Marlon Mengot
Denise Arneson Kvasager
Kelsie Grenier
Earl Hilliard
Brittany Kostrzewski

Morgan McElligott
Shirin Nour
June
Matthew Ashpole
Charles Burke
Sam Gravseth
Shadia Jeylani
Brook McQueen
Shea Burr
Darena Daignault
William Feltus
Madison Gerszewski

Warda Mohamed
Sandrine Ndetah
Erin O'Toole
Abby Papenfuss

Employee Anniversaries

<u>July Anniversaries</u>	<u>-</u>	<u>Years</u>	<u>August Anniversaries</u>	<u>-</u>	<u>Years</u>	<u>September Anniversaries</u>	<u>-</u>	<u>Years</u>
Lauren McIntyre		1	Nicholine Anagho		2	Scott Anderson		13
Kristen Boushee		7	Ruby Bimpolo-Ndzoumba		3	Anthony Bateson		3
Terrie Clemetson		19	Justine Deschene		3	Fereshteh Biglari		18
Brad Crotty		29	Betty Truemer		1	Angela Borini		10
Jordan Diseth		3	Carol Kallias		3	Jason Bushee		3
Barbara Durgin		27	Kelsey Gerszewski		1	John Capp		3
Dominga Fernandez		20	Melissa Lima		2	Sheli A Devier		3
Lisa Finke		3	Sandra Marshall		8	Elizabeth Deem		1
Cynthia Fladland-Fleur		24	Megan McDonald		2	Rachel Goss		5
Derek Schmidt		1	Yolanda Jalan		1	Pam Heyd		9
Rachael Hartje		3	Kelly Mahoney		1	Jennifer Johnson		2
Cynthia K Holweger		33	Paulette Olson		4	Verna Karlson		4
John Holweger		11	Danielle Pierson		4	Patrick Kenneh		3
Amanda M Ike		5	Samuel V Pupino III		12	Stephanie Jacobson		1
Patricia Lougee		3	Marjorie Sobolik		9	Matt Meuwissen		10
Molly K McClellan		4	Nicholas Storm		7	Sharrie Nelson		16
Dieudonne Tabakam		3	Shellie Vingelen		8	Vanessa Ngam		2
Christina Norton		2	Nathan Wald		1	Rita Ozbun		8
Tiahna Simmers		2	Jennifer Wavra		3	Tori Pearson		3
Larry L Walstad		19	Fahmo Jelle		1	Isaac Perala		5
Barry Walton		9	Jason Spitzer		9	Alicia Perkerewicz		3
						Megan Jahraus		1
						Naomi Saville		11
						Betsy Spartz		4
						Amelia Indvik		1



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Honey-Bacon Barbeque Sauce

Yields: about 3 1/2 cups

- 1/2 lb. bacon, chopped
- 1 medium onion, diced
- 1 clove garlic, minced
- 1 can (14 1/2 ounces) ready-to-use chicken broth
- 1 bottle (12 ounces) chili sauce
- 1 C. honey
- 2 Tbsp. lemon juice
- 1 tsp. hot-pepper sauce
- 1 tsp. salt
- 1/2 tsp. black pepper

Submitted by Julie Vold



In a large pot, cook the bacon for 5 to 6 minutes over medium-high heat, or until lightly browned, stirring occasionally. Add the onion and garlic, and cook for 2 to 3 minutes, or until the onion is tender, stirring constantly. Add the remaining ingredients and bring to a boil. Reduce the heat to medium-low and cook for 40-45 minutes, or until the sauce thickens, stirring occasionally. Serve warm.

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Cheesy Taco Lasagna

Serves: 6-8

- 1 pkg (12 oz) egg noodles
- 1 lb extra lean ground beef
- 1 packet taco seasoning
- 4 oz. 1/3 less fat cream cheese
- 1/4 C. 2% plain Greek Yogurt*
- 3 C. mild salsa, separated
- 2 C. cheddar cheese, shredded and separated
- 1 (16oz) container mild taco sauce, separated



Bring a large pot of water to boil. Add in egg noodles and follow package directions to cook the noodles al dente. (Almost done, but not quite) In a large saucepan over medium-high heat, cook the ground beef all the way through. Drain any fat and then add in the taco seasoning packet, cream-cheese, and Greek yogurt. Cook on low heat until all the ingredients are incorporated. In a 9x13 casserole dish, combine half of the ground beef mixture with 2 cups of salsa and spread on the bottom of the dish. Layer half of the cooked noodles on top, 1 cup of mild taco sauce, and one cup of cheese. Add 1 cup of salsa to the remaining ground beef mixture and layer that on top of the cheese. Add the remaining pasta noodles, the rest of the taco sauce (about 3/4 cup) and 1 more cup of cheese. Cover with foil and refrigerate if you are making the dinner for another time. Otherwise cook at 350° F for about 25-30 minutes (covered with foil) or until cheese is melted.

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Rhubarb Squares

- | | |
|-------------------------|--------------------------------|
| 3 C. flour | Filling: |
| 1/2 tsp. salt | 2 1/2 C. rhubarb, sliced small |
| 3/4 c. brown sugar | 1/2 C. water |
| 1 1/2 C. butter | 1/2 C. sugar |
| 1 C. quick cooking oats | Dash salt |
| 1 tsp. cinnamon | |
| 1/2 C. brown sugar | |

Combine first 4 ingredients for crust. Reserve 1/3 mixture. Spread remaining 2/3 in 9x13 inch pan. Press down. Mix filling ingredients in saucepan and simmer for 20 min., or until soft. Pour into blender and puree. Pour over crust. Combine oatmeal, cinnamon and brown sugar with remaining crust mixture and sprinkle over fruit. Bake at 400° F for 25 minutes or until bubbling. Cool and cut into bars. Great served warm with ice cream.



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PUZZLES



BEACH WORD SEARCH

DRNEAMESMLSBTBE
RRTAHBAELSUUIUN
SSACCIUERERKUEE
NEXULIHCLZFISBG
LBSBGSLTSSBNGSH
BAOSAESEAIIOINCI
MACEAAFNPAJZIKY
TJSICLDIWGRCHLG
LNWDPAQVLDQZTAV
XLNTLOWNPVPRAWN
GAUSXIRWUHVXBDT
SKLGFMLTXSHEVRM
NOITACAVWAVESAN
PCDNSEBTPYXWSOJ
QBDCGRSZWLBDRBL

Bathing Suit
Bikini
Boardwalk
Lifeguard

Pelican
Sailboat
Sandals
Sand Castle

Scuba
Seagull
Seashell
Sunglasses

Surfboard
Tropical
Vacation
Waves

Summer Sudoku

Fill in the grid with numbers 1 to 9 making sure no number is repeated in every row, every column and within each mini grid.

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



Two Thumbs Up Seth Christianson

Million Dollar Arm



Comments: This movie is really good. My favorite part is their 2nd tryout.

Blended



Comments: This movie is HILARIOUS and it's SO GOOD! The perfect movie for all kinds of families, but especially blended ones.

5th Annual Golf Classic Michelle Rydz



5th Annual

Golf Classic-4 Person Scramble

Proceeds of this year's tournament go towards an Autism Sensory room-providing a calming and interactive experience for persons with Autism.

Thursday, July 17th at 11:00 am
at the Grand Forks Country Club

Please help us make this event our best ever by golfing, recruiting golfers or volunteering for more information or a brochure please see Michelle in the Development Office or call 335-4089





...Better Ask HR Shannon Ehlers



Below is a listing of all the different services The Village has to offer.



The Village Business Institute

a division of The Village Family Service Center

Listed below is a sampling of services available to you through The Village Business Institute's EAP. If you have questions, please call.

RELATIONSHIP ISSUES

- Marriage/couple conflicts
- Parent/child conflicts
- Single parent challenges
- Coping with older parents
- Children's issues
- Two-career families
- Co-dependency/unhealthy relationship issues

EMOTIONAL HEALTH

- Personal adjustment problems
- Emotional problems
- Depression
- Suicide issues
- Guilt, shame and self-esteem issues
- Eating disorders

DRUG AND ALCOHOL ISSUES

- Kids and alcohol/drugs
- Prevention education
- Assessment/evaluation
- Post-treatment counseling
- Intensive family education

WORKPLACE ISSUES

- Job-related conflict
- Coping with change
- Job stress coping skills
- Sexual harassment
- Dealing with difficult co-workers
- Surviving in your corporate culture

FINANCIAL AND LEGAL COUNSELING

- Assessment of legal problems
- Budget counseling and education
- Compulsive spending/gambling
- Retirement planning
- Money management education
- Information on using credit wisely
- Debt management
- Housing counseling
- Bankruptcy counseling



The Village Business Institute

The Village Employee Assistance Program
1 (800) 627-8220

Confidential and comprehensive counseling services for employees and managers provided nationwide.

When you call, please identify the company you are with and say that you are accessing The Village Employee Assistance Program.

www.VillageEAP.com

VBI is a division of The Village Family Service Center



Company Picnic

3rd ANNUAL SUMMER PICNIC EVENT

FOR: DHI staff and your family members

WHEN: Thursday, August 14th from 3PM to 6PM

WHERE: Lincoln Park - Shelter 3

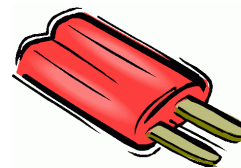
Come Out and enjoy Food, Fun and Games!





DHI Gaming Information

Janelle Mitzel



Development Homes, Inc. sponsors 5 locations for live gaming in the Grand Forks area. Gaming is located at Rumors Bar & Grill, Joe Black's, Charlie Brown's, El Roco Lounge and Kelly's Bar. Live gaming includes bingo, electronic bingo, blackjack, pig wheels, and pulltabs.

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

El Roco

Every Night—\$100

DHI Bingo Session Times:

Rumors

Monday-Friday @12:15 PM

Monday-Saturday @5:30 PM

Kelly's

Monday-Saturday @6:30 PM

Charlie Brown's

7 days a week @7:45 PM

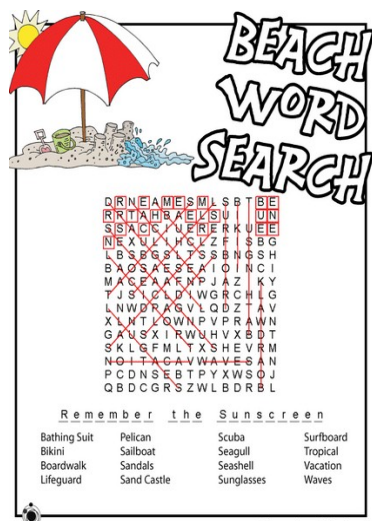
Saturday & Sunday @3 PM

El Roco

Monday—Friday @ 5:30 PM

Progressive Bingo at each site

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



Answers



Answers: Cindy's Safety Quiz

1.c; 2.d; 3.d; 4.d; 5.a; 6.d; 7.b

Summer Sudoku

Fill in the grid with numbers 1 to 9 making sure no number is repeated in every row, every column and within each mini grid.

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



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