

July - September
2013



**DEVELOPMENT
HOMES, INC.**

Developing Times



CEO Corner *Sandi Marshall*



This issue I want to share something more personal that has been on my mind a lot lately. I recently had to place my 91 year old mother in a long-term-care facility here in Grand Forks. While it was a choice she had made willingly, the transition was much more difficult for her than I had expected. Just think of all the life changes that would mean, including the profound losses of daily routines, being uprooted from all of one's familiar physical and social environment, and the loss of independence that can result from being in a strange environment. All of that can make for a confusing and scary time while adjusting to the new place.

This experience made me think how hard it must be for both the individuals we serve and their families when they first come into services at DHI. In this recent experience with my mother, the staff in the home she moved into made all the difference. From the very moment we stepped in the front door, friendly and outgoing staff were there to welcome her, answer questions, and introduce her to other people living there. And they were patient with her cautious reluctance to venture into social opportunities, and continue to be kind and compassionate, getting to know her and her needs. Employees in all positions have come up to me while visiting to introduce themselves, making me feel welcome too.

Here at DHI, we have worked hard on being a family-friendly organization, from the moment of first meeting someone we hope to serve. What this recent experience with my mom demonstrated to me so vividly is the power all of us have to make the people we serve and their families feel welcomed into our services, and to become part of the DHI family. It is the power of relationship and connection that make our values of respect, integrity and excellence really come alive!

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Holiday's and Closures

- 07/04/13 - *Independence Day*
- 09/02/13 - *Labor Day*
- 09/22/13 - *Autumn Begins*



Summertime & the Living is Easy...but Risky! Cindy Holweger

Summer can be a great time to get outdoors, take vacations, and have adventures! Unfortunately, our work and home routines can be disrupted due to many things... from driving and bicycle riding, sun and heat exposure, as well as natural disasters. So, what can we do?

Drive defensively: Did you know that August is the most dangerous month to drive? There are lots of people on the road taking vacations. Although we drive safer cars on safer roads, the number of auto fatalities is staggering---it's the leading cause of death for those between three and 34 years of age. www.autos.ca.msn.com has tips on keeping your car in good condition during the summer months.

Use a helmet when riding a bike: Did you know that using a helmet can reduce head injuries up to 85 percent? That's pretty significant when you realize that there are 900 bicycle-related deaths and another half a million injures each year.

Take precautions when in the sun: Although summer is a time for sports, music festivals, picnics, and other celebrations, it's also a time for sunburn, dehydration, and other heat-related problems. Check out voices.yahoo.com for guidelines on using sunscreen as well as staying hydrated.

Prepare for natural disasters: Did you know that the U.S. has the costliest natural disaster events in the world? A disaster can strike anywhere, often without warning, causing injury, death, and extensive property destruction. There are many website that outline how to prepare for emergencies; one of them is www.wikihow.com.

This is hoping you are having a fabulous summer and reminding you to continue to work and play safe!

What is Teen Night Out Barb Durgin

The Teen Night Out program provides teens (ages 13-21) with a safe environment to experience recreational activities and attend sessions designed to enhance social skills and strengthen peer relationships.

The Teen Night Out program in Grand Forks began in early 2012 with our first event occurring in March of 2012. This is a collaborative effort of a number of different agencies within the Grand Forks area including: Anne Carlson Center, Easter Seal Good Will of ND, Development Homes, Family Voices of ND, GFAFB Airman & Family Readiness Center, Grand Forks Special Education Dept., Northeast Human Service Center, Pathfinder Parent Center, Support Systems and The ARC, Upper Valley. What an awesome collaborative effort it has been with all of the different agencies involved.

We meet one time a month, usually on the 3rd Thursday of each month. Some of the events that have been sponsored include: A Luau Spring Dance, swimming at the Canad Inn, guest speakers about healthy living, going out to the Pumpkin Patch and having a hay ride, a formal dinner and talking about manners, fishing at Ryan Lake with fishing poles and tackle provide by Scheels, and of course, our Christmas party! We have approximately 20 kids that attend each event along with their family and/or care givers. This program has grown tremendously over the past year and is one that the teens all look forward to attending.

We are always looking for volunteers to help with each event so if you are interested in volunteering, please give me a call (335-4087) or email me at bdurgin@developmenthomes.org.

Pinterest Projects of the Month Kristie Aarvig



Patriotic Oreo Balls

Place a bag of Oreos in food processor. Add a package of softened cream cheese. Roll into balls. Insert sticks. Dip in melted white chocolate colored with food coloring. Decorate with sprinkles and drizzled white chocolate and let the fireworks commence!



DIY Terra Cotta Bird Bath



For the Dog Lovers at DHI

Place a plastic kiddie pool in the ground. It'd be easy to clean and looks nicer than having it above ground. Dogs can't chew it up or drag it around.

Payroll Reminder

July
Mon. 15th & Wed. 31st

August
Thurs. 15th & Fri. 30th

September
Fri. 13th & Mon. 30th



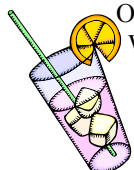
Please also keep the payroll office/HR Department updated with any change of address that you may have throughout the year. All forms are available in the waiting room at the main office.

Matthew's Munchies



Matthew's Munchies will be at the corporate office from 2-4PM every Friday this summer with hot, fresh popcorn and lemonade to drink. Only 50 cents a piece!

What a great way to end the week!!!



Monthly Birthday Winners

April Winner:
Suzanne Karel



May Winner:
Evon Ndongfack



June Winner:
Matt Carriere

2nd Annual Summer Kick Off Picnic Event

FOR: DHI staff and your family members

WHEN: Thursday, July 11th from 3PM to 6PM

WHERE: Lincoln Park – Shelter 3

Come Out and enjoy Food, Fun and Games!

Please pick up your tickets at the main office or call with the number of people attending in advance.



Pammy's Pet Parade



Veterinarians

Vets care for the health of animals. They diagnose, treat, and research medical conditions and diseases in pets, livestock, animals in zoos, race tracks, and laboratories. Vets must have a doctor of veterinarian medicine degree and a state license. Although most vets work in private clinics, others travel to farms, work outdoors, or work in laboratories.

The main duties of a veterinarian are as follows:

- | | |
|---|---|
| 1. Examine animals to diagnose their health problems | 6. Diagnostic testing |
| 2. Treat and dress wounds | 7. Test for & vaccinate against disease |
| 3. Prescribe medications | 8. Spay and neuter pets |
| 4. Advise owners about care, medical conditions & treatment | 9. Dental procedures |
| 5. And when else fails – put animals to sleep in a painless way | 10. Perform surgery on animals |

A good rule of thumb when trying to find a vet to treat your animals is to make an appointment to talk with them face to face and ask your questions. If a vet can't or won't do this – move on. It is important for both you and your vet to be open minded about alternative options that work well on your pet. A good vet will listen to you, because no one knows your pet better after all!

With the number of vets in Grand Forks, it is a must to find the one that both you and your pet feel comfortable with and will listen and take the time you need to answer your questions and concerns.



New Employees That Have Joined the DHI Team



April

Trevor Trombley
Bryant Salomon
Bradley Beiswenger
Florence Azenkeng
Shelby Braaten
Sydney Schmitz

May

Atewa Akwenjem
William Abney
Asmahan Ahmed
Susan Campbell
Selam Gullicks
Marnee VanScoy

June

Jesse Armstrong
Kristofer Mehling
Chad Anglebrandt
Lauren Frisby
Christina Ramstad
Zam Zam Mohamed

Rebecca Rath
Sadiyo Gelle
Enku Lemma
Bonny Reese
Sydney Buckle

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>
Dennis Anderson		5	Nicholine Anagho		1	Scott Anderson		12
Kristen Boushee		6	Ruby Bimpolo-Ndzoumba		2	Anthony Bateson		2
Terrie Clemetson		18	Courtney Bunde		2	Fereshteh Biglari		17
Brad Crotty		28	Justine Deschene		2	Angela Borini		9
Jordan Diseth		2	Kristin Gorman		1	Jason Bushee		2
Barbara Durgin		26	Kathren Humble		1	John Capp		2
Dominga Fernandez		19	Sarah Jefferson		2	Sheli A Devier		2
Lisa Finke		2	Carol Kallias		2	Dorcas B Durosinmi		1
Cynthia Fladland-Fleur		23	Mark Korynta		2	Rachel Goss		4
Lul Haji Mohamed		2	Melissa Lima		1	Pam Heyd		8
Rachael Hartje		2	Sandra Marshall		7	Jennifer Johnson		1
Vincent Hochstatter		1	Megan McDonald		1	Verna Karlson		3
Cynthia K Holweger		32	Michael C Moorhouse		1	Patrick Kenneh		2
John Holweger		10	Evon Ndongfack		1	Katie Link		3
Amanda M Ike		4	Paulette Olson		3	Matt Meuwissen		9
Patricia Lougee		2	Danielle Pierson		3	Sharrie Nelson		15
Michael MacGinnis		3	Samuel V Pupino III		11	Vanessa Ngam		1
Molly K McClellan		3	Marjorie Sobolik		8	Rita Ozbun		7
Patrick McGurk		6	Nicholas Storm		6	Tori Pearson		2
Elizabeth McQuiston		2	Shellie Vingelen		7	Isaac Perala		4
Thomas Mikkelsen		1	Nathan Wald		1	Alicia Perkerewicz		2
Curtis Nabben		11	Jennifer Wavra		2	Jennifer Risky		1
Dieudonne Tabakam		2				Jeffery Roth		12
Christina Norton		1				Naomi Saville		10
Rachel E Schoch		3				Betsy Spartz		3
Tiahna Simmers		1				Lauren Stang		1
Nicholas Stouder		2				Hannah Strid		2
Mari L Sweeney		22				Akoni Vierra		1
Larry L Walstad		18						
Barry Walton		8						



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Julie's Rhubarb Crunch

1/2 cup sugar
2 tablespoons cornstarch
2-1/2 cups sliced fresh strawberries
2 cups diced fresh *or* frozen rhubarb
1 teaspoon vanilla extract
2/3 cup all-purpose flour
1/2 cup quick-cooking oats
1/4 cup brown sugar blend
1/2 teaspoon ground cinnamon
1/4 cup cold butter



Reduced-fat whipped topping *or* reduced-fat strawberry ice cream, optional

In a large saucepan, combine sugar and cornstarch. Stir in strawberries and rhubarb until blended. Bring to a boil; cook and stir for 1-2 minutes or until thickened. Remove from the heat; stir in vanilla. Pour into an 8-in. square baking dish coated with cooking spray.

In a small bowl, combine the flour, oats, brown sugar blend and cinnamon; cut in butter until crumbly. Sprinkle over fruit mixture. Bake at 350° for 25-30 minutes or until filling is bubbly and topping is golden brown. Serve with whipped topping or ice cream if desired. Yield: 8 servings.

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Grandma's S.'s

Orange Jello with Lemon Pudding (This is my Grandma Steckelberg's Favorite recipe)

1 package (Large 6-serving Size) Orange Jello
2 cups Boiling Water
6 ounces, weight Frozen Orange Juice Concentrate
2 cans (15 Oz. Size) Mandarin Oranges, Drained
1 can (8 Oz. Size) Crushed Pineapple, Drained
1 package Instant Lemon Pudding Mix
2 1/2 cups Milk
1 cup Cool Whip

Dissolve orange jello in boiling water. Add orange juice concentrate and stir until dissolved. Add oranges and pineapple. Chill until set. Prepare lemon pudding mix with milk, as directed for a pie. Add Cool Whip and mix until combined. Chill in fridge until set. Pour pudding over set jello. Serve immediately or chill in fridge until ready to serve.

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Chicken Salad for Sandwiches

2 cups cooked, shredded chicken	1/4 tsp. salt
3/4 cup mayonnaise	1 cup chopped celery
1/3 cup sweet pickle relish	2 green onions, chopped
2 cloves garlic, minced	1 tsp. black pepper
1 cup halved red grapes	1/4 cashew halves & pieces
1 tsp. Cavender's Greek Seasoning	



Combine all ingredients in a large bowl and mix well to combine. Adjust the seasonings to taste. Serve with sandwich bread, crackers or croissants. (I used rotisserie chicken for this recipe but any chicken will do.)

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PUZZLES



WORD SEARCH

Word List

BARE FEET
BEACH
BOAT
FLIP FLOPS
FLOWERS
ICE CREAM
LEMONADE
POOL
STRAWBERRIES
SUMMER
SUNSCREEN
SUNSHINE
SWIMMING
UMBRELLA
WATERMELON

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

SUDOKU

8								
	4							
7								
3	6							
	2	1						
5		9						
6	3							

401K Presentation Pam Heyd

At noon on Thursday, July 25th, Dan from Bremer Bank will be giving a presentation on the 401K program in the Education Center at the main office. All employees with money in 401K are welcome to come. Please bring along your 2nd quarter 401K statement.

DHI Garage Sale Pam Heyd

Development Homes will be hosting a garage sale on Saturday and Sunday, July 27th and 28th from 8a.m. to 3p.m. The sale will take place in the Education Center at the main office.



DHI - Education Center
3880 Columbia Road South
Grand Forks, ND 58201



All proceeds will go to the Employee Recognition Committee. Any **GENTLY USED** items (clothing, appliances, dishes, etc...) that you would like to donate can be dropped off at the main office starting on July 22nd. Please check in with the front desk or contact Pam Heyd to arrange a drop off location. Thank you for your help and donations and we hope to see you there!



...Better Ask HR Shannon Ehlers



Did you know...if you are in an auto-accident while working in *any* capacity at Development Homes, you must report it immediately?

Did you know... if you have a person supported in the vehicle with you, when you have an auto-accident, company policy states you need to be tested immediately for drugs/alcohol?

We would LIKE you to know...the policy stating you must be tested when a person supported is in the vehicle with you if you have an auto-accident, **DOES NOT MEAN** we think you are under the influence of any drug/alcohol but rather it is actually a safety precaution for you as much as it is a requirement, safety, and legal issue for the company? At Development Homes, Inc. we do not judge the people we work with; we don't make judgments on anyone's character or integrity. We work with an amazing group of people who just happen to support an amazing group of people and it is important both groups are safe, respected and prepared for the "unexpected".

With that in mind... I'd like to just remind everyone of the proper reporting protocol dealing with accidents, injuries and near-misses.

Vehicle accident

- **If a person supported is in the vehicle – complete a General Event Record as soon as possible.**
- **Immediately contact your Supervisor or the HR Director 24/7 at 701.361.1778**
Policy requires employee to be drug/alcohol tested.
Supervisor/HR Director will arrange for immediate testing.
- If a person supported is NOT in vehicle, contact Supervisor and HR Director within 24 hours, or the next working day, if a weekend/recognized holiday.
- **Supervisor contact Operations Director at 741-5579 to insure vehicle is suitable to drive.**
- Weekends and recognized holidays: Contact On-call Administrative Staff at 741-0146.
Company Van Contact Operations Director at 741.5579 to insure vehicle is suitable to drive without damage or further damage.
Personal Car/vehicle
Was a person supported in this vehicle? (*Repeated from above, because it is that important*)
 yes no **If yes, complete a General Event Record (GER).**

Accident (other than vehicle)

- Contact the HR Director as soon as possible and leave a detailed message at 335-4083.
- Contact your supervisor, within 24 hours, or the next working day if a weekend/recognized holiday.
- Weekends and recognized holidays: Contact On-call Administrative Staff at 741-0146.

Injury

- Contact the HR Director as soon as possible 24/7 at 335.4083 and leave a message.
- Contact your supervisor, within 24 hours, or the next working day if a weekend/recognized holiday.
- Weekends and recognized holidays: Contact On-call Administrative staff at 741-0146

Near Miss

A near miss is a "close call" and concerns the following conditions: No personal injury is sustained; but there is a *potential* for injury or, the near miss may result in an injury/medical concern or safety concern exists where an unsafe condition or hazard is present.

- Take immediate action to correct this concern.
- Contact the HR Director at 335.4083 and leave a message as soon as possible 24/7.
- Contact your supervisor within 24 hours, or the next working day, if a weekend/recognized holiday.

***Thank you for your attention to the process above and THANK YOU
for everything you do with, and for, the people we support!***



Movin' On Up! Tess Flatin



Pictured here are Jaxon Dietz and Kat Kitchen, a DPL with Family Support Services. Jaxon graduated from the 5th grade on May 24th, 2013. He also won several awards that day! Some of the awards that Jaxon won, just to name a few, were the "Great Service Award" for always being willing to help someone out, and he was also awarded 1st place for the "All Around Track Award". He is such a fun loving kid and we are all so proud of him. Great job Jaxon and we wish you the best in Middle School next year!



4th Annual Golf Classic Michelle Rydz

Innes Construction presents the 4th annual Development Homes Incorporated golf tournament benefitting children and adults with intellectual and developmental disabilities in our community.

The tournament will take place at the Grand Forks Country Club on Thursday, July 18th. Registration begins at 11:00 am and Golf starts at 12:00 pm. The golf tournament is a 4 person scramble. We are looking forward to an exciting and fun event that will raise money for Development Homes to support

our important Social Capital and Community Connect activities.

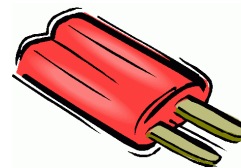
If you are a golfer come out and enjoy a day of food, golf and fun! If you are not a golfer please spread the words to your friends and family to help make this a great event! Flyers and brochures are available at the development office.

If you are interested in volunteering at the event please contact Michelle at 701-335-4089. We would love to have you!





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

Wednesday - \$1000

Thursday - \$1000

Kelly's

Wednesday - \$400

Friday - \$150 & \$250

Charlie Brown's

Every Night - \$100 & \$300

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



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

Race On Into Rumors! Rumors gaming provides para-mutual horse betting and live racing broadcasts. Come in and bet on your favorite ponies!

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

Answers



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

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