



Message from the Executive Director



Greetings to all NDACF members. Election day will arrive in the very near future. It is crucial that all of you exercise your rights as citizens and get out and vote. NDACF is urging at all members vote **NO** on Measure 1 and Measure 2.

The passage of Measure #1 will greatly affect the state's ability to fund human service programs that improve the standard of living and quality of life in North Dakota. The passage of Measure #2 will result in a \$400 million in reduction in general fund revenue for the 2009-11 biennium, negatively impacting services for the underprivileged including: children, elderly, people with disabilities and other vulnerable North Dakota citizens. The passage of both Measure #1 and Measure #2 will have a combined negative revenue impact of at least \$800 million. The passage of Measure #1 and Measure #2 will force local governments to pick up the cost for essential services, thereby impacting local property tax rates.

Here is an example that may explain the impact on you: Suppose in 2007 you made \$10 per hour and had total household taxable income of \$30,000 per year. Based on the North Dakota income tax return Form ND-1, you would pay \$631 in income taxes to the State. If measure #2 passes, the income tax you would have paid will be cut in half to \$316. Sounds great, but let's look at the entire picture.

If measure #2 passes, the 7% annual inflators the Governor's office supports would likely be eliminated to address the \$420 million loss⁽¹⁾ in income tax revenues over the 2009-2011 Biennium. The annual 7% inflators would bring your \$10/hour wage up to \$10.70 per hour during the first year of the Biennium and to \$11.45 per hour during the second year of the Biennium. The equates to a \$1,456⁽²⁾ loss in income during the first year of the Biennium and \$3,016⁽³⁾ during the second year of the Biennium. In total, you would lose \$4,472 in gross income during the Biennium. However, based on the 2007 tax tables, you will have \$3,755⁽⁴⁾ less in income after ND Income taxes if Measure #2 is approved.

Community Development Committee: Co-chairs: Sandie Leyland, Fraser and Dan Howell, Anne Carlson Center for Children
The Community Development Committee has begun work with the Department of Commerce on the Governor's Workforce Initiative.

Government Affairs Committee: Chair – Jon Larson, Enable.
The Government Affairs Committee has again met with the Governor's office to present our updated platform and assure that they are aware of the need for more funding for community based services and for increased wages for staff.

Education Committee: Chair --Brenda Niess, REM.
The Education Committee is coordinating a final 2008 training in the area of strategies for the Baby Boomers, X-Generation, and Millennial generations working together effectively. We have begun work on our 2009 training offerings and hope to have training in the area of Applied Humanism and Hiring for Longevity, the Positive Organization-Building Employee Engagement and stamping Negativity out of the Workplace by Cindy Hayworth, 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 Huseh, HAV-IT.
The Committee, made up of representatives of NDACF, the Arc, P&A, the Disability Consortium, family members, and legislators will meet for a final time before the Legislative session on November 12th to review turnover and wage concerns. Turnover as of June 30th, 2008 was 41%, a drop of 3% after the 4% inflationary increase and \$.60 an hour raise of 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.
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

**NDACP
PUBLIC POLICY PLATFORM 2009 – 2011 BIENNIUM
Draft**

- 1) **WAGES.**
Market Equity Increase – Our wage study, completed 6-30-08, indicates a need for a \$2.00 increase.
INFLATION ADJUSTMENT -- We are requesting an inflationary increase of 7% for each year of the 2009-2011 Biennium.
BENEFITS – We are requesting a 3% increase in benefits.
- 2) **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.
- 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. Additional funding is required for complex behavioral and medical care.
- 4) **TRANSITION** -- We are requesting increased funding for transition from the institution and for transition aged youth.
- 5) **PERSONAL NEEDS ALLOWANCE** – This needed increase has been included in Governor Hoeven's budget.

2008 INDIVIDUAL MEMBERSHIPS

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

VALUE _____
OUR MOST VULNERABLE
ND*acf*

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***

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 Ormberg*, 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***, 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*, David Olson, Debra Lien, Deb Johnson, Stacy MacDonald, Riki Mielke, 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

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, 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 Neuraute, 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 Czaplewski*, 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*, Skip Narum*, Brenda Niess***, Jeanne Nybo, Amanda Ortmeier, Leslie Parrish, Jessica Remeika, Darcy Sabourin*, Linda Schwols*, Cathy Stevenson, Kari Titus, Sharon Walter, Suksimaran Kaur Daaljti

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**

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

Tri-City Cares, Inc. - Innovative Vocational Choices in the Midst of ND's Oil Fields - by Lynn Petz, Employment Coordinator

Tri-City CARES, Inc. offers a variety of work experiences through its Vocational Department. Our mission statement is "to find the genius in each individual and support them to match it to an employment opportunity."

Many of our individuals work at the Center, which houses administrative staff and the vocational department. That department is made up of many small "businesses". For instance, those individuals involved in cutting and boxing up rags work for "Ragtime!". "Doggy Dreams and Cat Naps" is the business that produces our signature pet beds, filled with shredded paper. "Button, Button" has been going strong for years, producing pin-back buttons in small or large quantities. We make many sport photo pins for moms, dads and other fans. We've done buttons for many church reunions, the Tioga Farm Festival, and the Signature Event for the Lewis and Clark Bicentennial in New Town, to name a few.

Each of our businesses also has their own unique invoice, so if our cleaning crew has worked for you, you'll receive a bill from "Dirty Deeds (done dirt cheap!)". The thinking behind each job opportunity having a separate business is twofold. When working for a specific business, our individuals can take pride in making sure the orders have been met in "Ragtime!", or being sure that "Shredded? Let Us!" has produced enough inches of shredded paper for a local light-bulb business.

Our "Dirty Deeds" crew was the subject of a feature article in the Minot Daily News this spring, because of their work at the Stanley Depot. The depot is a waiting area for Amtrak customers, but it is also the headquarters for the BNSF crew, and there were many complaints about how dirty the depot was. No one was interested in cleaning the depot, until we found out about it. Dirty Deeds is there five days a week, and the place now sparkles! When we can place our individuals in the community, doing meaningful work that makes a difference...well, it just doesn't get any better!

Another one of our individuals makes a big difference to eight local businesses by providing end-of-the-day mail courier service. She picks up outgoing mail and gets it to the post office. Stanley does not have mail delivery service, so our courier has been making these businesses very happy for two years now, as they don't have to drop what they are doing, sometimes jump into a cold car, and get the mail to the post office before it leaves at 4:30 p.m.

Our individuals have also been hired the past several years to do the copying and collating of the rodeo booklets for the Blaisdell and White Earth rodeos. More recently they did the programs for a local basketball tournament.

One of our individuals, who loves anything to do with the farm, has been raising pigs each summer for many years. He buys piglets each spring, feeds and waters them during the summer, and sells them in the fall.

Wishing wells and wooden wheelbarrows (for use as planters), garbage can holders, and small benches are assembled and painted at the Center as well. These proved to be such a hit with our staff that it took a while before we were able to sell them in the community!

Our most recent project at the Center is making gift crates for the holidays. We are making different sizes that can hold fruit, wine or two bottles of wine.

One of the individuals has her own business, "Wanda's Washing," out of the group home. Twice a week, working with her job coach, she washes, dries and folds a load of towels from Shear Design Studio. Another attractive feature of her business is the pickup and delivery, which the owner/operator of this salon truly appreciates!

We have two individuals who have their base at the Center, but who take home their own paycheck from local businesses. One works as a stocking clerk at the grocery store two days a week, and the other works for the local tire shop, detailing cars, changing oil, mounting tires and cleaning in the afternoons, five days a week. In fact, his exposure in that setting got him his second job, working two hours each morning at the lumberyard, doing a variety of chores.

We are proud of what our individuals accomplish, and are always looking for more ways to "find the genius" in each one of them.

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 regarding 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 Huseuth, HAV-IT
Senator Tom Fischer
Tom Newberger, Red River Human Services Foundation

Upcoming Training

- November:** **Bismarck – November 4, 2008**
Generations in the Workplace Presenter: Novus, LLC – Eric Monson
- Fargo – November 5, 2008**
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

**HIT Opens New Facilities to Better Serve Individuals
from the Developmental Center and People with
Traumatic Brain Injury.
CONGRATULATIONS!!**



Did you Know?

As of October, 2008

The population of the Developmental Center has increased from the low of 117 to 124.

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

WHAT LEGISLATIVE DISTRICT TO I LIVE IN? Where do I vote?

The Secretary of State has developed a great new webpage that you can use to determine which District you live in and where you vote. You simply put in your house number and zip code and click search. You will get a list of possible addresses. Click on yours and you will be sent to polling place results.

The various Districts are listed mid page. The Legislative District is the 4th down in the series.

Please share this with anyone it might be helpful to.

<http://web.apps.state.nd.us/sos/voterinfo/searchPollingPlace.htm?command=clear&houseNumber=156+&zipCode=58503>

**CONGRATULATIONS AND WELCOME TO
TINA BAY, ON HER NEW POSITION AS
ASSISTANT DIRECTOR OF THE
DEVELOPMENTAL DISABILITIES DIVISION.**