



Message from the Executive Director



Greetings to all NDACF members. I hope the summer is bringing you many professional opportunities to assist the people we support in developing community connections and expanding social roles.

As you know, the fall election season will soon be upon us. There will be elections in the even numbered Districts. Now is the time for you to make sure you know which District you live in, and to find out if elections are occurring in your District.

It's critically important that you know who your Senators and Representatives are. You can find this information at the webpage for the Secretary of State - www.nd.gov/sos/electvote/

If you go from there to elected officials (current) you can find legislative District maps, and listing of current legislators. If you go to elections, you will find pdf and excel versions of all candidates for office, including phone numbers and addresses.

Make sure you ask candidates about the issues that are important to you. You have a voice in the direction of our state and our industry.

Community Development Committee: Co-chairs: Sandie Leyland, Fraser and Mary Simonson, Open Door Center Community Development is looking at NDACF's relationship to affinity groups such as our nurses, program directors, behavior analysts, business managers, etc. We hope to improve communication within NDACF and be more responsive to identified needs. We are also looking at connecting with other advocacy and provider groups to assure quality services for individuals with disabilities. NDACF has just been accepted as a member of the ND Disability Advocacy Consortium, and is working with other Medicaid providers.

Government Affairs Committee: Chair - Jon Larson, Enable. The Government Affairs Committee will gear up for increased activity as the fall political campaigns and the 2009 legislative session approaches. NDACF will be working to get the message out regarding consumer needs, the low wages, high employee turnover and difficulty hiring, using a variety of media messages

There have been a series of meeting with staff of the Department of Human Services to work on fiscal disincentives to serving people with high needs in ISLA (Individualized Supported Living Arrangements). A number of positive changes have been agreed upon by this task force. Some will require an Optional Adjustment Request (OAR) as a part of the 2009 budget request. One recommended change will require changes in administrative code. The Department will

will begin the promulgation process for the rule change in the near future.

Education Committee: Chair --Brenda Niess, REM. The Education Committee is working on upcoming training in the area of strategies for the Baby Boomers, X-Generation, and Millennial generations working together effectively. We are also exploring the possibility of offering another session of leadership training for mid-management staff next year. 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 with members of the partnership at HIT in Mandan on July 17th to review turnover and wage concerns. We will continue gathering data on staff turnover and wage comparisons. Turnover at the end of 2007 was 43.84%. Average starting wage was \$9.07.

Transition to the Community Task Force: Chair - Alex Schweitzer, Superintendent, State Developmental Center. There will be an October Training summit on successful downsizing strategies in other states, sponsored by the State Council on Developmental Disabilities. This will include developing increased infrastructure in the community. The state had issued a request for proposal to develop a crisis intervention unit in Western ND. They have now run into difficulties with the Center for Medicaid and Medicare services regarding the definition of crisis. It is unclear if they will proceed with the RFP process.

Barbara Murry

**NDACF
PUBLIC POLICY PLATFORM 2009 - 2011 BIENNIUM
Draft**

- 1) **WAGES, Fringe Benefits, and Equity Increases** -- A wage study is being completed at this time. The equity increase of approximately \$2.00 will be requested.
- 2) **INFLATION ADJUSTMENT** -- We are requesting an inflationary increase of 5% - 7% for each year of the 2009-2011 Biennium.
- 3) **BENEFITS** -- Benefit costs continue to increase for Community Providers. Specifically, health insurance costs have increased by double digit percentages each year and our employees have had to pick up much of the additional costs. Our benefits include mandatory costs for FICA, Medical FICA, workers compensation and unemployment. We are studying the percentage needed in benefits.
- 4) **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.
- 5) **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. Additional funding is required for complex behavioral and medical care.

YOU CAN HELP! JOIN NDACF TODAY!

NDACF 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.

NDACF 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 NDACF, WE ASK YOU TO BECOME AN INDIVIDUAL MEMBER IN NDACF.

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

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

(Please Print)
NAME: _____

ORGANIZATION: _____

STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

MEMBERSHIP INFORMATION SHOULD BE SENT TO:
Barbara Murry, North Dakota Association of Community Facilities,
PO Box 7037, Bismarck, ND 58507-7037



North Dakota Association of Community Facilities



Catholic Charities ND: Donna Bysewski***, Sue Dokken, Mavis Jundt, Suzanne McKinnon Netzer, Emma Roodra*, Mary Solberg

Community Living Services: Jim Berglie***

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 Werc*, 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 Stoops*, Mary Tangen*, Judith Van Engelenhoven*

Friendship: Jenny Johnson, Lori Ramsey*

HAV-IT: Loretta Baumbach, Margaret Hager, Tammy Hornbacher, Tim Huseuth***, Sherri Lien, Sarah Mertz, Val Olson, Rose Weninger

HIT, Inc.: Laura Kourajian

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*, Debra Lien, Deb Johnson, Stacy MacDonald, Rikki Susan Otto, Peggy Peters*, Donna Streifel, Kim Trana*, Vicki Vinnard, Tom Watt

LISTEN: 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

Opportunity Foundation: Kathy Ekblad*, Kristen Jones*, DiAnn Merk*, Sonya Owan*, Charlie Robinson***, Cheryl Shortell*, Donna Sieg*, Leah Wells

Pride, Inc.: Carol Gass, Karen Horan*, Jani Seifert*, Darcy Severson*, Lori Sitter*

Red River Human Services: Karen Bahr*, Denae Burkhardt, Tom Canning, MJ Dahlheimer, Pam Erlandson*, Deb Gehring, Kris Johnson, Donald Leinen Jr., Laurel Neurauter, 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 Czapplewski*, Elizabeth (Betty) Faul*, Joan Hance, Janet Hansen, Jason Hathaway, Charity Haugland, Travis Horpestad, Cynthia Kirschenmann, Lucy Klym, Melane Knutson*, Larry Kraft*, Trish Koop*, Sara Meidinger, Brent Mertz, Chnthia Mogard*, Amanda Ortmeier, Skip Narum*, Brenda Niess***, Jeanne Nybo, Leslie Parrish, Jessica Remeika, Darcy Sabourin*, Linda Schwols*, Cathy Stevenson, Kari Titus, Sharon Walter

Standing Rock Community School: Colette Fleck

A special *THANK YOU* to all renewing members – and a warm *WELCOME* to all new members!

*Renewing Members **Executive Members ***Renewing Ex Members
Let's see if we can increase the number of memberships for 2008!!

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

Development Homes, Inc. Consumer Saves Life of Co-Worker - by Jen Schulz

Dennis is a person DHI serves both residentially and vocationally. In March, Dennis started a new job washing cars at Valley Dairy. He was hired on the spot when he went to his interview, and has since been an awesome employee for Valley Dairy, in more ways than one!

One day in April, Dennis and his co-worker were spraying cars as they entered the car wash. In a matter of seconds, Dennis's job took a quick and dangerous turn.

While standing in front of a moving car, Dennis' co-worker had a seizure in which he fell to the ground and lost consciousness. The car continued to move along the automatic track.

Dennis saw his co-worker fall, and knew had to do something. He immediately stopped spraying the car, ran to his co-worker and moved him away from the moving vehicle, over the automatic tracks, and to the side of the car wash where he would be safe

Dennis then quickly got help from his other co-workers who stopped the car wash. The paramedics were called and his co-worker received the care he needed.

This incident came and went without Dennis telling us that he saved his co-worker from a serious and possibly fatal injury. While our vocational staff followed up with store manager at Valley Dairy regarding Dennis's job performance, we heard the details of this incident.

His manager is very proud to have Dennis be a part of the Valley Dairy work force, and credits Dennis with saving his co-worker that day.

When asked about this incident Dennis said he was scared when he saw his co-worker have a seizure, but he knew he had to do something.

Dennis, you did more than just something. You quickly responded to an emergency and you prevented your co-worker from getting hurt by the moving car.

Dennis, you definitely saved the day at work that day, in fact, you probably saved your co-workers life. We, too, are very proud of you and honored to be a part of your life!



2008-2009 NDACF 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

Hi Soaring Eagle Ranch Open Door Center Valley City, ND

The Hi Soaring Eagle Ranch was begun in 1987 by family members who could not find appropriate services for persons with traumatic brain injury. It is a long-term care facility for individuals with traumatic brain injury (TBI). The Ranch was purchased by Open Door Center on March 2, 1005 with financing provided by Rural Development. Licensing of the Ranch is under the auspices of the North Dakota Department of Human Services, Division of Aging in cooperation with the North Dakota Department of Health.

The purpose of the program is to provide each participant with services that foster emotional and physical growth, enhance self-worth and personal development. In addition to the Ranch, RBI transitional services are also offered. This program assists individuals who live in their own home.

Training for both programs is individually designed and based on the needs of each person. Areas of instruction and assistance include, but are not limited to, daily living activities, money management, medication usage, prevocational and vocational training, social skills development and recreational/leisure options.

Work experience is provided through the Eagle's Nest Bookstore and the Viking Room Restaurant, two agency-owned businesses. Individuals at the Ranch and the TBI Transitional services may choose to receive vocational training and employment at these sites or through several other community options such as the Sports Complex, Heartland Products, North Dakota Winter Show, Sabirs, etc. Individuals may also elect to volunteer at Mercy Hospital, Sheyenne Care Center, National Guard, Barnes County Senior Citizen Center and Valley City Library.

For additional information of an application for services, please contact:

Hi Soaring Eagle Ranch
3731 117 Avenue Southeast
Valley City, ND 58072
Phone: 701.845.5144
Fax: 701.854.1262

Open Door Center

Excellence in serving people with disabilities by: Respecting dignity and rights, Providing opportunities for growth, Fostering independence.

If you have an idea from your agency for the section please contact Barb Murry at barbndacf@btinet.net

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
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

Upcoming Training

- September:** Bismarck (9/9), Minot (9/10), and Grand Forks (9/10)
Aging and People with Developmental Disabilities (9 am -12:00 Noon) and
Quality Enhancement: Creating Services that Make a Difference (1:15 pm -
4:15 pm) Presenter: Catherine Hayes, MA
- October:** Bismarck 15 – 16
Nancy Murray – Downsizing Institutions and Developing Community
Infrastructure
- November:** Bismarck – date to be announced
Generations in the Workplace Presenter: Novus, LLC – Eric Monson
- December:** Bismarck (3rd); Job Development in a Rural State Presenter: Roger Shelley
- 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
- 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**

The U.S. Senate Designates the Week of September 8th as National Direct Support Professionals Recognition Week

On Monday evening, July 14th, 2008, Senator Ben Nelson (D-NE)-joined by 10 original cosponsors-introduced and the Senate passed a Senate Resolution by unanimous consent that formally recognizes the week of September 8, 2008 as DSP Recognition Week ([S.Res. 613](#)).

Whereas direct support workers, direct care workers, personal assistants, personal attendants, in-home support workers, and paraprofessionals (referred to in this preamble as “direct support professionals”) are the primary providers of publicly funded long term support and services for millions of individuals;

Whereas a direct support professional must build a close, trusted relationship with an individual with disabilities;

Whereas a direct support professional assists an individual with disabilities with the most intimate needs, on a daily basis;

Whereas direct support professionals provide a broad range of support, including—

- (1) preparation of meals;
- (2) helping with medications;
- (3) bathing;
- (4) dressing;
- (5) mobility;
- (6) getting to school, work, religious, and recreational activities; and
- (7) general daily affairs;

Whereas a direct support professional provides essential support to help keep an individual with disabilities connected to the family and community of the individual;

Whereas direct support professionals enable individuals with disabilities to live meaningful, productive lives;

Whereas direct support professionals are the key to allowing an individual with disabilities to live successfully in the community of the individual, and to avoid more costly institutional care;

Whereas the majority of direct support professionals are female, and many are the sole breadwinners of their families;

Whereas direct support professionals work and pay taxes, but many remain impoverished and are eligible for the same Federal and State public assistance programs on which the individuals with disabilities served by the direct support professionals must depend;

Whereas Federal and State policies, as well as the Supreme Court, in *Olmstead v. L.C.*, 527 U.S. 581 (1999), assert the right of an individual to live in the home and community of the individual;

Whereas, in 2008, the majority of direct support professionals are employed in home and community-based settings and this trend is projected to increase over the next decade;

Whereas there is a documented critical and growing shortage of direct support professionals in every community throughout the United States; and

Whereas many direct support professionals are forced to leave jobs due to inadequate wages and benefits, creating high turnover and vacancy rates that research demonstrates adversely affects the quality of support to individuals with disabilities:

Now, therefore, be it *Resolved*, That the Senate—

(1) designates the week beginning September 8, 2008, as “National Direct Support Professionals

Recognition Week'';

- (2) recognizes the dedication and vital role of direct support professionals in enhancing the lives of individuals with disabilities of all ages;
- (3) appreciates the contribution of direct support professionals in supporting the needs that reach beyond the capacities of millions of families in the United States;
- (4) commends direct support professionals as integral in supporting the long-term support and services system of the United States; and
- 5) finds that the successful implementation of the public policies of the United States depends on the dedication of direct support professionals.

Did you Know?

As of July 1, 2008

Of those individuals served residentially by DD providers:

**25.37% are served in ICF's/MR, which are considered institutional care &
74.63% are served under the Home and Community Based Waiver Services.**

Congratulations to HIT

On the opening of two new facilities: Dakota Alpha at 1303 27th St NW, Mandan – a facility for 20 individuals with a brain injury and the 18th Street group home for five individuals from the Developmental Center.

Remember: The NDACF Address has changed to NDACF, PO Box 7037, Bismarck, ND 58507-7037

**CONGRATULATIONS AND WELCOME TO
ANDREA PENA, ON HER NEW POSITION AS
EXECUTIVE DIRECTOR OF THE STATE
COUNCIL ON DEVELOPMENTAL
DISABILITIES.**