



Partners in Human Growth

Volume 1, Issue 2
December 2012

**SPREAD THE WORD
TO END THE WORD**



Make a Wish Foundation Gives Ashlee a Trip of a Lifetime

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Congratulations to Development Homes Staff, Clients and Volunteers honored in the community.

Community Foundation Lifetime Achievement Award

Dr. Lee Lip

UND Social Work

Distinguished Alumni Award

Sandi Marshall

The Arc-Upper Valley Professional of the Year

Barb Durgin

Excellence in Self Advocacy

Beverly Koller

Ashlee's trip started in early 2012 when her support team was trying to come up with something fun and special for Ashlee.

Ashlee is a beautiful seven year old girl. She has a smile and laugh that are contagious and her big brown eyes sparkle as they draw you in. Ashlee also has Sanfilippo Syndrome, Type A. Sanfilippo is a progressive syndrome, meaning Ashlee's skills and abilities will continue to regress. That's why Ashlee's team felt it was important to give Ashlee something special while

she can enjoy it. Her team submitted an application to Make-A-Wish Foundation to make Ashlee's dream come true.

Within a few months, after meeting Ashlee and her team, Make-a-Wish Foundation granted Ashlee's wish.

At the end of August, Ashlee took a trip of a lifetime.

Ashlee went to Disney's Magic Kingdom, Animal Kingdom, Hollywood Studios, Sea World, Universal Studios and Islands of Adventure. Ashlee went on

many rides, met lots of characters and even went shopping for souvenirs. To top her trip off, Ashlee got



Ashlee with Dora the Explorer

her wish for a personal meeting with Dora the Explorer at Universal Studios!

Sharing the Season: Holiday Gift Appeal

This holiday season help us make dreams come true for a person with disabilities.

Over 25% of persons with disabilities fall below the poverty line. The needs and dreams of our clients often exceed budget allowances and personal incomes. Often a little extra support can empower

them toward independence.

As you prepare to share this holiday season with your family and friends, consider a gift that keeps on giving. Honor someone with a gift in their name, a donation to Development Homes can be a meaningful way of sharing the season.

Your gift will help make the dreams come true for the children and adults we serve

When you give a gift, DHI will send you a gift card. All donations are tax-deductible and a receipt will be provided. Please fill out the form on the back page or call

Michelle at (701) 335-4089.

Our Mission:

Development Homes, Inc is committed to the provision of quality community based support services to persons with disabilities which will enable them to maximize their individual potential and fulfill their personal dreams.

Our Vision

We envision a community built on mutual reciprocity for everyone, driven by progressive leadership, an inspired workforce, strong community connections, and wise use of technology.

Working 9 to 5: Persons with Disabilities in the Workplace

The dignity, responsibility, and economic independence resulting from gainful employment is one of the most effective ways of reducing dependency on public benefits, enhancing self-reliance, changing attitudes, and promoting community acceptance of persons with disabilities.

Many employers are starting to realize the benefits of hiring persons with disabilities. In addition to being as qualified as their counterparts without a disability, people with disabilities have, in most cases, been forced already to adapt in many ways. The mental and/or physical challenges they face on a daily basis have taught them to be dedicated, persistent, and to think outside of the box in everyday life.

Employers also benefit from valuable *federal tax incentives*. Importantly, companies also report that employees with disabilities have better retention rates, reducing the high cost of turn-

over. In fact, after one year of employment, the retention rate for persons with disabilities is 85%.

The vocational services provided by DHI are based on matching the person with an appropriate job.

- The Day Support program provides training for individuals with significant disabilities. Individuals served by this program need ongoing intervention on or off the job in order to maintain employment.
- The Extended Services program provides supports as needed for each individual by a job coach.
- The Supported Employment program provides initial job placement, stabilization and training.

Please contact Michelle Rydz at (701) 335-4089 for more information about our employment services.

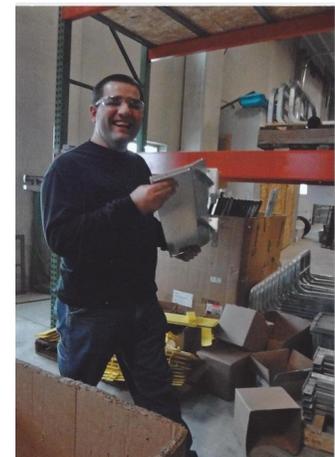
Meet Joey Dub : Employee at PS Doors

When Joey was thinking about his future, he wanted to find a place that he found challenging welcoming and safe. Joey's family was concerned that if he didn't find the right position he could be taken advantage of because of his trusting nature.

So Joey, Joey's family and Development Homes worked to find Joey the perfect job. Where Joey could be himself, be appreciated and be a part of a team. Joey found that job at PS Doors. Joey has worked at PS Doors for over a year.

When Joey started, he needed consistent support and direction, now he is one of the fastest and most accurate hinge assemblers on the team. Scott Anderson, DHI director of Program Services says, "Joey's success at PS Doors has opened the way for others with disabilities. He is a great example of what one can do when given the opportunity."

Rod Howell, Operations Manager with PS Doors said, "Joey has a great attitude and his positive personality is infectious." Congratulations, Joey, on a job well done!



Joey Dub working hard at PS Doors!

A Word from our CEO

Development Homes Inc. is at an exciting juncture in our 38 year history of providing quality services for people with intellectual disabilities in our community. More than ever, we have committed our organization’s efforts to giving back to our community in a reciprocal manner, in order to make this a better place to live for all!

Our vision statement articulates the intent of “mutual reciprocity” with the community. Making this come alive is the challenge and test as we go forward. So what do we mean by mutual reciprocity? In part, it involves dedicating employee time and effort to participation in an array of community-wide efforts. Development Homes believes strongly enough in this intent that individual employees are given up to 12 hours a year of paid work time to give back to our community by volunteering. For example, some staff deliver Meals on Wheels and many are involved in Relay for Life.

We also encourage and promote staff involvement in a plethora of “systems” advocacy efforts in Grand Forks and at the state and regional levels. The statewide efforts include representation on the Governor’s Task Force on Autism, the Employment First Task Force, and the ND Association of Community Providers. Local efforts include participation in groups promoting fair housing, community health and dental services, enhanced transportation services, workplace safety, and autism service expansion.

Importantly, the individuals we serve can and do routinely give back to the community through volunteer work across the community. Mollie is a great example, as she volunteers weekly at the food cupboard operated by St. Joseph’s Social Care. In order to further these efforts, DHI hired a social worker to serve as a Community Connector. Through the leadership of this position, we are creating more and more opportunities for people to be active participants in community life.



Sandi Marshall, CEO

“It is our desire that the people we support live meaningful lives filled with family, friends, opportunities, and choices. They are not defined by their limitations and labels.”

Give a gift, and get a 40% Tax Credit

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By making a gift to Development Homes, Inc. you can receive a 40% tax credit.

Individuals and businesses are eligible to qualify for a state income tax credit of 40%, up to \$10,000 for businesses and \$20,000 for couples filing jointly on gifts of \$5,000 or more.

For example, individuals in the 25% federal tax bracket may realize savings, such as:

Gift Amount	\$5,000	\$10,000	\$25,000
Federal tax savings	-\$1,250	-\$1,250	-\$6,250
ND Income tax savings	-\$2,000	-\$4,000	-\$10,000
Net Cost of Gift	\$1,750	\$ 3,500	\$8,750

Sharing the Season: Holiday Gift Appeal

Please fill out and mail the form below or call or email Michelle Rydz at 701-335-4089 mrydz@developmenthomes.org

Name

Address

City

State

Zip

Phone

Email Address

Please make checks payable to Development Homes, Inc. Attn:
Holiday Gift Appeal

We will send gift cards to you announcing a special gift that
you have given in someone's honor.

Please indicate how many gift cards that you would like:
_____ # of cards Name (s) on card _____

_____ I do not want any gift cards, please accept my donation.

All proceeds from the holiday gift
appeal go to the support of our
social capital program to help
make dreams come true.



DEVELOPMENT HOMES, INC.

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