

## NDACP NEWS

Volume 24



Fall, 2011



Message from the Executive Director



### Expanding Employment Options

NDACP is asking that teams support all individuals in services improve their employment options by identifying barriers to expanded and successful employment, and seeking solutions to those barriers.

Please take this opportunity to solutions barriers that prevent individuals from earning their highest potential wage, working as many hours as they desire and are able, in settings that create opportunities for the development of social capital.

Greeting to all NDACP members & supporters.

### Mission Statement

Through collective and collaborative means, enhance, improve and advocate for positive change in the service delivery system for people with disabilities.

### Statement of Values of NDACP

NDACP supports the viability of all existing members. Diversity of providers enhances quality.

### Employment Survey

NDACP, in partnership with the ND Center for Persons with Disabilities, will be conducting a survey to take a snapshot of current employment practices and options within the state.

Each agency director has identified the contact for the survey within each agency. The online survey process will be initiated Oct 17 and needs to be completed by Nov 4<sup>th</sup>. We urge all agencies to participate in this important survey.

*Barbara Marry*

**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 NDACF 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  
2011**

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. Enclosed is my check for \$10 payable to NDACP.  
 I am an employee of an NDACP Member.

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

**All memberships run until the end of 2011.**

**Memberships received after 10-1-11 will be applied to 2012.**

**Able:** Laura Van Eckhout,

**DHI:** Cindy Holweger, Danita Heilig, Gordon Johnson, Jessica Olson, Kara Odegaard, Kathryn Allery, Matt Meuwissen, Shannon Ehlers, Susan Weber

**Fraser:** Liz Thelen

**Friendship:** Dori Leslie, Patty Arett

**HAV-IT:** Amanda Kopseng Lies, Evelyn Meier, Loretta Baumbach, Margaret Hager, Mary Hager, Mary Ann Michelson, Melissa Sass, Nancy Schaeffer, Pamela Brewer, Sherrie Lien, Tammy Doubek, Tammy Hornbacher, Teha Haisley, Tim Huseth, Tina Selzler, Wanda Bowling

**HIT:** Denita Grosz, Laura Kouragian

**Knife River:** Candace Ramsden, Carol Nodland, Elizabeth Reynolds, Gina Weiler, Joyce Henke, Kelsey Hill, Lisa Buchmann, Lyn Haugen, Marilyn Jensen, Michelle Barnick, Tamera Wolf

**Lake Region Corp:** Alicia Dalzell, Alyssa Tofsrud, Amy Saari, Beverly Oehlke, Charlotte Burt, David Olson, Deb Johnson, Deb Schindele, Gloria Schlittenhart, Janice Johnson, Jean Aardahl, Jeff Jacobson, Jennifer Tollefson, Kari Kopp, Laurie Chepulis, Linda Brusven, Lisa Wessels, Paula Bertsch, Peggy Peters, Rodney Ivesdal, Stacy MacDonald, Teresa Stenson, Theresa Overbo, Tom Watt, Vicki Vinnard

**LISTEN:** Bethany Poole, Carla Tice, Cassandra Connell, Charles Bremseth, David Brend, Deborah Marthe, Denae Boushee, Deneka Lecy, Dixie Arnold, Dorothy Gomez, Jody Belanus, Krystal Roth, Laura Bolen, Mark Rath, Michelle Meagher, Michelle Mutscher, Nancy McKay, Paul Duckstad, Sharon Bakke, Sheila Rhoads, Thomas Martin, Veronica Miller

**Opportunity Foundation:** Andrea Peterson, Brad Peterson, Charlie Robinson, Cheryl Shortall, Christy Jeannotte, DiAnn Merk, Kathy Edblad, Kristen Jones, Leah Wells, Sonya Owen, Tony Puckett

**Pride:** Barb Hausauer, Brenda Parker, Carol Gass, Darcy Severson, Dawn Thuen, Jani Seifert, Karen Horan, Lori Sitter, Shantell Meidinger, Suzy Jans

**Red River Human Services:** Don Leinen, Jr., Jana Sundbom, JoAnne Hartman, Melinda Barth, Pam Erlandson

**REM-ND, Inc.:** Alissa Hannah, Amanda McKinney, Beth Lemer, Betty Faul, Brenda Bednarz, Brent Mertz, Casey Schill, Cathy Stevenson, Charles Evanson, Cheryl Nelson, Cynthia Kirschenmann, Cynthia Mogard, Deb Carlson, Debora Clark, Diane Slominski, Edgar Tirado, Erica Rebenitsch, Fran Carroll, Gary Henry, Gretchen Hendrick, Harumi Pavlicek, Jade Tandeski, Jeanne Nybo, Jill Foster, Jonathan Luke Brandt, Joyce Carter, Judy Dewitt, Kady Hirsch, Kari Titus, Larry Kraft, Linda Hughes, Lindsay Hovey, Lu Ann Hinderscheit, Mary Skadsem, Melane Knutson, Melinda Proper, Michelle O'Connor, Michael Matchett, Mickelle Arens, Nancy Bolte, Patricia Dettling, Patrick Kenneh, Paul Engeldinger, Quinlan Mikula, Shannon Nybo, Skip Narum, Trish Koop, Trista Johnson, William Feltus

**AARP:** Marlowe Kro

**Individuals:** Nora Jangula, Roxane Romanick

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

## **EXECUTIVE MEMBERSHIPS 2011**

**(\$100.00 Memberships)**

**Alpha Opportunities: Don Nelson**

**Ann Carlsen Center: Eric Monson**

**DHI: Sandi Marshall**

**LRC: Ellen Davidson**

**NDACP: Barbara Murry**

**RRHSF: Tom Newberger**

**REM: Brenda Niess**

# **2011 NDACP OFFICERS**

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

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

**Secretary-Treasurer: Don Nelson, Alpha Opportunities, Jamestown**



## **FEATURED AGENCIES**

### **Tri-City Cares, Inc.**

Cheryl Evensvold, Executive Director

Tri-City CARES is proud to be sponsoring events during the month of September to promote "Spread the Word to End the Word." We started out with an entry in the Tioga Farm Festival Parade. Steven, Winsloe, Kim, Milton, and Wilma all rode on the float. Then Kim and Wilma took turns at our booth at the Farm Festival building. They had buttons and brochures available, as well as pledge sheets for people to pledge not to use the "R" word. They also sold cookies on a stick decorated with an R with a slash across it.

The next event was at the Stanley Elementary School on September 16<sup>th</sup>. Students had been collecting pledges and participated in a walk-a-thon around the school. Each participant received a "Spread the Word to End the Word" button.

On September 25<sup>th</sup>, they gathered at the Stanley high school with students, community members, and people from other agencies in the state for food, entertainment, and a walk-a-

thon around the track. A free will donation was received from all participants and buttons and t-shirts were available. Profits from all events will go to Special Olympics and Best Buddies.

Our final activity will be to do presentations in the classrooms at the New Town school. Activities are planned to give students an idea of what it feels like to live with a disability.

Special thanks go to Sara Holty, Maidie Enget, and Brenda Nielsen who thought of the ideas for these events and have been doing the planning and much of the work for this very important promotion.



## **Anne Carlsen Center Wins “Seal”**

The Anne Carlsen Center in Jamestown, a nonprofit residential program that serves children with disabilities is one of 14 non profits in the region to be awarded the Impact Foundation’s High Impact Seal of Distinction.

The award recognizes nonprofits that demonstrate a commitment to improving their performance in five key areas of nonprofit management – purpose, platform, people, resources and results.

This program, initially funded by the Bush Foundation, was piloted by Impact Foundation from 2009 to 2011 to build the capacity of nonprofit leaders from functioning well to superior performance.

To attain the distinction, Anne Carlsen Center executives and board members devoted hundreds of hours to complete a series of rigorous trainings, conducted an in-depth organizational assessment, developed measurable plans to improve their organizational effectiveness, and implemented key practices to improve results for the people they serve.

Eric Monson, chief executive officer, and Anne Carlsen Center board member Bruce Iserman received individual awards for perfect attendance at program sessions. Board members awarded the High Impact Seal of Distinction were Thomas Rohleder, Dr. Robert Montgomery, Bruce Iserman, Patrick Praynor and Joel Fremstad.



# Up Coming Training Opportunities

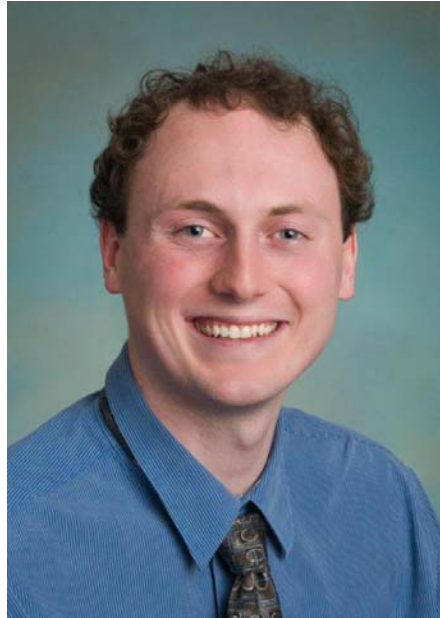
Brochure and more information available at  
<http://www.ndacp.org/training.htm>

- |                |  |
|----------------|--|
| Sept, Oct, Nov | Fourth Session Supervisory Training Series<br>Bismarck, ND      Comfort Inn                      |
| Oct 11 – 14    | Six State Summit<br>Boulder, CO  |
| Nov 3          | Jumping Off The Not-So-Merry-Go-Round; Eric Frank, Psy.D<br>Comfort Inn, Bismarck                |
| Nov 4          | Jumping Off The Not-So-Merry-Go-Round; Eric Frank, Psy.D<br>Development Homes, Inc., Grand Forks |
| Dec 12         | SIS Training – to be confirmed<br>Comfort Inn, Bismarck  |
| Dec 13         | SIS Training – to be confirmed<br>Doublewood, Fargo  |



# ANCOR

## ND DSP of the Year



Joel Varriano was named North Dakota's top DSP by the American Network of Community Options and Resources (ANCOR). Joel is a Direct Support Professional at HIT Inc. in Mandan, North Dakota. He currently works at the Eastwood group home. Joel has been assisting individuals since 2005. Joel has touched many lives by working in a variety of settings during his 6 years with HIT including group homes, family support services, and in ISLA apartments. In his role as a DSP, Joel serves as a role model, mentor, and friend to those he works with. He is also an excellent ambassador of the values and beliefs of our organization which includes promoting independence, dignity and respect.

Joel makes it a point to help the individuals experience the community in which they belong. He has helped individuals participate in Special Olympics, go out for a night on the town and ensures each person has the opportunity to participate in their own family functions, such as weddings and parties. When observing Joel's work, it becomes evident that he has a special way of interacting and communicating with the individuals he assists. Joel seems to have a magic about him that draws others to him. The individuals love, trust and look up to Joel. Those that work with Joel do not think of him as their staff. They consider him a friend. His dedication, friendship, and commitment to the individuals we serve is absolutely outstanding.

Joel says he enjoys making friendships that last and having fun while working. He enjoys the flexible hours and the challenges that being a DSP has to offer. He never knows what to expect and that makes his job interesting.

When not working, Joel enjoys spending time with his wife Jessica or hanging out with friends either playing basketball or watching movies. He also has dinner at least once a month with some of the men he previously worked with.

HIT is proud to have Joel on our team!





State of  
**North Dakota**  
*Office of the Governor*

**Jack Dalrymple**  
*Governor*

PROCLAMATION  
**DIRECT SUPPORT PROFESSIONALS RECOGNITION WEEK**  
SEPTEMBER 11-17, 2011

**WHEREAS**, direct support workers, direct care workers, personal assistants, personal attendants, in-home support workers and paraprofessionals are the primary providers of publicly-funded, long-term support and services for millions of individuals nationwide; and

**WHEREAS**, direct support professionals provide a broad range of services to individuals with disabilities to help them live independently, including preparing meals, helping with medications, bathing, dressing, and getting to school, work or other activities; and

**WHEREAS**, direct support professionals provide essential care to help keep individuals with disabilities connected to their families and communities, and enable them to live meaningful and productive lives; and

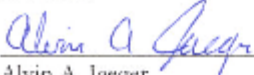
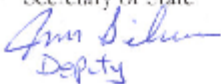
**WHEREAS**, more than 3,900 North Dakotans are employed as direct support professionals in home- and community-based settings; and

**WHEREAS**, North Dakotans are encouraged to recognize the dedication of direct support professionals and the important role they play in supporting the state's long-term care system and in enhancing the lives of individuals with disabilities.

**NOW, THEREFORE**, as Governor of the State of North Dakota, I do hereby proclaim September 11-17, 2011, **DIRECT SUPPORT PROFESSIONALS RECOGNITION WEEK** in the state of North Dakota.

  
Jack Dalrymple  
Governor

ATTEST:

  
Alvin A. Jaeger  
Secretary of State  
  
Deputy



## National News

### DSP Recognition Week 2011 September 11-17, 2011

In a show of bipartisan support--and for the fourth-consecutive year--the U.S. Senate unanimously approved a resolution designating the week beginning September 11 as "National Direct Support Professionals Recognition Week."

Sponsored by Senator Ben Nelson (D-NE), [Senate Resolution 263](#) recognizes Direct Support Professionals (DSPs) for their commitment to supporting individuals and promoting community-inclusion for individuals with disabilities of all ages. Senator Olympia Snowe (R-ME) co-sponsored the bill.

**This acknowledgment by the Senate is significant to the ANCOR National Advocacy Campaign (NAC) as work continues to secure increased funding for DSPs and improve supports and services for people with disabilities.**

"We are proud that the U.S. Senate has bestowed this recognition in honor and observation of the direct support workforce and the tremendous impact they have in communities across the country," said ANCOR CEO Renee Pietrangelo. "The DSP workforce deserves our highest praise and respect for the critical services they provide daily. They are vital the fabric of our communities and the need for the quality supports provided by DSPs continues to grow at an alarming rate."

National Direct Support Professional Recognition Week is celebrated annually across the country with special events and ceremonies earmarked to honor the tens of thousands of workers who enable our most fragile citizens and their families to live healthy community-oriented lives. Read more about DSP Week [here](#).

**View the [U.S. Senate Resolution](#).**



## National News

### **CMS Releases Pre-Vocational, Day Hab and Employment Guidance Under 1915(c)**

**Waiver.** The bulletin (a "step-below" a state Medicaid directors letter") was released Friday at c.o.b. and represents a two-year effort to provide "clarification of existing CMS guidance on development and implementation of 1915 (c) Waivers regarding employment and employment related services." ANCOR will work with other national groups and internally to analyze the bulletin and affects-especially on day habilitation and pre-vocational services.

**Note the following highlights of the bulletin:** Modifies both the prevocational services and supported employment definitions to clarify that volunteer work and other activities that are not paid, integrated community employment are appropriately described in pre-vocational, not supported employment services; Explains that pre-vocational services are not an end point, but a time limited (although no specific limit is given) service for the purpose of helping someone obtain competitive employment; Adds a new core service definition- by splitting what had previously been supported employment into two definitions- individual and small group supported employment; Includes a new service definition for career planning, that may be separate or rolled into the other employment related service definitions

### **Congratulations on Your New Position**

Amanda Carlson has been hired as the Children and Family Services Administrator. She started in this position on September 19<sup>th</sup>. Prior to this she was a DD Program Manager for 5 years at WCHSC. She has worked in the Developmental Disabilities field for 13 years in a variety of positions. You can contact Amanda at 328-8936 or [arcarlson@nd.gov](mailto:arcarlson@nd.gov).

## Training Updates

**Hot off the Press:** The new *Job Coach Training* module was recently revised by Minot State University in collaboration with the ND DD provider agency trainers and employment staff as well as North Dakota Division of Vocational Rehabilitation. The target audience for the training module includes job coaches that provide support to individuals with DD in a variety of work settings including center-based and community-based employment. Information on best practice in employment supports in the module is based on national research and training initiatives on employment of individuals with developmental disabilities at Virginia Commonwealth University, Indiana Institute on Disability and Community, University of Washington, Minnesota's Institute on Community Integration, and Maine's Center for Community Inclusion.

*Supporting Autism Across the Lifespan:* JoLynn Webster, Research Associate at NDCPD, was the lead author for the Autism module in the Community Staff Training Project. The DD Division asked that the 2009 training manual include educational, vocational, social, and

community support strategies across the lifespan. After a year of research and communication with the agencies that would be implementing the module for staff training, the module was adopted. If you haven't had a chance to review this training resource, contact the regional staff trainer for your agency or check the website for the Community Staff Training project: <http://www.ndcpd.org/train/> You may obtain the website login information from your agency trainer or from Mary Mercer at MSU.

National Accreditation for the Community Staff Training Program. The State Council on Developmental Disabilities recently approved funding for a grant that will make it possible for Minot State University to seek accreditation of the Community Staff training curriculum. The NDACP and NDCPD are providing cash match for the grant activities.

