



# NDACF NEWS

Volume 14

December, 2008

## Message from the Executive Director



Greetings to all NDACF members and supporters. The session will begin on January 6<sup>th</sup>. Although ND has a large surplus, the negative economy thought the nation and falling oil prices will make ND lawmakers cautious about spending money, including raises for staff working in developmental disabilities.

The Governor included a 7% inflationary increase for both years of the biennium budget. He did not include anything for the \$2 per hour equity increase. Please let your local legislators know about your needs for wage equity.

NDACF and NDACP have been working with other Medicaid Providers, to coordinate our request to the legislature. At this time, all Medicaid Providers are recommended to receive a 7% increase.

**Community Development Committee:** Co-chairs: Sandie Leyland, Fraser and Dan Howell, Anne Carlson Center for Children  
The Community Development Committee has initiated work with the Department of Commerce on the Governor's Workforce Initiative. We will begin to examine the value of talent pipeline mapping in the coming months. According to the experts, there is an unprecedented labor crisis looming, with 30% - 70% of the workforce eligible for retirement in the next few years.

**Government Affairs Committee:** Chair – Jon Larson, Enable.  
The 2009 Legislative Social will be held on January 6<sup>th</sup>, the first day of the session. We will have the opportunity to discuss our needs with concerned legislators.

2009 Legislative news and updates will be include on our webpage at [www.ndacf.org](http://www.ndacf.org)



**NDACF/Education Committee:** Co-Chair --Brenda Niess, REM; Mary Simonson, Open Door Center.  
The Education Committee is coordinating 2009 training in the area of Applied Humanism and Hiring for Longevity, the Positive Organization: Stamping Negativity out of the Workplace & It's not my Fault-Developing Personal Responsibility by Cindy Hayworth.; and the Seven Habits by Steven Covey. See specifics at the end of the newsletter.

**Legislative Partnership Committee:** Chair: Tim Huseth, HAV-IT.  
The Committee, made up of representatives of NDACF, the Arc, P&A, the Disability Consortium, family members, and legislators met for a final time before the Legislative session on November 12<sup>th</sup> to review turnover and wage concerns. Turnover as of June 30<sup>th</sup>, 2008 was 41%, a drop of 3% after the 4% inflationary increase and \$.60 an hour raise in July 2007. This still represents 1600 direct support professionals leaving employment with provider agencies during the course of the year. Average starting wage is \$9.08 an hour, as of 6-30-08.

**Transition to the Community Task Force:** Chair – Alex Schweitzer, Superintendent, State Developmental Center.  
NDACF received an extension on its grant from the State Council on Developmental Disabilities and anticipates bringing in another speaker to examine the best strategies to increase the community capacity to deal with people with significant medical or behavioral needs. The state redeveloped the current plan for further deinstitutionalization, and is looking at 17 placements from the Developmental Center over the next two years. The task force will meet again on Dec. 19, 2008.

*Barbara Murry*

**NDACP**

### **PUBLIC POLICY PLATFORM 2009 – 2011 BIENNIUM**

- 1) **WAGES.**  
**Market Equity Increase** – Our wage study, completed 6-30-08, indicates a need for a \$2.00 increase. [Not included in Governor's budget.](#)  
**INFLATION ADJUSTMENT** -- Inflationary increase of 7% for each year of the 2009-2011 Biennium. [Included in Governor's budget.](#)
- 2) **BENEFITS** –3% increase in benefits – [Not included in budget.](#)  
**ISLA** -- ISLA placements can be a less costly, less restrictive service option for some people with high level support needs. We are working the with the Department of Human Services to develop an Optional Adjustment Request to change the administrative allocation process to remove the disincentive for the ISLA Program, to cover increased costs in transportation, staff training, supervision, and to allow increased transition of individuals into ISLA from the institution and from the school system. [Partially included in budget.](#)
- 3) **CRITICAL NEED STAFFING INCREASES** -- As people we support age or other changes occur in their lives, often times increased needs arise. Staffing increases have not been available from the Department to adequately address those needs. [Not included.](#) Additional funding is required for complex behavioral and medical care. [Included in budget.](#)
- 4) **TRANSITION** -- We are requesting increased funding for transition from the institution and for transition aged youth. [An increase for 22 individuals from the schools each year is included in the budget.](#) The Developmental Center transition is planned at 17 people, total.
- 5) **PERSONAL NEEDS ALLOWANCE** – [An increase to \\$50 has been included in Governor Hoeven's budget \(SSI only\)](#)



**YOU CAN HELP! JOIN NDACP TODAY!**

NDACP is a statewide group whose member organizations provide a wide range of services for people with disabilities – developmental, mental and physical. Our membership is made up of North Dakota organizations that are governed by citizen Boards of Directors to provide services specifically for people with disabilities.

NDACP strives to stimulate public interest and understanding. We share information, expertise, and develop and enhance special programs. We conduct research and studies, promote advocacy, and are a proactive liaison with governmental agencies on behalf of all North Dakota citizens with disabilities.

Our Mission is to enhance, improve and advocate for positive change in the service delivery for people with disabilities. As a person interested in the Mission of NDACP, WE ASK YOU TO BECOME AN INDIVIDUAL MEMBER IN NDACP.

Individual Member benefits include: 1) Listing on the NDACP Website as someone who supports persons with disabilities, and 2) The satisfaction of knowing that YOU are helping in the ongoing struggle to obtain appropriate levels of service to people with disabilities.

**YOU CAN CONTINUE TO HELP OUR EFFORTS! PLEASE CONSIDER RENEWING YOUR MEMBERSHIP IN THIS DYNAMIC AND GROWING ORGANIZATION FOR THE SAKE OF THE PEOPLE WE SERVE!**



**Individual Membership  
2008**

Please consider membership in this dynamic and growing organization for the sake of the people we serve.

\_\_\_\_\_ Yes, I want to join the advocacy efforts of NDACP and I am an employee of \_\_\_\_\_ an NDACP Member. Enclosed is my check for \$10 payable to NDACP.

\_\_\_\_\_ No, I do not want to join now, but have enclosed a contribution of \$\_\_\_\_\_ to help the Mission of NDACP.

(Please Print)  
NAME: \_\_\_\_\_

ORGANIZATION: \_\_\_\_\_

STREET ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

**MEMBERSHIP INFORMATION SHOULD BE SENT TO:**

Barbara Murry, North Dakota Association of Community Providers,  
PO Box 7037, Bismarck, ND 58507-7037



- AARP:** Marlowe Kro
- Catholic Charities ND:** Donna Bysewski\*\*\*, Sue Dokken, Mavis Jundt, Suzanne McKinnon Netzer, Emma Roodra\*, Mary Solberg
- Community Living Services:** Jim Berglie\*\*\*
- CQL:** Albert Van Kleek
- Development Homes, Inc.:** Bradley Crotty, Mary Dittmer\*\*, Cindy Holweger, Carol Jones, Nancy Ulrich Crotty
- ETC/VTC:** Victoria Bauman, Julie Boedighiemer\*, Jodi Freitag, Richelle McGregor, Larry Ornberg\*, Terry Paulson\*\*\*, Darla Kaercher-Randle, Carolyn Shook\*, Lori Were\*, Paulette Wood\*
- Fraser, Ltd.:** Miranda Buland, Junelle Christianson\*, Merri Christlieb, Virginia Dwyer\*, Mary Gulsvig\*, Rikki Iverson\*, Sandra Leyland\*\*, Sheryl McFarland, Linda McMillin, Mark Paulson\*, Renita Quam\*, Nikki Rude, Kelsey Stoos\*, Mary Tangen\*, Judith Van Engelenhoven\*
- Friendship:** Jenny Johnson, Lori Ramsey\*
- HAV-IT:** Loretta Baumbach, Margaret Hager, Tammy Hornbacher, Tim Huseth\*\*\*, Sherli Lien, Sarah Mertz, Val Olson, Rose Weninger
- HIT, Inc.:** Laura Kourajian, Bernie Vetter
- Lake Region Corporation:** Deb Ardahl, Brenda Beranek\*, Paula Bertsch\*, Gloria Bracken\*, Marilyn Briningen\*, Linda Brusven, Charlotte Burt, Alicia Dalzell\*, Ellen Davidson\*\*\*, Elaine Haugen\*, Teresa Hoselton, Kari Kopp\*, David Olson, Debra Lien, Deb Johnson, Stacy MacDonald, Riki Mielke, Susan Otto, Peggy Peters\*, Donna Streifel, Jennifer Tollefson, Kim Trana\*, Vicki Vinnard, Tom Watt
- LJSTEN:** Dixie Arnold, Sharon Bakke, Jody Belanus, Holly Conway, Paul Duckstad, Deb Fillipi, Mary Gerszewski, Mandi Harlow, Karen Jorstad, Sandy Justice, Francine Langehaug, Deneka Lecy, Amanda Leeson, Deb Marthe, Nancy Mckay, Michelle Meagher, Michelle Mutscher, Garry Novak, Krystal Roth, Jennifer Triske, Lori Uhrich
- Northeast Human Service Center:** Lorene Baier
- Opportunity Foundation:** Kathy Ekblad\*, Kristen Jones\*, DiAnn Merk\*, Sonya Owan\*, Charlie Robinson\*\*\*, Cheryl Shortell\*, Donna Sieg\*, Leah Wells
- Pride, Inc.:** Carol Gass, Darcy Severson\*, Dawn Thuen, Jani Seifert\*, Joe Kary, Karen Horan\*, Lori Sitter\*, Rose Kambeitz
- Red River Human Services:** Karen Bahr\*, Denae Burkhardt, Tom Canning, MJ Dahlheimer, Pam Erlandson\*, Deb Gehring, Kris Johnson, Donald Leinen Jr., Laurel Neurauder, Tom Newberger\*\*\*, MaryAnn Remme\*, Susan Schwartzbauer, Bonnie Sem, Ruth Soderstrom\*, Jana Sundbom\*, Charlotte Viou, Melissa Wollin
- REM-ND, Inc.:** Bonnie Aabrekke\*, Doug Asleson, Brenda Bednarz\*, Deb Carlson\*, Fran Carroll, Joyce Carter\*, Debora Rae Clark\*, Beth Czaplowski\*, Elizabeth (Betty) Faul\*, Joan Hance, Janet Hansen, Jason Hathaway, Charity Haugland, Travis Horpestad, Cynthia Kirschenmann, Lucy Klym, Melane Knutson\*, Larry Kraft\*, Trish Koop\*, Denise MacDonald, Sara Meidinger, Brent Mertz, Cynthia Mogard\*, Skip Narum\*, Brenda Niess\*\*\*, Jeanne Nybo, Amanda Ortmeier, Leslie Parrish, Jessica Remeika, Darcy Sabourin\*, Linda Schwols\*, Cathy Stevenson, Kari Titus, Sharon Walter, Suksimaran Kaur Daaljlit
- Standing Rock Community School:** Colette Fleck
- Tri City Cares, Inc.:** Vicki Fuson, Darla Juma, Sarah Rismon, Jerri Wirtz

**\*Renewing Members \*\*Executive Members \*\*\*Renewing Ex Members**

Please let me know if your name has been missed, in error.

**All memberships run until the NDACP Conference in 2009.**

## **EXECUTIVE MEMBERSHIPS 2008**

(\$100.00 Memberships)

**Catholic Charities ND:** Donna Byzewski

**CLS:** Jim Berglie

**CQL:** Albert Van Kleek

**Development Homes, Inc.:** Mary Dittmer

**Fraser, LTD.:** Sandra Leyland

**Hav-It:** Tim Huseth

**Lake Region Corporation:** Ellen Davidson

**REM-ND, Inc.:** Brenda Niess

**ETC/VTC:** Terry Paulson

**Opportunity Foundation:** Charlie Robinson

**Red River Human Services:** Tom Newberger

# 2008-2009 NDACP OFFICERS

President: Sandi Marshall, Development Homes, Inc., Grand Forks

Vice President: Mike Remboldt, HIT, Inc., Mandan

Secretary-Treasurer: Don Nelson, Alpha Opportunities, Jamestown

# Doing Other Business

## **HIT Tops 400 Employees with Addition of New Programs**

### **Missouri River Education Cooperative**

*- Mike Remboldt*

As a non-profit that is always looking for ways to provide services that benefit the community and falls within our mission to provide services to low-income families and people with disabilities, we have expanded our umbrella of services.

Effective Sept. 5, 2008, HIT entered into an agreement with Missouri River Education Cooperative to become the employer of record for their employees in the Extended School program. The Extended School Program will provide services to about 400 children in the Bismarck/Mandan communities through 60 employees. The employees will be a combination of teachers and youth workers. The Missouri River Education Cooperative (MREC) is a consortium of school districts in the region. MREC received a 21<sup>st</sup> Century Community Learning Center Grant to operate before and after school programs in elementary schools where 45% of the enrolled children qualify for free or reduced meals.

HIT's involvement will be limited to the Bismarck/Mandan community, specifically to eight elementary schools. This type of program complements our services to low-income Head Start programs in Mandan, New Salem, Elgin, Carson, Hebron, Beulah and Hazen.

As the employer of record, HIT will be providing time-keeping services, payroll processing services, Workforce Safety Insurance, as well as being responsible for all federal and state mandated payroll reports.

It is important to note that all program and personnel decisions will be the responsibility of MREC.

## **Infant Development Program Expands HIT's Services K.I.D.S. in Dickinson Joins the Agency**

The K.I.D.S. program also offers a unique service to parents with an experienced parent program coordinator. This person has had a child in the early intervention program and knows what it's like to receive services. The experienced parent program coordinator will meet with the new parents to discuss concerns and feelings about parenting a child with unique needs. The coordinator will help parents get information, including a monthly newsletter. The coordinator can also connect them with other parents who may have similar interests and organize activities for parents to meet and network. The K.I.D.S. program philosophy is based on scientific theory that some of the most critical learning occurs in the first three years of life. It is essential that any developmental delays are identified as soon as possible so that activities and learning experiences may be provided during these formative years, according to Staudinger.

The staff at the K.I.D.S. program can help parents enhance the development of their child by empowering them and all family members to positively influence the growth and development of their child through education, training, resources and support systems, says Jill Staudinger, the new vice president of infant development at HIT. Early detection of developmental delays can decrease the impact of the delay or completely correct it, she noted.

The K.I.D.S. program has six staff, and contracts staff in the outlying area for a variety of therapies. Each staff member has a current license in his or her area of expertise, whether that is education, nursing, or occupational, physical or speech therapy.

Eligibility for the program is determined by a team of professionals who make up the Developmental Disabilities Dispositional Committee within the D.D. division at the state Department of Human Services. Once eligibility is determined, the K.I.D.S. program staff will write an individualized family service plan that outlines the child's strengths and unique needs, the family priorities, what the family would like to achieve, and a specific list of all of the services the child receives. This is a working document that changes along with the child's needs and must meet the compliance standards set by the Office of Special Education, Staudinger said. The K.I.D.S. program staff or the interventionist will do home visits, usually once a week for an hour depending on the needs of the child and family. When the child turns 2, parents are told about the transition process and their options. The transition happens over the next year and involves moving the child to the next step, such as public preschool programs, outpatient therapy, parks and recreation activities, center-based Head Start, home-based Head Start, daycare, or home.

## **The New Dakota Alpha Residents Enjoy Their Own Room Being on One Level HIT, Inc. Mandan, ND**

*- Joely Mattern and Lauri Dennis*

Barry Howard loves North Dakota and wanted deeply to return after living in Indiana for 30-some years. He moved back to North Dakota about a year ago and began working at RCC Western Store in the Kirkwood Mall.

One day while at work, Barry collapsed. When he woke up he was in St. Alexius Hospital. The doctors told Barry he had a large brain tumor and they were able to remove half of it.

Barry began the long recovery process.

The staff at St. Alexius told Barry about Dakota Alpha, a rehabilitation facility for people with brain injuries. Barry was not familiar with the facility, but moved to Dakota Alpha in March 2008.

"I love it," he said. "The people are wonderful. I can't say anything bad."

Barry receives physical therapy, occupational therapy and speech therapy daily.

"I like the therapies," he said. "I enjoy the therapies because I enjoy the people. I like the activities guy Kyle (Activities Director Kyle Kvislen). He is awesome."

Barry doesn't know how much longer he will need to be at Dakota Alpha, but as long as he continues to make progress with his therapies he will have a place there. He looks forward to the day he can move into an apartment with a friend and return to his job with RCC Western Stores.

Willy Korinta has lived at Dakota Alpha since September of 2007. While living there, he has gone through the transition of moving into the new building at 1303-27<sup>th</sup> St. NW in Mandan.

Willy said he really likes the new building, which is all one level, and he likes having his own room. In the old building the residents had to share rooms.

“I like the food, the staff and the therapies,” he said. “They are doing the job that improves me.” Willy is from Fargo and enjoys having his wife and two children visit often.

Ground was broken for the new Dakota Alpha building on April 26, 2007, and the residents began moving in on Feb. 15, 2008.

Among the many advantages of the new building are that it is more aesthetically appealing, it is all on one level and each resident has his or her own room.

Dakota Alpha now offers 10 long-term care suites in addition to the 11 rehabilitation suites. It is equipped with laundry facilities, recreation rooms, living areas, dietary services, and administration offices.

There is 24-hour professional nursing staff on site. Karen Smith, the assistant director of nursing, sees the potential to have the residents increase getting out into the community from the new building.

Colleen Rekdal, the occupational therapist who retired April 30 but enjoyed 2½ months in the new building, said, “It is a positive thing to have everything on one floor.”

People who have suffered a brain injury generally have problems with memory, therefore having all the therapies on one floor and within their sight allows for easier access.

Another advantage of having everything on one floor is easier communication between the therapies to coordinate schedules and be flexible, which has made it less confusing for the residents.

The daily living skills kitchen, where residents have occupational therapy sessions, now offers privacy so it is easier to concentrate on treatment.

Jen Krueger is the social worker at Dakota Alpha. She assists the residents in admission to the facility, weekly one-to-one meetings and discharge planning. She does care plan meetings with the resident and his or her family every three months to discuss progress.

As long as a resident continues to progress in a therapy, they can continue receive services at Dakota Alpha.

Jen said the advantage of the new building offering single rooms allows more flexibility for accepting residents.

In the previous building, because of the shared rooms, if an open bed was in a room with a male, only another male could be admitted.

Jen is also happy to have a bigger office space, which allows easier access for those who use a wheelchair for mobility.

Marlene Moser never knew about Dakota Alpha until her children checked it out when she was in the hospital recovering from a series of strokes.

She was the first woman admitted to the new building and is currently the only female resident at Dakota Alpha.

Marlene said she gets along with the male residents and some of them are shy.

“The staff is wonderful, the food is great, and the therapies are good,” she noted.

If you have an idea regarding your agency for the section please contact Barb Murry at [barbndacf@btinet.net](mailto:barbndacf@btinet.net)

# Upcoming Training

**January 29**      **Bismarck (Pride, Inc.), Quarterly Business Manager’s meeting. Excel Training by Janet Green, NDCPD. 1:30 – 4:00**

**February:**      **Bismarck (2/5-6), Fargo (2/4), Grand Forks (2/3), and Minot (2/2)  
David Pitonyak – Supporting a Person with Difficult Behaviors/Supporting the People who Care and The Importance of Belonging**

- March 19**            **Jamestown**  
**Stamping out Negativity in the Workplace and Taking Personal Responsibility**  
**Cindy Hayworth**
- April:**                **Bismarck (4/8 and 8/9)**  
**Train the Trainer to Train the Staff in Therapeutic Intervention**
- April:**                **Minot 4/29 – 5/1**  
**NDACF Annual Conference**
- June 17:**            **Bismarck**  
**Applied Humanism: Hiring for Retention by Dr. Phil Hall**

# Legislative Partnership Members

- Andrea Pena, State Council on Developmental Disabilities  
 Barbara Murry, NDACF  
 Becky Severt, Parent  
 Bruce Murry, Protection & Advocacy Project  
 Chris Seaver, Consumer  
 Connie Schorsch, Arc of Dickinson  
 Dianne Sheppard, Upper Valley Arc  
 Senator Dick Dever  
 Don Nelson, Alpha Opportunities  
 Donna Byzewski, Catholic Charities  
 Gordon Hauge, Easter Seals Good Will  
 Jake Reuter, Money Follows the Person Grant, Dept of Human Services  
 Jim Moench, ND Disability Advocacy Consortium  
 JoAnne Hoesel, Director, Disability Services Division, Dept of Human Services  
 Jon Larson, Enable  
 Senator Judy Lee  
 Mike Martens, Direct Support Professional  
 Paul Kolstoe, Developmental Center, Dept of Human Services  
 Representative Ralph Metcalf  
 Robbin Hendrickson, Administrator, Disability Services Division, Dept of Human Services  
 Sandie Leyland, Fraser, LTD  
 Sybil Wezelman, Parent  
 Tim Huseth, HAV-IT  
 Senator Tom Fischer  
 Tom Newberger, Red River Human Services Foundation  
 Veronica Zeitz, Arc of Bismarck

**Recent Accreditations**

**Open Door Center received a three year accreditation.**

**REM, ND received a four year accreditation.**

**CONGRATULATIONS!!**

## **Did you Know?**

**As heard on the Joel Heitkamp Radio Show**

**Majority Leader, Al Carlson, Fargo, stated he was glad the Governor's budget included an increase for workers in the Developmental Disabilities field.**

# **North Dakota Association of Community Providers**

## **We're now NDACF and NDACP**

**We have incorporated the North Dakota Association of Community Providers to better advocate for services for people with disabilities in North Dakota. Our public and member educational activities remain under our 501(c)(3) corporation, NDACF. Our public policy development and advocacy will be a part of NDACP, a 501(c)(6). We are committed to better services for people with disabilities in North Dakota.**

**Remember: The NDACF and NDACP Addresses have changed to PO Box 7037, Bismarck, ND 58507-7037**

