

July - September
2015



Developing Times



CEO Corner *Sandi Marshall*



Let the Summer Begin!

Recently, someone bemoaned that with the 4th of July upon us, summer is on the downhill side. I reject that sentiment! Actually, summer just began officially on June 21st, with the longest day of the year. So, I for one am looking forward to a full 3 months of summer weather and fun outdoors!

To kick off the summer, the Interagency Picnic was held on June 25th, with fabulous weather, great food, amazing dance moves, and everyone having a blast on a wonderful, hot day. There are lots of fun events around town over the 4th of July weekend, and the official DHI holiday on July 3rd. Coming up next are two great events in July, sponsored by DHI.

On Wednesday, July 8, we will be having our annual staff picnic, with a different twist this year. The picnic will be held at the DHI corporate office from 11am to 1pm. Burgers and brats will be served, along with potato and macaroni salads. It will also be a potluck, so bring something to share as well.

Then, on July 16th we are having our 6th annual Innes/DHI Golf Tournament at the Country Club. This is a fund-raiser for DHI, with the proceeds to go for a planned addition and sensory room for our children's home at 2585 S. 19th St. Last year the proceeds went to outfit a sensory room at Columbia Place, which is now completed and beautiful!

Watch for other events as the summer unfolds, have fun, and don't forget the sun-screen!

HR Department Updates

It is my pleasure to announce that a new Human Resources Director has been selected. Tom Bonau, from Fargo, will begin on July 29th in his new role at DHI. Tom comes with 22 years of HR experience and will be a great leader for this department.

In the interim, Mark and Brad are stepping up to make sure that your needs are attended to with employee recruitment and training, plus some additional duties. I am helping out as well, with the FMLA processing, and as back-up with the background and drug test results. I also can be contacted regarding disciplinary actions, shared sick leave requests, and allegations of discrimination. Cindy Holweger is the person to contact in the event of employee incident reporting involving potential workers' comp concerns. And any benefit enrollment issues are being addressed by our AFLAC consultants who are managing our benefit package.

Please bear with us as we balance these duties, and help us welcome Tom at the end of July!

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Holiday's and Closures

- **07/03/15- Independence Day**
(Office Staff)
- **07/04/15 - Independence Day**
- **09/07/15 - Labor Day**
- **09/23/15 - Autumn Begins**



NDASPE Awards

Ask Joey, Kris, Casey, Nick, Ben, or Tommy. They will give you thumbs up and say that PS Doors is a great place to work. They will also be happy to tell you that Rod Howell is one of the main reasons they enjoy working there. On May 6, at the NDASPE (North Dakota Association of People Supporting Employment First) conference in Fargo, Rod Howell, Operations Director for PS Doors, was awarded the Pat Knudson Outstanding Professional Achievement Award. It is given each year to a professional who demonstrates a significant commitment to the growth and improvement of community-based employment of individuals with disabilities. This honor gave the DHI crew the opportunity to share with others our admiration for Rod and what an important part he has played in creating the great working relationship that PS Doors and DHI share. Rod, working with Tami Voll, then the DHI Employment Coordinator, worked together to find the right tasks, the right adaptations, the right work environment for success. The event included a banquet where the honorees were presented and those who knew them had the opportunity to speak personally about their contributions. It was noted that the DHI crew, Joey Dub, Kris Mehling, Casey Folkers, Nick Stouder, Ben Smith, and Tommy Mikkelsen were all there to support Rod as he has supported them. Several attendees came up to Rod after the banquet, shook his hand, and thanked him for the important work he is doing. Following the banquet a large hall filled with those who understand the importance of employment to those they serve. They watched as each honoree received their awards. Rod received his to much applause but the loudest cheers could be heard coming from his team's table, his DHI crew.



A Little Sweet Success

Ice Cream, root beer, and a winning smile are all key ingredients for success. Several DHI individuals employed these tools as they participated in a fund raising event, partnering with the Little Sweet Shop.

Davita Wynne, Sarah Goodman, Jill Brenna, Amy Winzer, and Roberta Middagh all demonstrated their great customer service skills as they welcomed their visitors. Their friendly manner and focus on the customer made the fundraiser a great success. They scooped, poured, laughed, and thanked everyone as they did a wonderful job of representing DHI.

Beth Delgado, Manager of the Little Sweet Shop, said, "I loved getting to meet everyone, their staff and clients".

The Little Sweet Shop is located at 205 N. Washington.



Pinterest Projects of the Month Kristie Aarvig

How to Make Patriotic String Lights for the Fourth of July



Things You'll Need

Red, white and blue yarn
5" balloons
Petroleum jelly
String lights

Glue
Water
Wire



Step 1: Inflate balloons so they are about four inches in diameter, and tie a knot securely at the opening.

Step 2: Rub petroleum jelly on the surface of the inflated balloons. The jelly will help prevent the yarn from sticking to the balloons.

Step 3: Mix two parts glue to one part water in a shallow pan. Regular white household glue is all you need. Do not worry about measuring the glue and water exactly. Keep stirring the glue mixture until the consistency is smooth and even.

Step 4: Wrap the yarn around your fingers several times, being careful not to get it tangled. It is best to start with this small amount. The more yarn you use, the more likely it will tangle.

Step 5: Soak the yarn in the glue mixture, using your fingers to make sure that the glue is penetrating all the fibers. Keep the yarn in a loop so it does not tangle.

Step 6: Tie one end of the yarn loosely around the knot at the top of the balloon, and then start winding the yarn around the balloon. Have the yarn criss cross in different directions. When you reach the end of the yarn loop, tuck the end under another piece of yarn. Then rub the entire surface with more of the glue mixture to make sure the yarn is completely saturated.

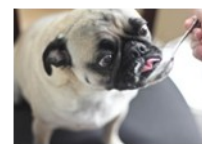
Step 8: Tie a string between two chair backs to create a drying line for the yarn globes, and place plenty of old newspapers underneath to catch drips. Clip the ends of the balloons to the string with clothes pins, and allow to dry a full 48 hours.



Ice Pops for Your Pup

You will need:

1 large banana, frozen
2 tablespoons natural peanut butter, without salt or sugar added
2 tablespoons honey
17.6 ounce container plain Greek nonfat yogurt



Cut the frozen banana into pieces and place it in a blender & add the peanut butter and honey. Blend on high speed for three minutes or until the mixture is smooth.

Add the yogurt and blend for three minutes more or until the mixture is thick & smooth like a milkshake.

Have a quality control expert nearby to taste-test the goods. Pour the mixture into ice pop molds or small disposable cups. You can also use an ice cube tray to make single servings. If desired use nylon dog bones or sturdy dog chews as ice pop sticks.

Place the dog bones upright into the middle of the mixture in the disposable cups. It should be thick enough for the bones to stand upright without help, but if the bones lean, crumple aluminum foil around the top so they are anchored in place.

Transfer the cups to a baking sheet and place in the freezer until solid, about two hours.

To un-mold the pops, dip the bottoms of the cups into a bowl of hot water for 2-4 seconds.

Twist the bottoms of the cups and pull to release. Serve immediately. Store leftovers covered in the freezer.



What do you know about lightning? Submitted by Cindy Holweger

True or False?

- T F If it is not raining, there is no danger from lightning.
- T F Lightning often strikes away from rainfall. It may occur as far as ten miles away from rainfall.
- T F Rubber soles on shoes or rubber tires on a car will protect you from being injured by lightning.
- T F Rubber provides no protection from lightning. However, the steel frame of a hard-topped vehicle provides some protection if you are not touching metal.
- T F People struck by lightning carry an electrical charge and should not be touched.
- T F Lightning victims carry no electrical charge and should be attended to immediately.
- T F Heat lightning occurs on very hot summer days and poses no threat.
- T F What is referred to as heat lightning is actually lightning from a thunderstorm too far away for thunder to be heard. However, the storm may be moving in your direction.



Answers: 1)f; 2)t; 3)f; 4)t; 5)f; 6)t; 7)f; 8)t



New Employees That Have Joined the DHI Team



April

Alexis Caoili
Danika Freitag
Trina Goodwin
Amber Gray
Marie Johnson
Marlee Loudon
Mariah McGlynn
Marius Tamdem Tokam
Kwewelis Togba Doya
Danielle Foerster
Kristina Johnson
Sebastian Ndi

May

Konah Zunugo
Ali Abdulkadir
Haley Balzart
Margarita Consing
Megan Dickmeyer
Melissa Groth
Shanavia Hugee
Kjersten Storey
Jill Switajski

June

Emmanuel Ambe
Mildred Biaku
Eric Deppa
Kelsey Hunter
Jordyn Matich
Lucas Mirera
Hafza Mohamed
Danny Ray
Kristina Syversen
Keshawna Talamantes
Michelle Iverson
Travis Rinkenberger

Ashlynn Bahr
Sarah Benson
Rebecca Dick
Brenny Didier
Alexandra Heidt
Hayley Lorenzen
Joshua Ness
Emily Olafson
Leah Santos
Alyssa Snow
Mecedez Sprangers
Gabrielle Walberg



Employee Anniversaries

July Anniversaries - Years

Januka Bhattarai	1
Kristen Boushee	8
Terrie Clemetson	20
Brad Crotty	30
Barbara Jensen	1
Barbara Durgin	28
Dominga Fernandez	21
Alicia Darnell	1
Cynthia Fladland-Fleur	25
Derek Schmidt	2
Rachael Hartje	4
Cynthia K Holweger	34
John Holweger	12
Patricia Lougee	4
Molly K McClellan	5
Dieudonne Tabakam	4
Mari Sweeney	24
Patrick McGurk	8
Nicholas Stouder	4
Robert Johnson	2

August Anniversaries - Years

Lauren Rix	1
Shelby Sorvig	1
Nafisa Isac	1
Melissa Lima	3
Sandra Marshall	9
Megan McDonald	3
Yolanda Jalan	2
Kelly Mahoney	2
Paulette Olson	5
Samuel V Pupino III	13
Marjorie Sobolik	10
Nicholas Storm	8
Shellie Vingelen	9
Joshua Amundson	3
Fahmo Jelle	2

September Anniversaries - Years

Scott Anderson	14
Kay Hager	1
Fereshteh Biglari	19
Angela Borini	11
Jason Bushee	4
Amanda Johnson	1
Sheli A Devier	4
Ryan Graham	1
Lori Pankratz	1
Pam Heyd	10
Verna Karlson	5
Patrick Kenneh	4
Stephanie Jorgenson	2
Matt Meuwissen	11
Sharrie Nelson	17
Vanessa Ngam	3
Rita Ozbun	9
Isaac Perala	6
Alicia Perkerewicz	4
Megan Jahraus	2
Naomi Saville	12
Emmanuel Kollie	5
Amelia Indvik	2
Hannah Strid	4
Samira Hersi	6



R

Spicy Sausage Pasta

Ingredients

- 1 tbsp olive oil
- 1 lb smoked sausage
- 1.5 cups diced onion
- 2 cloves garlic, minced
- 2 cups low-sodium chicken broth
- 1 (10 oz) can Ro-Tel tomatoes and green chiles, Mild (Or just a can of diced tomatoes)
- ½ cup heavy cream
- 8 oz penne pasta
- ½ teaspoon salt and pepper, each
- 1 cup Monterey Jack cheese, shredded
- ⅓ cup thinly sliced scallions

Instructions

Add olive oil to an oven-safe skillet over medium high heat until just smoking. Add sausage and onions and cook until lightly browned, about 4 minutes. Add garlic and cook until fragrant, about 30 seconds.

Add broth, tomatoes, cream, pasta, salt and pepper and stir. Bring to a boil, cover skillet, and reduce heat to medium-low. Simmer until pasta is tender, about 15 minutes.

Remove skillet from heat and stir in ½ cup cheese. Top with remaining cheese and sprinkle with scallions. Broil until cheese is melted, spotty brown, and bubbly.



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Strawberry Rhubarb Dump Cake

- 4 C rhubarb
- 1 C sugar
- 3 T corn starch
- 1 box (4 servings) Strawberry Jello
- 1 small can crushed pineapple
- 1 box dry yellow cake mix
- 1/2 C butter
- 1/2 C coconut

Combine rhubarb, sugar and cornstarch in a pan and heat until warm; stirring frequently as rhubarb cooks and becomes thick. When thickened, pour rhubarb into a 9x13 glass pan. Sprinkle with strawberry jello and 1 can of crushed pineapple (do not drain, use the juice!).

Meanwhile, mix together cake mix and butter until crumbly. Stir in coconut. Sprinkle over the rhubarb mixture. Bake at 350 for 60-70 minutes.



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Cool Jell-O Salad

- 2 boxes peach Jell-O
 - 1 1/2 cups boiling water
 - 1 20-oz can pineapple (crushed) don't drain
 - 1 14 oz can sweetened condensed milk (I used fat free)
 - 1 8 oz carton sour cream
 - 1 cup chopped pecans
- Mix Jell-O and boiling water until Jell-O dissolves. Stir in other ingredients. Pour into 9x13 pan and refrigerate.



Submitted by Julie Vold



PUZZLES



4th of July

E Q S T R I P E S W L I B E R T Y S
 E A R T N I C K J M N B V C X Z T A
 T R G T Y U I O U P L K J H G F D S
 Q W E L R T Y U L I O N G C D X S B
 P Q A Z E S W E Y D F R T M G H J L
 A M L O J X D E W Q S D O F G H B U
 T P I C N I C S N A T D R S E F C E
 R M E G A N H J K T E X D P J R C R
 I E R T H U D F E E S A D A G H J K
 O P O J T A M E R I C A C R E T H U
 T S T A R S V F C H A R F K E R T Y
 I E J K L Y B R D W X F T L H S E V
 C D S G E R T T Y U U I K E L K T H
 W A E R T Y G J M N V D E R O R I G
 A R M N F A S D F W E H J S L O R T
 D A K L L Y H R F R E O A S D W N J
 G P H F U I R D E T I H W H A E T Y
 F O U R T H O F J U L Y Q W D R C H
 T Y E C G T A E D Y U I K J N I E N
 I N D E P E N D E N C E R H J F H B

AMERICA FREEDOM PICNICS
 BLUE INDEPENDENCE RED
 EAGLE JULY SPARKLERS
 FIREWORKS LIBERTY STARS
 FLAG PARADES STRIPES
 FOURTH OF JULY PATRIOTIC WHITE



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MAN BOARD	STAND I	READING	MIND MATTER	ECNALG
TOUCH	DEATH LIFE	GOING DIET	LE VEL	CYCLE CYCLE CYCLE
BAN ANA	NOON LAZY	ROAD	PAS	BJAOCKX
++	XQQQME	NAFISH NAFISH	TIME ABDEF	YOUR REST
DEAL	GESG	III III O O	CLOSE CLOSE CLOSE CLOSE	GROUND ???



6th Annual Golf Classic Michelle Rydz



Save the Date

Innes/ DHI 6th Annual Golf Tournament

Thursday, July 16th 2015

Grand Fork Country Club
For more information: 701-335-4089



6TH ANNUAL INNES/DHI GOLF TOURNAMMENT

\$ 125 per golfer, \$500 per team

(701) 335-4089

Sponsorships:

Eagle \$1000
Hole Sponsor
Up to Four Players included
Company owned banner at event

Birdie \$500
Up to two players included
Sponsor Board
1/2 Hole

Longest Drive \$ 300 (Women's and
Men's)
Name on Sign

Other Sponsorships Available

www.developmenthomes.org





Payroll Reminder

July
Wed 15th & Fri. 31st

August
Fri. 14th & Mon 31st

September
Tues. 15th & Wed. 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



Classifieds



Contact
Kathryn Allery at
701-335-4000 for
details.



Two Thumbs Up Seth Christianson

WORLDS COLLIDE
HOME
MARCH 27



Comments: This movie is AWESOME! I liked the whole movie, and I recommend it for friends and families with little kids.



Comments: This movie is

AWESOME! My favorite part is when they sing with all the other Bellas.



Comments: This movie is better than the original Jurassic Park! My favorite part is when Zach and Grey go into the original Visitor's Center.



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 Nightclub,

Kelly's Bar Live gaming includes 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

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

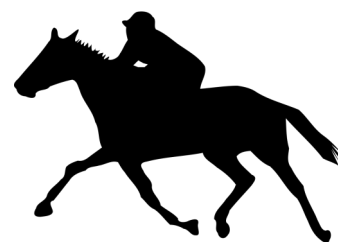
El Roco Lounge – Monday through Friday 5:30 PM

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

Saturday & Sunday 3 PM



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



August 1st – QUICKSHOT BINGO is 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.

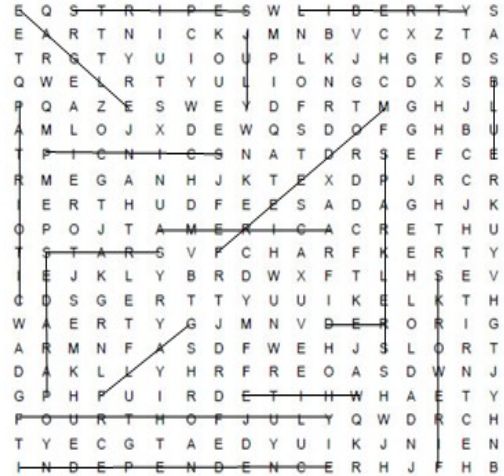
For daily jackpot information call the Bingo Hotline at 335-4051.

Answers

MAN BOARD <small>man over board</small>	STAND I <small>i understand</small>	READING <small>reading between the lines</small>	MIND MATTER <small>mind over matter</small>	ECNALG <small>backward glance</small>
TOUCH DOWN <small>touch down</small>	DEATH LIFE <small>life after death</small>	GOING DIET <small>going on a diet</small>	LE VEL <small>bi level</small>	CYCLE CYCLE CYCLE <small>tricycle</small>
BAN ANA <small>banana split</small>	NOON LAZY <small>lazy afternoon</small>	ROAD CROSSING <small>road crossing</small>	PAS <small>incomplete pass</small>	BJAOCKX <small>jack in the box</small>
++ <small>double cross</small>	XQQQME <small>excuse me</small>	NAFISH NAFISH <small>tunafish</small>	TIME ABDEF <small>long time no see</small>	YOUR REST <small>your under arrest</small>
DEAL <small>big deal</small>	GESG <small>scrambled eggs</small>	III III O O <small>circles under the eyes</small>	CLOSE CLOSE CLOSE CLOSE <small>foreclose</small>	GROUND 6 6 6 6 6 6 <small>6 feet under ground</small>



4th of July



AMERICA	FREEDOM	PICNICS
BLUE	INDEPENDENCE	RED
EAGLE	JULY	SPARKLERS
FIREWORKS	LIBERTY	STARS
FLAG	PARADES	STRIPES
FOURTH OF JULY	PATRIOTIC	WHITE



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