

July—September
2018



**DEVELOPMENT
HOMES, INC.**

Developing Times

CEO Corner Sandi Marshall



Here's hoping everyone has a great summer. Already, we have had people we serve go to summer camps or on fun trips in and out of the area. For example, people who live at the 1211 group home had a great trip to Medora, and came back with wonderful memories and pictures, including a fun one with folks dressed up in wild west gunslinger garb. The smiles are all the evidence you need to know a great time was had by all!

The Interagency Picnic was a huge success, with more people attending than ever before! A thousand thanks to all the volunteers who helped to serve food, and who stood over hot grills on a hot day to make sure everyone had enough food. Dancing and games and just lots of good conversation and comradery always make this a meaningful and satisfying event. The picnic really is a great way for the area provider and advocacy agencies to collaborate on a true community event.

Many people have also found their way to visit the five fire stations around Grand Forks at open houses held by the GF Fire Department. They offered tours, opportunities to view and sit in fire trucks, and talk with the staff, and to enjoy cookies and refreshments.

So many events are happening around town that they are too numerous to list, but they include events like concerts, art and craft shows, farmer's markets at town square, and all kinds of free community events. The great thing is that they give opportunities for people to be included in the life of a vibrant community that embraces people, regardless of diversity or differences.

DHI is sponsoring our annual golf tournament on July 19 at the GF Country Club. This is a great way to inform the community about our work and values. This year, the proceeds will go towards defraying the cost of furnishing the new children's group home we are planning to open in the Fall. We have a beautiful new home purchased in south Grand Forks, and plan to serve 4 new youth who now live at the Life Skills and Transition Center in Grafton.

DHI has a long-standing commitment to helping more people to have the opportunity to experience living in a normalized community environment, and to living full lives with community connections. Thanks to all our staff who work so hard to make this happen. You are great!

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Holiday's and Closures

7/4/18 — 4th of July

9/3/18 — Labor Day

9/22/218 – Autumn Begins

Summer Safety Quiz

Submitted by Cindy Holweger

What's not to love about summer? For most of us it means holidays, long days outside, catching with friends and family as well as vacations. Usually, these activities are just heaps of fun and most of the time they are perfectly safe, but sometimes they can pose a health hazard.

1. About how long would it take to eat at a picnic or barbecue to make sure the food is safe and sanitary?
 - a. As quickly as possible
 - b. Within one hour.
 - c. Within two hours.
 - d. There should be no rush.
2. Which of these should you NOT do to treat a burn?
 - a. Run cool water over it.
 - b. Rub butter on it.
 - c. Remove any clothing from around it.
 - d. Call for medical attention if it is serious.
3. What is the most important thing you should do before water skiing, boating, or any other such activity?
 - a. Buy a life jacket.
 - b. Don't eat for an hour beforehand.
 - c. Bring a family member.
 - d. Learn to swim.
4. When you find a tick, which of these is NOT necessary?
 - a. Remove the tick immediately.
 - b. Put it in a plastic bag before you throw it away.
 - c. Save the tick to show the doctor.
 - d. Treat the bite with antiseptic.
5. How should you remove a bee stinger?
 - a. Scrape it off sideways.
 - b. Use tweezers.
 - c. Pull it directly out vertically.
 - d. Pull it out away from yourself.



Taken from: www.abc.net.au/news/health

Answers: 1b; 2b; 3d; 4c; 5a

New Employees That Have Joined the DHI Team

Taylor Grams
April Salazar
Hellen Kollie
Rachael Waldbilig
Lisa Henson
Morgan Stewart
Kendra Mobley
Tyler Anderson
Kaitlyn Varberg

Derrick haugen
Timothy Szargowicz
Almanda Padmore
Julia Hiebert
Timothy Sprague
Fathi Hassan
Daniel Bitew
Binsila Misericrode
Brooke Rieger

Thersea Ganai
Sally Smith
Stephanie McWilliams
Madison Jerome
Marissa Odstcil
Arianna Rustad
Melody Sebald
Robert Stroh
Michelle Nelson

Laura Hart
Salma Farah
Keyfa Mohamud
Michael Ankinimbo
Sundus Hassan
Bethany Stoley
Maris Cunningham
April Simmons
Bah Seville

Kristin Thompson



Employee Anniversaries

| <u>July Anniversaries</u> | <u>- Years</u> | <u>August Anniversaries</u> | <u>- Years</u> | <u>September Anniversaries</u> | <u>- Years</u> |
|---------------------------|----------------|-----------------------------|----------------|--------------------------------|----------------|
| Zachary Klokstad | 1 | Charles Miller | 1 | Katherine Myhre | 1 |
| Ashley Sutton | 1 | Brandon Adams | 1 | Brady Wold-Heyen | 1 |
| Rebekah Martin | 1 | Sydney Buckle | 1 | Sidney Carlson | 1 |
| Alexa Hiebert | 1 | Jameera Clyde | 1 | Davidetta David | 1 |
| Ethel Bame | 2 | Miranda Lee | 1 | Abednego Kanafei | 1 |
| Krystal Guerrero | 2 | Theo Solseng | 1 | Yves Mensah | 1 |
| Joseph Kapinos | 2 | Dani Szklarski | 1 | Monica Mokwe | 1 |
| Brittany Lorenzen | 2 | John Achu | 1 | Alex Nukwu | 1 |
| Karli Keck | 2 | Kristin Anderson | 1 | Catherine Tisi | 1 |
| Christina Muhlenbruch | 2 | Kimberly Dewitz | 1 | Khristina Liberty | 1 |
| Kari Brady | 3 | Stanley Ndimukong | 1 | Daniel Mantilla | 1 |
| Jacqueline | 3 | Robert Strouf | 2 | Pascal Nde | 1 |
| Barb Jensen | 4 | Howard Leadbetter | 2 | Mohamed Swaray | 1 |
| Asa Sims | 4 | Ronna Falcon | 2 | Aaron Wrolstad | 2 |
| Rachael Hartje | 7 | Elaine Risner | 2 | Cathy Keel | 2 |
| Jordan Diseth | 7 | Jeff Schmidt | 2 | Ken Beaulieu | 2 |
| Larry Walstad | 23 | Angie Thompson | 2 | Brooke Hansey | 2 |
| Terrie Clemetson | 23 | Kathryn Helle | 2 | Danielle Kath | 2 |
| Josie Fernandez | 24 | Leonard Randze | 3 | Steven Theisen | 2 |
| Cyd Fladland-Fleur | 28 | Nafisa Isac | 4 | Taylor Stone | 3 |
| Barb Durgin | 31 | Megan Yem | 6 | Julie Shirek | 3 |
| Cindy Holweger | 37 | Melissa Lima | 6 | Kevin Michael | 3 |
| | | Danielle Pierson | 8 | Jenna Magee | 3 |
| | | Paulette Olson | 8 | Henrietta Liberty | 3 |
| | | Tammy Slininger | 9 | Ruby Olerud | 3 |
| | | Nick Storm | 11 | Addrick Santiago-Otero | 3 |
| | | Shellie Vingelen | 12 | Haleigh Stenseth | 3 |
| | | Sandi Marshall | 12 | Carolyn Tate | 3 |
| | | Marj Sobolik | 13 | Katherine Chopp | 4 |
| | | | | Amanda Johnson | 4 |
| | | | | Amelia Indvik | 5 |
| | | | | Megan Benson | 5 |
| | | | | Verna Karlson | 8 |
| | | | | Rita Ozbun | 12 |
| | | | | Pam Heyd | 13 |
| | | | | Angie Borini | 14 |
| | | | | Matt Meuwissen | 14 |
| | | | | Scott Anderson | 17 |
| | | | | Sharrie Nelson | 20 |
| | | | | Ferry Biglari | 22 |



Did you know that DHI offers two wellness incentives through our Blue Cross Blue Shield of ND health insurance? If you are enrolled in our health insurance you are eligible to earn up to \$250 a year for single coverage or up to \$500 a year for family coverage for participating in the following programs. It's not too late to start your wellness journey and begin earning rewards.

1.) Healthy Blue Online Wellness Portal

- Get registered online at www.healthybluend.com to earn rewards and redeem them for gift cards.
- It's so easy to get started – just click on “Not Registered? Sign Up Now” to create your profile.
- Complete your health assessment which will help them create a personalized wellness plan to help you execute your plan to achieve your wellness goal(s). You can track your success, participate in online wellness workshops and challenges, and utilize resources to help you meet your wellness goal(s).
- Be assured that answers to the health assessment are completely confidential! They will be processed anonymously and the findings may be reported in an aggregate format to DHI so please be honest.
- Connect your fitness device to make it even easier to earn points tracking your steps.
- Download the app ‘HealthyNow’ to track on the go.

You earn a \$10 gift card for every 1,000 points earned.

- You have until **October 31, 2018 to redeem points** for merchandise and gift cards. On November 1, any unredeemed points will be lost.
- How do you earn points? See the chart below.

| Activity | Points Value | Earning Frequency |
|---|--------------|-------------------|
| Daily & Weekly Activities | | |
| Weight Log | 30 | Weekly |
| Food Log | 30 | Daily |
| Physical Activity Log | 50 | Daily |
| Strength Training Log | 30 | Daily |
| Pedometer Log | 30 | Daily |
| Water Intake Log | 10 | Daily |
| Fruit & Vegetable Tracker (servings) | 10 | Daily |
| Quarterly Activities | | |
| Wellness Workshops (Online Programs) | 300 | 5 per year |
| Challenges (Walking, Physical Activity and Weight Loss) | 400 | 3 per year |
| Online Health Education Seminars | 100 | 6 per year |
| Yearly Activities | | |
| Health Assessment | 1,000 | 1 per year |
| End of Year Wellness Program Survey | 100 | 1 per year |

2.) Health Club Credit

- If one of your wellness goals includes exercising regularly take advantage of the Health Club Credit program where you can earn up to \$20 each month you use the club 12 or more days. You receive the credit the following month – be sure the club records each visit.

To find participating clubs go to www.NIHCA.org or contact your current health club to see if they participate in the Health Club Credit through Blue Cross Blue Shield of North Dakota.

Bring your BCBSND ID card to a participating NIHCA club and complete an enrollment form to get started. If they don't have the form go to <http://nihcarewards.org/> to get started.

- Health Club Credits earned in November and December will be paid in January.

Taxable Wages

The Internal Revenue Service has indicated that all employer wellness benefit offerings are to be included in taxable wages subject to income and employment taxes. What does this mean for you? If you take advantage of either wellness program and receive money from health club fee reimbursements, gift cards and/or merchandise your taxable wages will be increased by the amount you've received. The last check of 2018 will reflect any reimbursements for wellness incentives increasing your taxable wages. Taxes will be taken accordingly. If you are no longer employed at that time it will be reflected on your W-2 for 2018.

I encourage everyone to check out these wellness incentives! I have personally partaken in the online wellness portal and think it's great! I wish everyone success with their wellness journey and hope you find these wellness incentives as valuable as I have! If you have any questions feel free to contact Mark or Monica in HR.

If you're interested in joining our wellness committee please contact Monica in HR. We're excited to announce the 2nd Annual Healthfest, employee health/wellness fair combined with a flu shot clinic on Wednesday, September 12 from 1-5PM.



IRS Withholding Calculator

In December 2017, the Tax Cuts and Jobs Act made changes to the tax law, including increasing the standard deduction, removing personal exemptions, increasing the Child Tax Credit, limiting or discontinuing certain deductions, and changing the tax rates and income brackets. Employers began using the updated 2018 tax withholding tables in February 2018.

Back in February the IRS released an updated tax withholding calculator for taxpayers on the IRS.gov website. Employees can use the online calculator to check their 2018 tax withholding following the Tax Cuts and Jobs Act. The IRS encourages employees to use the tax withholding calculator to help ensure they're having the right amount of federal tax withheld for their personal situation. The calculator is designed to help employees make changes based on their personal financial situation. It only takes a few minutes and can help taxpayers ensure they don't have too little or too much federal tax withheld from their paycheck. Go to <https://www.irs.gov/individuals/irs-withholding-calculator> to use the IRS Withholding Calculator. When using the IRS Withholding Calculator, employees will need to have their most recent paystub handy to enter the federal income tax withheld from their last check and the total federal income tax withheld to date in 2018. The IRS also posted new Withholding Calculator Frequently Asked Questions to help taxpayers at <https://www.irs.gov/newsroom/withholding-calculator-frequently-asked-questions>.

If you choose to adjust your federal tax withholding, you can complete and submit an updated Form W-4. Forms are available in the waiting room at the main office. You can update this form at any time throughout the year although the sooner you make a change the more accurate your withholdings may be.

Paycheck Checkup

The IRS has said that by checking your withholding, you can avoid facing an unexpected tax bill or penalty at tax time in 2019, or prevent having too much tax withheld. With the average refund topping \$2,800, some taxpayers might prefer to have less tax withheld up front and receive more in their paychecks. The IRS has advised that employees with simple tax situations might not need to make any changes. Simple situations include single and married couples with only one job who have no dependents, and who have not claimed itemized deductions, adjustments to income or tax credits. Employees with more complicated financial situations might need to revise their W-4 to make sure they have the right amount of federal tax withholding. Those who should check their withholding are employees who:

- Have two incomes or are in two-income families.
- Work only part of the year.
- Have dividends or capital gains from securities held in taxable accounts.
- Claim the Child Tax Credit, the Earned Income Tax Credit or other credits.
- Itemized deductions in 2017.

Have high incomes and more complex tax returns.

Advice to Employees

To change your withholding:

- Use your results from the IRS Withholding Calculator to help you complete a new Form W-4, Employee's Withholding Allowance Certificate.
- You may also benefit from contacting your professional tax preparer for advice on W-4 withholdings.
- Submit the completed Form W-4 to Payroll. Withholding takes place throughout the year, so it's better to take this step as soon as possible.

If employees follow the recommendations at the end of the calculator and change their withholding for 2018, they should also recheck their withholding at the start of 2019 because a withholding rate adjusted in midyear 2018 will have a different full-year affect in 2019.

Lower Withholding, Bigger Paychecks

A mid-February spot survey by student loan firm LendEDU polled 1,000 workers who reported that the new withholding rates for 2018 had increased the amount of money in their paycheck. The results showed:

- Take-home pay after taxes rose by 3.5 percent on average.
- 35.7% are using the tax savings to pay down debt.
- 12.8% are increasing their retirement savings. (Remember you can change your 401K contribution at any time. Contact Monica in Human Resources.)

Pinterest Projects of the Month Kristie Aarvig



Main supplies needed:

Extra heavy duty plastic drop cloths (two 9' x 12' plastic drop cloths)

Extra sticky duct tape (mix between Gorilla tape & Clear Duck tape)

Optional: Use red, white and blue spray paint to add the 4th of July Flair (Krylon Fusion which is fast-drying and made for painting plastic)

Start by spreading out and laying both drop cloths on top of each other on the grass in our backyard.

Then spray red stripes and the outline of stars with the blue paint.

Then, carefully tape all of the edges together with at least 3 layers of tape, making sure to leave one open hole about 6 inches on one corner.

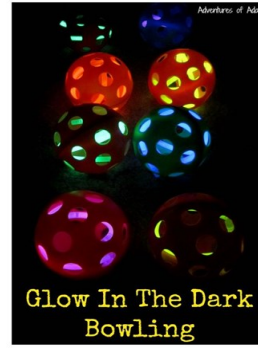
This is where you will fill the "plastic pillow" with water from the hose.

(It took a while to fill the whole thing, but it was worth the wait.

After it was filled with water, seal up the hole with more tape.

Glow In The Dark Bowling

Make at least six of these to knock down your glowing pins. Water bottles and glow sticks make for perfect glow-in-the-dark backyard bowling pins and wiffle balls with glow sticks for the bowling ball.



Succulent Planter:

- Three 12 inch wooden rulers
- Needle nose pliers
- Hack saw
- Wood glue
- Large C clamp
- Scissors
- Sand paper
- One gallon freezer bag
- Small succulent
- Potting Soil

1. Use the pliers to remove the plastic or metal straight edge piece from one side of the rulers. Cut each edging piece into approximately 3 inch sections with scissors.
2. With the hack saw, cut each ruler into quarters (also in 3 inch sections.)
3. Next, attach two pieces of ruler together. To do this, evenly divide the ruler sections into two groups. Call them group A and group B. Re-insert the cut edging pieces into group A. Add a line of wood glue along the side where the plastic or metal edging piece was on group B and then push A and B together. The straight edge piece will then be in the middle of the two ruler pieces, which will help make everything a bit sturdier.
4. Add some more of the wood glue to the side of one of the sections and then use the C clamp to hold a second piece on to create a 90 degree angle.
5. Once the planter is all put together and dry, cut a large square out of the corner of the freezer bag with scissors and insert this new "bag" into the planter. Trim any excess off, so that the top of the bag is just below the edge of the box.
6. Then all that is left is to add some potting soil and plant your little succulent.

This will make the cutest little back to school teacher gift.

This succulent will be easy for any teacher to take care of and add a little life to his/her desk or window in the process.



RECIPES

Submitted by Julie Vold



Mini Peach Cobbler

Preheat oven to 350°F.

Ingredients:

1 cup sugar
1 cup flour
2 tsp baking powder
a dash of salt
3/4 cup milk
1 stick of melted butter
brown sugar
cinnamon
1 can diced peaches

Directions:

Put 1 tsp of melted butter into each regular size muffin tin.

Combine the first 5 ingredients by hand... sugar, flour, baking powder, salt and milk.

Put 2 tbsp of batter into each regular size muffin tin... on top of the melted butter.

Then put 1 tbsp diced peaches on top of the batter.

Sprinkle with brown sugar and then cinnamon.

Bake the regular size muffin tins for 12 minutes.

Let them cool almost completely before taking out of pan.



Strawberry Rhubarb Cake

I started by making a yellow cake mix according to the box except I used one extra egg and melted butter instead of oil.

I poured the mix into a 13x9 cake pan.

Then, I mixed about 3 cups rhubarb with about 1 1/3 cups sugar and a package of strawberry jello powder.

I dropped the rhubarb mixture evenly across the top of the cake and then popped her in the oven at 350° for about 35 minutes.

After the cake had cooled, I frosted with a strawberry frosting.



Do Nothing Cake

CAKE:

2 cups all-purpose flour
2 tsp baking soda
2 cups sugar
2 eggs
1/2 tsp vanilla extract
2 1/2 cups (20 oz) crushed pineapple, undrained

FROSTING:

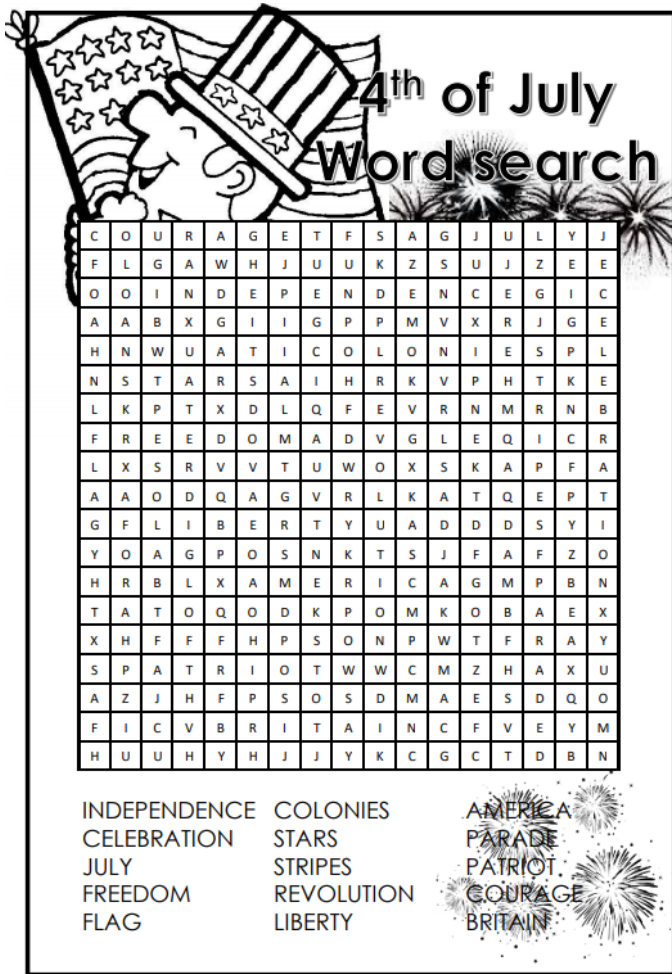
1 stick butter,
3/4 cup evaporated milk
1 cup sugar
1 cup chopped nuts
1 cup coconut shredded

CAKE: Mix all cake ingredients with a spoon. Pour into oiled 9x13 inch pan and bake in 350 F oven for 30 - 40 minutes or until center of the cake is done.

While cake is still hot, poke it with a skewer to help frosting soak into cake. Immediately pour frosting over it.

FROSTING: Cook butter, evaporated milk and sugar until thickened, about 4 minutes, stirring often. Add nuts and coconut.

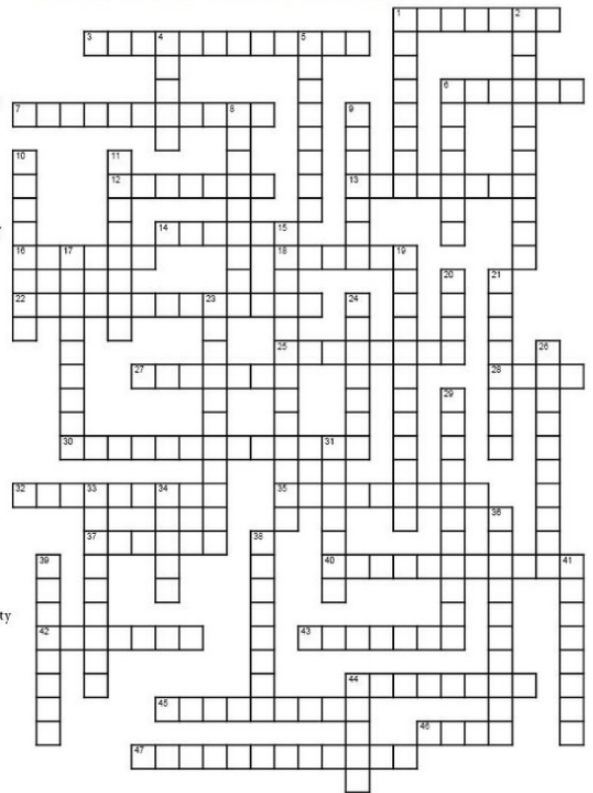
Puzzles



STATE CAPITALS

- Across
1. Montgomery
 3. Charleston
 6. Juneau
 7. Bismark
 12. Indianapolis
 13. Jefferson City
 14. Topeka
 16. Honolulu
 18. Salem
 22. Boston
 25. Denver
 27. Helena
 28. Salt Lake City
 30. Raleigh
 32. Santa Fe
 35. Trenton
 37. Carson City
 40. Providence
 42. Atlanta
 43. Montpelier
 44. Annapolis
 45. Baton Rouge
 46. Des Moines
 47. Harrisburg

- Down
1. Little Rock
 2. Jackson
 4. Austin
 5. Lincoln
 6. Phoenix
 8. Nashville
 9. Cheyenne
 10. Oklahoma City
 11. Lansing
 15. Columbia
 17. Madison
 19. Concord
 20. Columbus
 21. Frankfort
 23. Pierre
 24. Tallahassee
 26. Olympia
 29. Hartford
 31. Albany
 33. St. Paul



34. Boise
36. Sacramento

38. Springfield
39. Richmond

41. Dover
44. Augusta

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Payroll Dates

July

Fri.13th & Tues.31st

August

Wed.15th & . Fri. 31st

September

Fri. 14th & Fri. 28th



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



Save the Date



Save the Date

Wednesday, September 12 (1-5 PM)

2018 HEALTHFEST

Employee Health/Wellness Fair and Flu Shot

1211's Summer Fun in Medora!





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 - 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

ELECTRONIC PULL TABS

COMING SOON!

Play your favorite pull tab games digitally displayed on a cabinet style kiosk, featuring extended play, exciting graphics and differing purchase prices. This will be a fan favorite!



CHECK OUT WHAT'S NEW IN BAR BINGO!

DHI is featuring newly designed virtual flashboards and electronically displayed bingo balls at Johnny's and Rumors.



HORSE RACING

Race on into Rumors and bet on your favorite ponies!

Rumors gaming provides the only pari-mutuel horse betting and live racing broadcasts in Grand Forks.



QUICKSHOT BINGO

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

Movie Reviews

Avengers Infinity



Movie Review By: Seth Christianson



Comments: This movie is AWESOME!
You'll go into the theater excited, and
you'll leave it shocked.

Jurassic World Fallen Kingdom

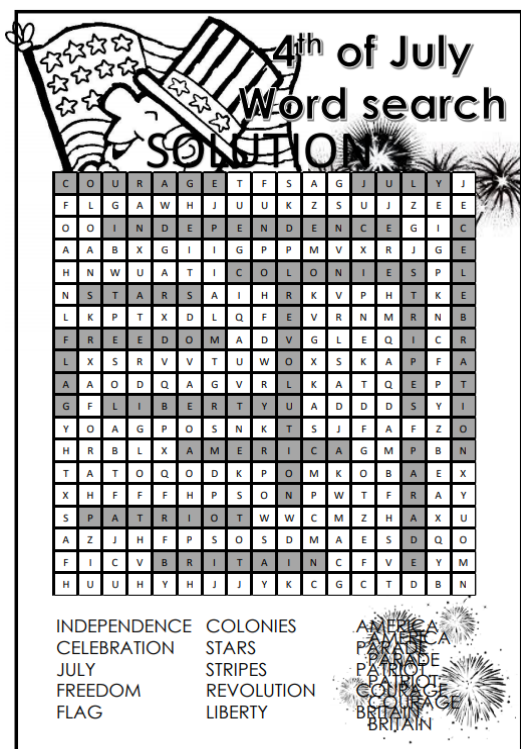


Movie Review By: Seth Christianson



Comments: This movie is AWESOME! It has all the elements
of a Jurassic movie Comedy, action, drama, and of course
dinosaurs. However, Fallen Kingdom has a new element,
horror, which has made this movie THE BEST JURASSIC
MOVIE YET! An appearance by my favorite character, Ian
Malcolm , didn't hurt either. All in all, I recommend this movie
to anyone who likes Jurassic Park/Jurassic World movies and
dinosaur movies.

Puzzle Answer



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

STATE CAPITALS

SOLUTION

