

April - June  
2017

## CEO Corner Sandi Marshall



**DEVELOPMENT  
HOMES, INC.**

### Save for Your Future and get a Tax Break Now!

This year again, those of you who are eligible to participate in our 401k employer contribution will see a very generous 8% distribution on your behalf added to your 401k retirement account when you get your first quarter statement in April. This means that your account will be credited with an amount equal to 8% of your earnings in 2016. In addition, if you voluntarily put some of your own money aside into your 401k, and are otherwise eligible for an employer distribution, you can get up to an additional 2% to match your contributions.

You don't have to be a full-time benefitted employee to be eligible to participate. Part-time people who work at least 1,000 hours in the year (that's about half-time), and are at least 18 years of age, may be eligible for a contribution from DHI. Additionally, any employee, no matter how much you have worked at DHI, and even if you don't qualify for the annual employer distribution, can start a 401k through our plan with Bremer Bank, and can voluntarily contribute a portion of your earnings through a pre-tax payroll deduction. You can set that amount, and can change or stop it anytime you want.

When you start a retirement fund in this way, you are not paying taxes on that portion of your income because you are setting it aside for retirement. You are paying yourself and saving money while doing so! Who wouldn't like that? And, when you leave, your contributions are yours to take out, roll over to another plan, or to possibly keep in our plan, with some restrictions.

A brand new feature of our plan, as of January 1, 2017, is the ability of an employee to take a loan out on your self-contributed funds, for any reason, and pay it back through a payroll deduction over time. We still have the hardship withdrawal option, for specific types of situations. Please see HR with any specific questions on these features.

Please check DHI's Retirement Policy (#320 in the Employee Handbook) that describes in detail everything you need to know about DHI's retirement plan. Also, you will find the full 401k Plan Description on our website in the employee only section!

### Table of Contents

CEO Corner	1
Pinterest Projects	2,3
Interview with an Intern	4
World Autism Day	5
HR Newsletter	6
New Employees/Anniversaries	7
Mya Comes	8
Puzzles/Save the Date	9
Recipes	10
Gaming	11
Gamine Information	12
Payroll Reminder, Answers	13

### Holiday's and Closures

4/14 EASTER (OFFICE STAFF)  
4/16 EASTER (RESIDENTIAL/GAMING)  
5/29 MEMORIAL DAY

**What you need:**

2 cups milk  
1 small box instant chocolate pudding  
1 package Oreos  
1 small tub Cool Whip  
Gummy Worms  
Clear cups (preferably)

Place 1/2 a package of Oreos in a Ziploc baggie. If your kids are helping you, you may want to put a few Oreos each in several bags so they can all participate! Crush them up with your hands or with a rolling pin. You can leave the cream filling in, but you can scrape it out if you don't want the white in there. Crush until they are in small pieces or crumbs. Small chunks of the cookies are okay.

In a bowl, whisk together the pudding, milk, and about 2/3 - 1 whole tub of Cool Whip. Allow it to set for about 2 minutes to thicken a bit. Stir again.

Now, in your clear cups, have your little helpers aid you in layering pudding and Oreos until you run out. Typically you are able to make 2 layers of each.

Finally, top it all off with some gummy worms! Refrigerate until you're ready to eat them!

Note: The Oreos will get soft if these sit for a long time.

We don't mind next-day dirt cups, but if you want your Oreo's to be crunchy, you'll want to wait to make these until just before you want to eat them.



## Happy Earth Day!

### May—Mother's Day Gift Idea

**How to Make Bath Bomb Fizzies:**

1 cup Citric Acid  
2 cups Baking Soda  
3 toothpicks worth of food gel  
20-30 drops of grapefruit essential oil \*or your favorite blend  
1 tablespoon of olive or almond oil  
small spray bottle of water -will need a few spritzs

**Directions:**

In a bowl, mix the baking soda, and citric acid

Mix in the oil, essential oil, and food gel - lightly spritz the mixture until it can be shaped with your hands. You do not want it so powdery, but also not fizzing already

Using gloved hands, mix together to work the food gel throughout

Pack mixture into molds of your choice firmly. Press hard because this is how you will get the shapes to form solidly.

Allow your bath bombs to dry in a warm, dry place out of the direct sun. I put mine on top of my refrigerator. Store these in glass mason jars and use them within 1-2 weeks max.





Each garbage can planter cost about \$15 to make

Materials For One Planter Pot (Picture is materials to make 3 planters)

- One Large Plastic Garbage Can to Fit Your Space
- One Small Plastic Garbage Can

(you will use this inside of your large can as a space filler, make sure that you can flip your smaller can upside down and push it comfortably inside the larger garbage can)

- 1-2 Bricks For Weight
- 1 Can of Spray Paint (suitable for plastics)
- 1 Bag of Potting Soil as Needed
- A drill with a 1 inch drill bit



Step 1:

**\*\*Use your drill to make four holes (one at each corner) on the bottom of the large garbage cans this is ESSENTIAL for drainage\*\*\***

Wipe down the exterior of your large garbage can with a dry cloth to make sure it's clean. Following the directions on your paint, may take 2-3 coats. **LET PAINT DRY COMPLETELY!!** (You can use one of the bricks as a platform during the spray painting process. Get creative with your paint color!)



Step 2:

Once paint has dried, stack your brick(s) at the bottom/center of the large garbage can. Next flip the smaller garbage can upside down and place over the brick(s) at the bottom of the large garbage can. Make sure the smaller can is pushed all the way down. The smaller can acts as a shelf and space filler for the larger can.....



Step 3:

(optional) Fill the large garbage can with potting soil to the appropriate height for planting. That's it! You're done! Step 3 is optional only because you can also skip this step all together -- rather than filling with soil, you can simply buy a potted plant or a hanging basket) and rest the entire plant on top of the smaller trash can. That is something you may have to play around with a bit.



## Interview With Our Intern

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You may have already had a chance to meet Anna Byro, DHI's new intern from UND. If you have not met her then you probably have seen her running from Art Night to Speakers Bureau, assisting with the Aktion Club or arranging ACES first Earth Day presentation. Maybe you passed her in the hall coming and going from the daily training class she holds in ACES.

Anna is majoring in Rehabilitation and Human Services with a double emphasis in mental health and developmental disabilities. She also has a minor in psychology.

Now you have been given a brief sketch of Anna. Amy Winzer, one of the individuals who participates in the ACES program and takes part in Anna's morning class, interviewed Anna so that we could all get to know her better.

Amy asked where Anna was from and did she have family. Anna responded that she was from Eden Prairie, Minnesota and that she had a mom, dad and older brother.

Amy said she was a fan of Green Day and asked Anna what kind of music she liked. Anna said that she liked Green Day too. She said that she liked all types of music and that her favorite singers were Adele and Shania Twain. Amy said that she didn't like rap and Anna said she wasn't a big fan either.

Amy asked about hobbies. Anna replied that she likes cooking, playing soccer, and riding a unicycle. As for sports she enjoys playing soccer but like to watch hockey.

Amy was very interested in the books Anna likes to read. Anna said she loves to read and especially enjoys mysteries and comedies. Her favorite books are *The Alchemist* by Paulo Coelho and *One for the Money*, a series by Janet Evanovich.

Both were excited to touch on the topic of food. One of Anna's favorite things to do is cook. She said if she had to pick one food to eat for the rest of her life it would probably be tacos.

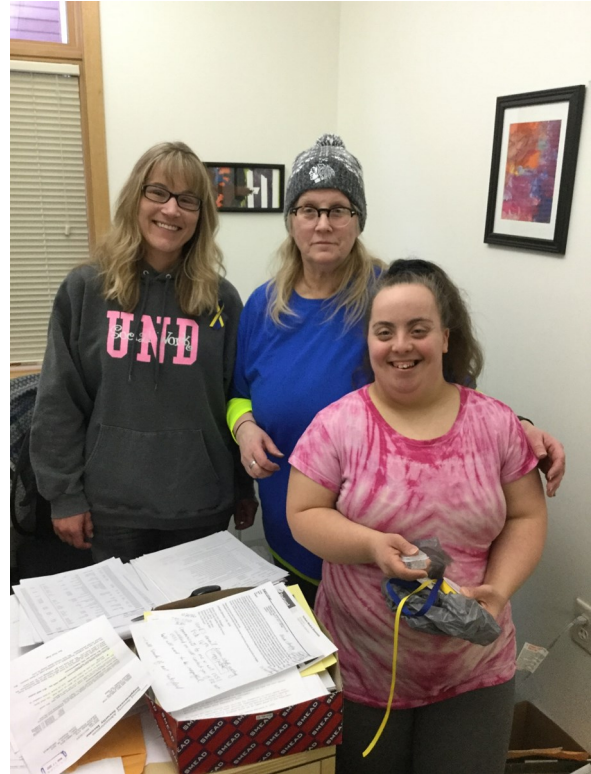
Anna will be graduating in May and plans on attending Saint Mary's University of Minnesota-Twin Cities pursuing a Master's in Health and Human Services Administrations. After that? Her dream job would include creating, helping to make a difference in people's lives, interactive, a constant learning experience, as well as some kind of leadership role.





## World Down Syndrome Day

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March 21st is officially observed by the United Nations as World Down Syndrome Day. During the day Jamie and Barb went around the DHI office making and handing out ribbons to everyone to show support of Down Syndrome.

The date for WDSD being the 21st day of the 3rd month, was selected to signify the uniqueness of the triplication (trisomy) of the 21st chromosome which causes Down syndrome.



## Who should I contact in Human Resources?

### Monica Fallon, PHR, SHRM-CP: Human Resources, Director

- Oversee HR Department
- Policy Management
- Employee/Manager Concerns
- Random Drug Testing
- FMLA Leave, Military Leave, Unpaid Leave, Shared Sick Leave
- 401K Loans, Rollovers, Deferral Changes and Beneficiary Changes
- Work Comp Claims
- Work Restriction Accommodations, if Possible (both work related and



### Mark Indvik: Senior Human Resources Generalist

- Employment Opportunities
- Recruitment
- Benefit Information and Enrollment
- Employment Verifications
- 1095-C Employer-Provided Health Insurance Offer and Coverage Form
- Exit Interviews

### Brad Crotty: Human Resources Manager

- DD Certification (Module, Testing, Retesting and Practica)
- Recertification (CPR and First Aid)
- Employee Referral Bonus

### Kristie and Amelia at the Front Desk

- Either the Residential Manager or employee should contact the front desk (701-335-4000) at least 24 hours in advance to schedule a time to take module tests. This will ensure that someone in Human Resources is available to provide the employee with the test.
- Scheduling should also go through the front desk for any recertification classes. This way if a class is cancelled for any reason, someone in Human Resources can call the employee and let them know.
- Walk-ins or last minute employees may be asked to return at another time, which must be scheduled.

We are always looking at ways to improve orientation, training and customer service to provide the best for our employees. If you ever have a suggestions please contact any one of us in the Human Resources Department.

### Did you know that our website has a staff login with valuable information for employees?

- Go to our website [www.developmenthomes.org](http://www.developmenthomes.org) and click on Staff Login (the top left).
- All of our benefit information, including the Summary Plan Description, links to the insurance companies websites, links to locating providers accepting the insurance and forms to make changes.
- The Employee Handbook with DHI policies.
- A link to view and purchase clothing with our DHI logo.
- Employee Newsletters
- A link to Green Shades to view/print your paystubs, the payroll calendar and exception reports.
- A form to update your address, phone number and/or name.
- A page dedicated to training containing all modules, power point presentations and a link with username and password to access the training portal for Minot Statue University. Our orientation and recertification calendar is also listed.

## New Employees That Have Joined the DHI Team

### Residential

Monica Fallon	Asad Muhumed	Shauna Mathis
Emily Grossbauer	Diktsha Pokhrel	Randolph Gee
Ian Rwebembera	Brenna Schafer	Macy Allaire
Coltes Martin	Anne Broden	Kerri Hagen
Cathleen Pollot	Brent Shimpa	Boma Afoyna
Carissa Fahey	Cayli Slette	Jennifer Thomas
Kerly Nyer Nfor	Serena Dunn	Sara Ruth
Elias Dean	Cody Buchholz	Thersea Gbieor
Katelyn Kuchar	Gabrielle Jensen	Mackenzie Wosick
Ethel Ereba	Tanner Cox	Florence Azenkeng
Keely Walker	Said Mohamed	Pascaline Bihniwi

### Gaming

Jessica Lafferty  
Jonathan Taylor  
Dylan Larson



## Employee Anniversaries

<u>April</u>	<u>Years</u>	<u>May</u>	<u>Years</u>	<u>June</u>	<u>Years</u>
Delphine Banjong	1	Christina Norton	1	Megan Reimer	1
Desiree Ostenson	1	Kebbeh Kollie	1	Lacey Johnson	1
Chelsea Cyert	1	Dustin McFarland	1	William Rovig	1
Erin Efta	1	Katlin Knutson	1	Sarah Schwartz	1
Pauline Watling	1	Earl Jensen	1	Sarah Hanson	1
Kristine Ramsrud	2	Priyanka Koirala	1	Ambrosia Hettwer	1
Rhoda Mah	2	Rachel Aker	1	Courtney Schneider	1
Sebastian Ndi	2	Shauna Richardson	1	Ali Gure	1
Kwewelis Doya	2	Keely Hutchens	1	Zach Roed	1
Marius Tokem	2	Elizabeth Williams	1	John Butler	1
Marie Johnson	2	Sarah Sanders	2	Luke Boucher	1
Joshua Tangen	2	Konah Zunugo	2	Brayden Trontvet	1
Alexandra Flynn	3	Haley Balzart	2	Emily Bell	1
Logan Anderson	3	Jill Olmstead	2	Alexander Samurka	1
Justine Green	3	Brenda Johnson	3	Elizabeth Nfor	1
Deneka Lecy	3	Kal Datz	3	Emmanuel Ambe	2
Brent Beiswenger	3	Earl Hilliard	3	Eric Deppa	2
Jacob Ladouceur	3	Denise Kvasager	3	Travis Rinkenberger	2
Shelby Braaten	4	Asmahan Ahmed	4	Hayley Lorenzen	2
Tanya Grundysen	4	Susan Campbell	4	Alyssa Snow	2
Sarah Fay	4	Bryce Bommersbach	4	Gabrielle Walberg	2
Katey Ramey	5	Angela Bechold	5	Josh Ness	2
Mitchell Miller	5	Andrea Dahlen	5	George Roughead	3
Heather Flores	5	Karlee Liddle	5	Shadia Jeylani	3
William Rerick	5	Angela Litzinger	6	Matthew Ashpole	3
Lorraine Lubarski	5	Allison Jensen	6	William Feltus	3
Rebecca Spitzer	6	Alisia Cross	6	Madison Gerzewski	3
Joe Corbin	6	Dawn Hjalmarson	7	Jonathan Deschene	4
Jamie Tverberg	9	Jonathan Thompson	9	Elisha Head	4
Jenna Magee	9	Tammy Slininger	11	Christina Ramstad	4
James Hanson	9	Tess Wagenaar	16	Paul Greicar	5
Lee Spartz	9			Tatiana Risky	5
Carla Bakken	12			Sandra Nygord	5
Tracy Thorlakson	13			Matt Carriere	6
Stephanie Pauletter	14			Karen Raymond	6
Michalle Radke	14			Banks Kintang	6
James Peterson	15			Arinoh Mbieh	6
Suzana Jelen	16			Stephen Chiehina	6
Remie Cowan	22			Joseph Bailey	7
				Robert Lanes	8
				Bethany Sorenson	14
				Elizabeth Knudson	15
				Nathaniel Matt	16
				Stacey Rudolph	19
				Mary Mattern	29



# Mya Comes for A Visit

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We knew she was coming and we couldn't wait. When Mya, came into the room, she brought a smile to our faces. She went from person to person greeting everyone who chose to make her acquaintance, friendly, but respectful of those who wished to admire from afar.

Mya, a golden retriever, is a therapy dog, who along with the other member of her team, owner, Nancy Joyner, came on March 16 to visit the ACES program. Mya was gentle and patient, allowing all those who wished to pet and speak to her. She jumped into a chair to make it easier for some of the individuals to stroke her.

Pet therapy also known as animal-assisted therapy (AAT) is a guided interaction between an individual and a trained animal. The animal's trainer is also involved. The goals of the program is to improve motor skills, increase self-esteem, facilitate verbal communications, and to generate a willingness to join in activities and socialize. Her visit was enjoyed by all. Mya and her partner are welcomed guests. We look forward to seeing them again.





# PUZZLES

## ICE CREAM FLAVORS WORD SEARCH PUZZLE



BLACK CHERRY COOKIES AND CREAM MOOSE TRACKS PRALINE PECAN  
 BUBBLE GUM COTTON CANDY NEAPOLITAN RAINBOW SHERBET  
 BUTTER PECAN FRENCH VANILLA NUTTY COCONUT ROCKY ROAD  
 CHOCOLATE CHIP MINT CHIP PEANUT BUTTER CUP STRAWBERRY  
 COOKIE DOUGH MOCHA ALMOND FUDGE PISTACHIO ALMOND VANILLA BEAN

www.WordSearchAddict.com

compliments of akelascouncil.blogspot.com

1 history history history	2 R g rose e i n	3 MEREPEAT	4 _____ read
5 Arrest You're	6 Me Me a l Me a r e a l Meal	7 more more more more	8 wonalicederland
9 me right	10 ste frankin	11 Chimadena	12 _____ settle
13 millioin	14 e r e r v i v i e r e r v i v i	15 land time	16 min'l'l bethereute
17 R R a a i i l l	18 scope	19 ban ana	20 o_er_t_o_
21 e t a d	22 Meal A	23 issue issue issue issue issue issue issue	24 XQQQME
25 time time	26 FLUBADENCE	27 1 knows	28 BIG BIG ignore ignore
29 BIRD	30 chair	31 ICE <sup>3</sup>	32 lang4uage
33 VA DERS	34 9S2A5F4E1T8Y6	35 _____it	36 chawhowhorge
37 RIGHT RIGHT	38 TUPLES	39 \$0 all all all all	40 knee light light

# Save the Date

**Save the Date!**  
 5th Annual Autism Awareness Walk  
 & Community Celebration  
 Saturday April 29, 2017  
 UND Wellness Center  
 9:30 am - 11:30 am  
 Music, activities, informational booths,  
 prizes and more!  
 You can register online by going to [developmenthomes.org](http://developmenthomes.org) and click  
 on the save the event date. Questions call 335-4000.

Drekker Brewing Co.  
 Brewers' Menu  
 5 courses\*, 5 beers  
 supporting  
 Development Homes  
 a non profit supporting persons with disabilities  
 When: Tuesday, May 2nd, 6pm  
 Where: The Blue Moose Back 40  
 Tickets are limited, to reserve yours please go to  
[www.developmenthomes.org](http://www.developmenthomes.org)/click on Blue Moose  
 logo or call (701) 335-4028  
 \*vegetarian available, tickets \$75 -tax deductible

**Save the Date**  
 Innes/ Development Homes  
 8th Annual Golf Tournament  
 Thursday, July 20, 2017  
 At the Grand Forks Country Club  
 For more information: 701-335-4000

# RECIPES

## Bunny Pretzels Ingredients

- 24 mini pretzels
- 24 large white melting wafers
- 24 mini pink marshmallows
- 48 mini bunny feet icing transfers



## Directions

**PREP:**  
Preheat oven to 350°F.  
Evenly spread pretzels on cookie sheet lined with parchment paper.



## BUILD YOUR BUNNIES:

Place a white melting wafer in the center of each pretzel.  
Place cookie sheet into the oven for 3 minutes to soften the wafer.  
(Watch carefully because you don't want it to melt completely!)  
Use your fingers to lightly compress the marshmallow, then place the marshmallow into the center of the white chocolate wafer.  
Press bunny feet into the bottom sides of the white melting wafer. Be sure to work quickly while white chocolate wafers are still soft!



## Oriental Ramen Salad

2-3z pkg Oriental Ramen w/ Seasoning Packets  
1/2 Bunch Green Onion  
2-8.5oz Broccoli Slaw  
1/2 C Sugar  
3/4 Oil  
1/3 C White Vinegar  
Almonds Toasted

Crush Ramen in packages before opening. Mix sugar, seasoning packets, oil, and vinegar together. In large mixing bowl put ramen noodles, broccoli slaw, and green onions and mix. Add sauce mixture and mix together. Top with toasted almonds.

## Ingredients:

24 Slices of deli honey ham  
6 Slices of swiss cheese, cut into fourths  
1/3 cup Mayonnaise  
1 tablespoon Poppy seeds  
1 1/2 tablespoons Dijon mustard  
1/2 cup Butter melted  
1 tablespoon Onion Powder  
1/2 teaspoon Worcestershire sauce  
2 packages (12 count) KING'S HAWAIIAN  
Original Hawaiian Sweet Dinner Rolls

### Step 1

Cut rolls in half and spread mayo onto 1 side of the rolls. Place a slice or two of ham and slice of swiss cheese in roll. Replace the top of the rolls and bunch them closely together into a baking dish.

### Step 2

In a medium bowl, whisk together poppy seeds, dijon mustard, melted butter, onion powder and worcestershire sauce.

### Step 3

Pour sauce over the rolls, just covering the tops. Cover with foil and let sit for 10 minutes.

### Step 4

Bake at 350 degrees for 10 minutes or until cheese is melted. Uncover and cook for additional 2 minutes until tops are slightly browned and crisp. Serve warm.





## 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.

**Now Open – DHI's newest gaming site in Grand Forks – The Hub!**  
**Grand Forks' oldest bar in the city – located in downtown Grand**

**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**



## **DHI Gaming Information Janelle Mitzel**

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**Race On Into Rumors! Rumors gaming provides pari-mutuel horse betting and live racing broadcasts. Bet on your favorite ponies for the Triple Crown Races this spring!**

**Kentucky Derby - Saturday May 6<sup>th</sup>**

**The Preakness Stakes – Saturday May 20<sup>th</sup>**

**The Belmont Stakes – Saturday June 10<sup>th</sup>**



**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.**

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## Payroll Reminder

## Answers

April

Thurs. 13th & Fri. 28th

May

Mon. 15th & Wed. 31st

June

Thurs. 15th & Fri. 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.

## SOLUTION TO ICE CREAM FLAVORS PUZZLE



**www.WordSearchAddict.com**

1	history repeats itself	2	Ring around the rosie	3	Repeat after Me	4	Read between the lines
5	you're under arrest	6	Square Meal	7	Ready for more	8	Alice in Wonderland
9	Right Beside Me	10	Frankenstein	11	Made in China	12	Settle down
13	One in a Million	14	Four Wheel Drive	15	The Land Before Time	16	i'll be there in a minute
17	Rail Crossing	18	Microscope	19	Banana Split	20	painless operation
21	Update	22	Well Balanced Meal	23	Tennis Shoe (10 issue)	24	excuse me
25	Time after time or double time	26	Bad Influence	27	Won by a nose	28	Too big to ignore
29	Big Bird	30	High Chair	31	Ice Cube	32	foreign language
33	SPACE INVADERS	34	Safety in Numbers	35	Blanket	36	who's in charge
37	Equal Rights	38	Tiptoe thru the tulips	39	Free for (4) all	40	neon lights



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