

October - December
2018



**DEVELOPMENT
HOMES, INC.**

Developing Times



CEO Corner Sandi Marshall

Our Workforce Matters!

We just finished honoring **Direct Support Professional recognition week Sept. 9-15th**, a fun week starting with a big thankyou ad in the GF Herald, and ending with a free drive-through lunch of freshly-grilled hamburgers and hotdogs, thanks to our Operations crew, with recognition gifts distributed as well.

Thanks to all of our dedicated DSP's who provide such wonderful care and support to people we serve. You guys are the back-bone of our services, and are "boots on the ground" fulfilling the mission of DHI every day! Check our website and social media sites to get to know some of our wonderful employees through the posted bios.

The annual DHI employee recognition event is coming up on **Thursday, Oct. 25th from noon to 2 pm**. This year it will be held at the Townhouse Inn just off of DeMers Avenue near downtown. Each year the event attracts more people, and we expect this will be our biggest event ever! Put it on your calendar now, and watch for the opportunity to RSVP. It is always so amazing to see such a great representation of employees across the company, in Program, Gaming, all the central office support functions, and of course, our wonderful ACES contract employees!

Again, we have a wonderful array of very deserving nominees for the Above and Beyond and Leland H. Lipp Leadership awards. We will also honor employees for years of service, and present a Social Capital award to an individual we serve who has been active in "giving back" to our community. Plus, we will have some awesome door prizes and gifts for all attendees!

And I would be in remiss to not give a huge shout-out to our wonderful board of directors, who approved the 401k distribution for January through June 2018 for those eligible employees. You will see this on your upcoming Bremer/Empower statement.

For all these reasons, we want to celebrate YOU, our amazing and awesome employees! Your impact on people's lives really makes the "DHI Difference"!

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Holiday's and Closures

- **Halloween 10/31/18**
- **Veteran's Day 11/11/18; Observed 11/12/18**
- **Thanksgiving Day 11/22/178- Closed**
- **Thanksgiving 11/23/18- Closed (in lieu of Veteran's Day)**
- **Christmas Eve 12/24/18 Office Staff Close at 3pm,**
- **Direct Support/Dealers 3:00**
- **Christmas Day 12/25/18- Direct Support Closed**
- **Christmas Day—Office Staff**
- **New Years Eve—Office Staff close at 3pm**
- **New Years Eve 12/31/18 - 3pm Direct Support**
- **New Years Day 1/1/19- Closed**



Winter Weather Facts and Myths Cindy Holweger

Do you think you can tell fact from myth when it comes to winter weather? Put your skills to the test! Fact or Myth?

1. Windshield wiper fluid can freeze and not come out when needed.
2. You shouldn't exercise outside when it is cold.
3. Keeping a car's gas tank more than half full is especially important in colder weather.
4. Winter cold kills more than twice as many Americans as does summer heat.
5. If you are travelling in the winter, you should turn the heat off in your home to avoid a high heat bill.
6. A sip of coffee will increase your body temperature.
7. You can rub the inside of an onion or potato on your car windows to prevent frost and ice from forming.
8. It is not necessary to idle and warm up a vehicle before driving it.

Answers on page 14

Supplemental Insurance Info



Choosing the right benefits at the right time of your life can be critical.
That's why Colonial Life is committed to helping you better understand your options.
Colonial benefits can help provide you and your family with the protection you need.



ACCIDENT

Accidents insurance is designed to help you fill some of the gaps caused by increasing healthcare costs or out-of-pocket expenses.



CANCER

Helps offset the out-of-pocket medical expenses related to cancer that most medical plans don't cover. Traveling, hotels, time off and more unexpected costs.



SHORT TERM DISABILITY

Is your paycheck protected? This coverage helps replace a portion of your income to help make ends meet if you become disabled from an accident or illness. Pregnancy is treated just like any other covered sickness (pre-existing conditions will not be covered). Maternity leave can be better with this benefit to help with extra expenses. You can elect up to 60% of your annual income.



MEDICAL BRIDGE / HOSPITAL

This coverage pays a lump-sum benefit when confined to a hospital or outpatient surgeries happen. Great plan if you are planning a pregnancy.



CRITICAL ILLNESS

Supplements your major medical coverage by providing a lump-sum benefit when a covered critical illness like heart attack, stroke, major organ failure and seven others happen.



WHOLE LIFE

Provides financial protection when you or a loved one is lost. Whole=guaranteed death benefit, also you can access its cash value through a policy loan, and use the money for emergencies.

Whole Life- 4.6% Interest

With Colonial Life products:

- Coverage is available for your spouse and eligible dependent children.
- Benefits are paid directly to you.
- You can continue coverage when you retire or change jobs.
- This insurance does not work like others, you will not receive increases or be removed if you use it too much.



DO WE OWE YOU MONEY? We pay every year for Wellness/Health Screening!

NO paperwork needed to file this claim! Call 1-800-325-4368 OR Online coloniallife.com
You will need the Date and Type of Screening.

CONTACT:

Patty Hajostek
218-285-4949
patty.benefits@gmail.com



DISABILITY * LIFE * ACCIDENT * CRITICAL ILLNESS * HOSPITAL * DENTAL * VISION



Save The Date/Puzzles



October

Mon. 15th & Wed. 31st

November

Thurs. 15th & Fri. 30th

December

Fri. 14th & Mon. 31st

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.



EMPLOYEE RECOGNITION LUNCHEON

Development Homes, Inc. invites you to a celebration honoring employees who have achieved outstanding performance and length-of-service milestones.

Date: Thursday, October 25th, 2018
Time: Noon-2pm (Buffet ready at 11:45am)
Place: TownHouse Hotel
710 1st Ave N, Grand Forks, ND

RSVP BY OCTOBER 9TH

Pasta Buffet Lunch

Meat Lasagna, Pasta Noodles, Marinara Sauce, Alfredo Sauce, Chicken, Garlic Toast, Breadsticks, Garden Salad and Dressing

RSVP to Kristie Aarvig (kaarvig@developmenthomes.org) or Amelia Indvik (aindivik@developmenthomes.org), or by SCOMM

*FOR EMPLOYEES ONLY. If you are nominated for the Leland Lipp, Above & Beyond, or Social Capital award, then you may bring one guest.

REBUS FOR YOU!

Solve these visual word puzzles by looking for clues in the placement, color, or number of words. Have fun!

1. Injury + Insult	2. Weather Bit
3. yourballcourt	4. B Cat 2 3
5. Bush	6. 1. Blame 2. Blame 3. Blame
7. belly	8. ri poorch
9. mce mce mce	10. MONSTER

Thanksgiving Challenge

Find the words in the list hidden in the puzzle grid below

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

Autumn	Drumstick	Indians	Separatists
Blessings	Family	Leftovers	Squanto
Bounty	Feast	Mayflower	Stuffing
Celebrate	Football	November	Thanksgiving
Cider	Friends	Parade	Thursday
Cornucopia	Giblets	Pilgrims	Tofurkey
Dessert	Gobble	Plymouth	Tradition
Diet	Gratitude	Prayer	Turkey
Dinner	Harvest	Pumpkin	Wampanoag
Dressing	Holiday	Puritans	Wishbone

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Don't forget to follow us on Facebook to stay up to date with all the happenings at DHI @dhigfnd

Movie Reviews by Seth C.

Incredibles 2



Movie Review By: Seth Christianson



Comments: This movie is literally INCREDIBLE! After 14 years of waiting for a sequel, Disney and Pixar deliver in a GREAT way. If you've seen the first movie and you don't think sequels are any good, GO SEE THIS MOVIE! Trust me, it's worth the wait.



Christopher Robin



Movie Review By: Seth Christianson



Comments: This movie is AWESOME! If you like Winnie the Pooh, you'll LOVE Christopher Robin. This movie has comedy, heart, drama, action, adventure, AND honey. I recommend it for fans, folks who love Winnie the Pooh. and ESPECIALLY families BECAUSE it's the perfect family movie.

Hotel Transylvania Summer Vacation



Movie Review By: Seth Christianson



Comments: This is the best Hotel Transylvania movie yet! It has action, comedy, and romance. If you've seen the first two movies and if you like them, then this movie is recommended by me just for you.



Human Resources Monica Fallon

Like last year we will have various insurance representatives here to educate employees on the many benefits DHI offers. If you are a full time employee it is mandatory that you attend one of the Open Enrollment meetings. Sign up for a meeting time by contacting Mark Indvik or Monica Fallon via SComm or by calling (701) 335-4000.

- Tuesday, October 16th 3:00-5:00PM
- Wednesday, October 17th 9:00-11:00AM and 4:00-6:00PM
- Thursday, October 18th Noon-2:00PM
- Friday, October 19th 10:00-Noon and 2:00-4:00PM

Blue Cross Blue Shield (BCBS) will be making some changes that have contributed to us switching our dental insurance carrier from BCBS to Delta Dental effective January 1st, 2019. Delta Dental will provide employees with a larger in-network list of dental providers than BCBS making it a better benefit. Information on Delta Dental will be provided at the meetings.

This is a good opportunity to learn more about the benefits that Development Homes offers so you can make a more educated decision on what options work best for you.

You will have until November 30, 2018 to contact Mark in the Human Resources Department to make changes to your current benefits, cancel any unwanted benefits or add any additional benefits. Failure to contact Mark by November 30, 2018 will result in the continuation of your current benefits unchanged, with the exception of the 2019 Flex spending accounts through Alerus. Failure to re-enroll in your Flex Spending Account(s) will mean your current account(s) automatically end December 31, 2018.

In order to cancel or sign up for Colonial Life benefits you must meet with Patty before November 30, 2018. Contact Patty by cell (218) 289-4949 or e-mail patty.benefits@gmail.com to set up an appointment. Patty will be at the office the week of Open Enrollment meetings and the week after. We will send an SComm in Therap to notify you of dates and times she will be available at the Main Office here at DHI.

If you elect to waive the health insurance for the 2019 plan year you are required to complete a waiver **and** provide proof of current health insurance by January 1st, 2019. If you waived coverage this year, failure to complete a new waiver **and** provide proof of current insurance by January 1st, 2019 will result in the loss of the \$1 in lieu of the health insurance benefit.

Do not miss this Open Enrollment opportunity! If you have any questions please contact Mark or Monica.

Thank you,

Monica Fallon, Human Resources Director
Mark Indvik, Senior HR Generalist



New Employees That Have Joined the DHI Team

Alicia Bergeron
Wyatt Kosmatka
Samantha Gamboa
Danielle Haugen
Catherine Anyinkeh
Patti Wenstad
Samantha Criswell
Magealena Ogaz

Kim Moen
Abdisitar Aden
Abigail Hunter
Breeanna Hinkle
Kaly Miasso
Lindsey Henning
Natalie Johnson
Elvis Njei

Selma Dahn
Katelyn McLellan
Lexie Coalwell
Joshua Kum
Abigail Kasper
Danielle Craig
Faith Zahn
Molly Furlong

Juliana Farah
Rachel Lindemann
Laura Robinson
Hayley Sullivan
Kofinda Kofa
Alexis Gest
Seira Goddard
Oumou Diarra

Sahra Abdullahi
Emily Annen
Amina Ismail
Aliexis Mercil
Fadumo Mohamed
Chrisretha Howard

Employee Anniversaries

October Anniversaries	-	Years	November Anniversaries	-	Years	December Anniversaries	-	Years
Sarah Lundstrom		1	Josephine Tokpah		1	Amanda Romo		1
Nancy Solem		1	Courtney Renner		1	Makiyah Wilson		1
Sarah Schwartz		1	Kessie Lowery		2	Amanda Sherer		2
Casey Adams		2	Amil Mocker		3	Maxine Garza		2
Nasra Ahmed		2	Amber Ott		3	Michael Johnson		2
Marissa Mann		2	Ryan Schultz		3	Johnathan Fox		3
Elisabeth Melde		2	Aisha Mohamed		4	Samantha Barfield		3
Christian Sudue		2	Kelsey Dornheim		5	Briana Myrvik		3
Lawrence Ngong		2	Amina Isse		5	Timothy Etonde		4
Eric Davis		2	Joshua Keckler		6	Elvis Mofor		4
Amanda Weston		3	Mariama Kamara		8	Kelsey Conway		4
Liana Hansen		3	Kristi Ness		9	Russell Myers		7
Meghan Gillespie		3	Julie Vold		11	Brenda Jorgenson		8
Sheina Dorch		4	Gordon Johnson		19	Matt Waller		9
Watamusa Kamara		4	Rod Lundeed		23	Victoria Schneck		9
Trisha Miller		4	Joyce Schroder		24	Case Wagenaar		12
Mark Indvik		5	Michael Shogren		29	Susan McMenamy		14
Kelsey Franks		5				Neal Rodningen		23
Thomas Mah		6				Kathryn Allery		27
Chris Oen		8				Carol Grochowski		32
Amanda Hosler		8						
Katie Hess		9						
Danny Holwerda		9						
Susan Weber		10						
John Wierwille		11						
Mark Heikotter		13						
Carmen Tupa		13						
Susan Lunski		17						
Elaine Fritz		24						
David Skavlem		30						
Nancy Ulrich Crotty		31						
Mark Potratz		33						





MY EXPERIENCE WITH THE DONATED SICK LEAVE

Two years ago when I had my **cardiac arrest** followed by issues with a blocked airway I was able to use my own sick leave and vacation leave until January. I then had to ask for employees to donate sick time. I have **heartfelt gratitude** for those that donated time, and for those who were turned down for donating also, as I had the maximum the company would allow in a matter of a few days.

Many of you may not realize that I still have ongoing issues, as you see me at work every day. However, I am not back to full time work yet. I also have appointments and procedures, some of which need to be done in Minneapolis. I often feel physically and emotionally exhausted after even a 6 hour day.

I have now run out of time again from the hours that were donated a year and a half ago. My own days and then my donated time only last so long, because I did get back to work part time so I was able to earn sick time and vacation time. I always had to spend my own earned sick and vacation time before I could use the donated time.

The company has changed the policy for donating sick time. They now require all donated time to go in a pool. There are other people who have need for donated time also. The company follows the policy to make sure employees who request donated sick time qualify for it.

I would like to **thank everyone** again for what they donated to me at the time, and **encourage them to give to the (sick leave bank)**, if they have sick time accruing that may not be needed. Also, down the road if you need to use all your time, then this fund could also be of help to you.

If people are hearing of this and have questions, please do not be afraid to ask me about what I have been through and am still experiencing.

On June 12, 2016, I had a sudden cardiac arrest while my husband was taking me to the hospital. The E. R. did 35 minutes of CPR on me. They then took me to the cardiac lab where they put two stents in places where there was blockage. They put me through a thermo treatment to take body temperature down to between 32 and 34 degrees C. to slow down the shock effect of the body throwing everything into healing.

It was June 16 before I was able to communicate with my family. When the hospital sent me home on June 20, I was back in 5 1/2 hours later with a breathing problem. The next morning I was sent back up to ICU. They were able to make me comfortable enough so I could actually sleep by having me breathe a combination of helium and oxygen. I don't really understand the physiology of this combination of gases but it did help some. By the next morning my stats were going down and they tried to put the ventilator back in. They could not get it back in and rushed me to O.R. where they did an emergency trach. About a month and a half later they felt comfortable enough so they were able to let my trach site heal. But that site now has crushed cartilage and scar tissue that keeps increasing to impede my breathing. It is for this issue that so much of my medical care has to be in the cities now. I am just too complicated for this clinic.

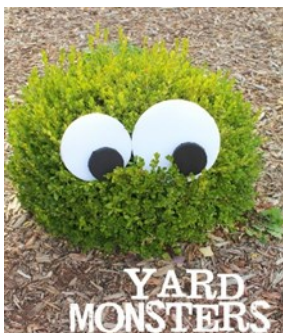
Today, I still get really tired after work and I experience chest pain which the cardiologist feels is probably due to compressions and paddles, associated interventions used to bring me back after cardiac arrest. When my airway gets to the point that it starts to bother, I tire faster. Eventually I might have a different surgery done to fix the problem more permanently, but my body is not ready for that to happen yet, and the prospect of this surgery causes me some anxiety.

Thank you again,

Sarah West, Employment & Community Services Specialist



October:



Here is what you need:

- FloraCraft® Make It: Fun® Foam: Discs (different sizes)
- Hot glue gun
- White and black knit fabric
- scissors

Just lay out in the fabric and cut around.

Then hot glue the edges around. Knit works the best because you can pull and stretch it and gets out all of the bulk around the edges!

Each way looks a little different—same size with different sized pupils. Different sizes with same sized pupils. Different sizes with different sized pupils!

You can add a skewer in the back on bottom to help stick into the shrubs and trees better...

November:



This Thanksgiving start a new tradition with your family!

Have each family member put a note in the jar and read it around the table.

December:



How to Play the Reindeer Antler Game

Here is what you will need:

Panty hose (Hint: Buy very large pantyhose so they will fit over all size heads!)
Lots of colored balloons

This is a Team Competition Game so divide your group into equal teams. Provide each group with a pair of pantyhose and lots of balloons.

When you say "Go", they will begin to blow up their balloons, tie them off and stuff them into the legs of the panty hose. Whichever team finishes first wins!

It is easier said than done! The goal is to create 'Antlers' which stand up as shown above. One person will wear the antlers when finished. So much fun! Be sure to take lots of pictures!



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, quick shot bingo, blackjack, pig wheels, pull tabs, simulcast horse racing and now electronic pull tab machines.

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.

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



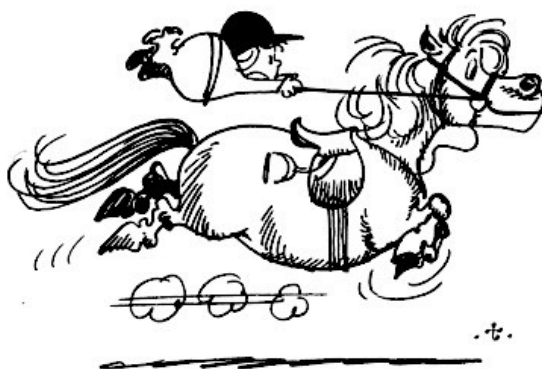


QUICKSHOT BINGO

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

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.



ELECTRONIC PULL TABS ARE HERE!

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

RECIPES

Julie Vold

Apple and Cream Cheese Crescent Squares

Prep time: 10 min | Cook time: 30 min |

Yield: About 4 to 6 servings

Ingredients

4 ounces of cream cheese, softened

1/2 cup of granulated sugar

1/2 teaspoon of vanilla extract

1 package of crescent rolls

1 can of apple pie filling

1/4 cup (1/2 stick) of unsalted butter, melted

Mixture of cinnamon and sugar*

Instructions

Preheat oven to 350 degrees. Spray an 8" x 8" glass baking pan with non-stick spray and set aside.

Hand whip the cream cheese, sugar and vanilla extract together until well blended.

Unroll the package of crescent rolls and cut into even halves. Pinch together the seams and place one of the halves into the bottom of the baking pan. Spread the cream cheese evenly on top of the dough and top that with the apple pie filling. If you are using a low sugar or sugar free apple pie filling, you'll probably want to add some sugar or brown sugar to the apples. Top with the other half of the dough and pour the melted butter all over. Sprinkle generously with the cinnamon sugar.

Bake uncovered at 350 degrees for 30 minutes until golden brown. Let cool long enough to set the filling before cutting. Double for a 9 x 13 inch pan.



Sunny Broccoli Salad

1 cup mayonnaise, reduced-fat mayonnaise, or salad dressing

1/2 cup raisins

1/4 cup finely chopped red onion (1 small)

3 tablespoons sugar OR sugar substitute

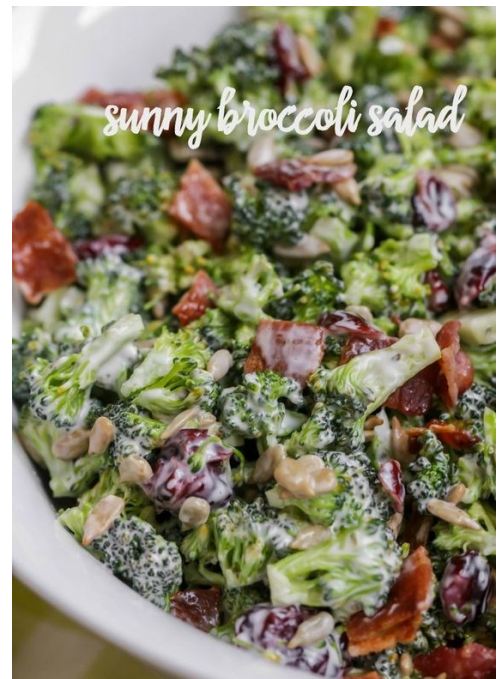
2 tablespoons vinegar

7 cups chopped fresh broccoli florets

1/2 cup shelled sunflower seeds

8 slices bacon, crisp-cooked, drained and crumbled

directions
1. In a large bowl combine mayonnaise, raisins, onion, sugar, and vinegar. Add broccoli and stir to coat. Cover and chill in the refrigerator for at least 2 hours or up to 24 hours. Before serving,



RECIPES

Julie Vold

Chicken Enchilada Casserole

Yield: 8 Servings

1 1/4 pounds skinless boneless chicken breasts
1 1/2 cups onions, chopped
4 cloves garlic, minced
1/2 cup beer
1/4 teaspoon ground red pepper
1 (28 ounce) can chopped tomatoes, drained
1/2 cup green onions, thinly sliced (divided)
(2 1/4 ounce) can sliced olives, drained (divided)
2 (4 ounce) cans chopped green chilies, drained
5 Tablespoons flour

1/2 teaspoon salt
1/2 teaspoon ground cumin
1/4 teaspoon ground coriander seed
2 cups 1% low fat milk
2 large egg whites, lightly beaten
3/4 cup shredded sharp cheddar cheese
3/4 cup shredded Monterey Jack cheese
6 (6-inch) corn tortillas, cut in half
1/2 cup fat free sour cream
1/2 cup salsa

1. Preheat oven to 350 degrees F. Coat 2 1/2 quart casserole dish with cooking spray.
2. Spray a large nonstick skillet with cooking spray. Place over medium heat until hot. Add chicken; cook 6 minutes on each side, or until done. Remove chicken from skillet and let cool. Shred chicken with 2 forks; set aside.
3. Re-coat skillet with cooking spray; place over medium heat. Add onion and garlic; sauté 5 minutes or until tender. Add shredded chicken, beer, red pepper and tomatoes; cook 15 minutes, or until most of the liquid has evaporated. Remove from heat. Reserve 1 Tablespoon green onions and 1 Tablespoon olives for garnish. Stir in remaining green onions, olives and chilies into chicken mixture; set aside.
4. Combine flour, salt, cumin and coriander in medium saucepan. Gradually add milk, stirring with a whisk until blended. Place over medium heat; cook 7 minutes or until thick, stirring constantly. Gradually add hot milk mixture to egg whites, stirring constantly with whisk. Set aside.
5. Place cheeses in bowl; toss well and set aside.
6. Spread 1/2 cup white sauce in bottom of casserole dish. Arrange 4 tortilla halves over sauce; top with 2 cups chicken mixture, 1/2 cup sauce and 1/2 cup cheese mixture. Repeat layers twice, ending with sauce. Set aside remaining 1/2 cup cheese mixture.
7. Bake, uncovered, for 40 minutes or until hot. Sprinkle with remaining 1/2 cup cheese, reserved green onions and olives; bake an additional 5 minutes. Let stand 10 minutes before serving. Serve with sour cream and salsa.



Puzzle/ Quiz Answers

REBUS FOR YOU!

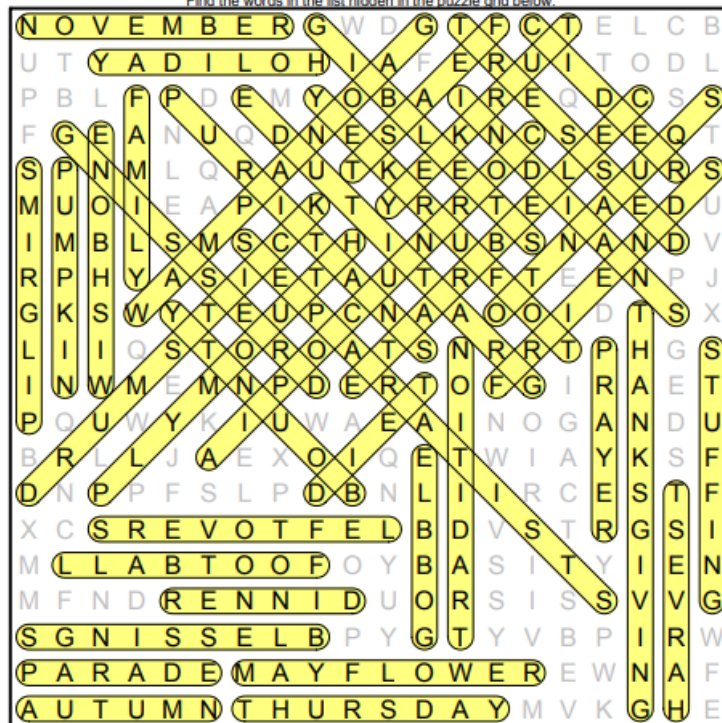
SOLUTION

1. Adding insult to injury.	2. A bit under the weather.
3. The ball is in your court.	4. Let the cat out of the bag.
5. Beat around the bush.	6. No one to blame.
7. Yellow belly.	8. Take from the rich and give to the poor.
9. Three blind mice.	10. A green eyed monster.

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Thanksgiving Challenge

Find the words in the list hidden in the puzzle grid below



Answers to Winter Weather Facts and Myths

Fact. This one is true if the fluid does not contain anti-freeze, since it is mostly made of water.

Myth. If you are dressed warmly, are generally speaking healthy, and are used to exercising outside during the winter, there's really no temperature that is too cold to exercise in.

Fact. Extra fuel adds weight to help prevent sliding and can be needed if you are stuck on a snowy roadway.

Fact. Based on U.S. death certificate data, 63% were attributed to exposure to excessive natural cold, hypothermia, or both, compared to 31% attributed to excessive natural heat, heat stroke, and sun stroke.

Myth. You should leave the heat on at a temperature no lower than 55 degrees.

Myth. Caffeine makes it harder for your body to produce heat.

Fact. Because of the thin layer of sugar that this creates, frost and ice won't be able to form.

Fact. The EPA says driving it warms it faster than idling, which wastes gas and causes more pollution.

Fun Fact: "Barrow, Alaska is the coldest city in the U.S., of cities with populations of at least 5000. The average temperature is 11.7 degrees, with an all-time low of -56 degrees, and 160 subzero days per year." Well, I think we can relate!!!

Parts taken from weloveweather.tv and mentalfloss.com



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