

MILESTONES

1st Edition
2023

**GIVING
HEARTS
DAY
2023** ♥



INSIDE THIS EDITION

Prom

Oktoberfest

DSP Week

Friendship's 50th
Anniversary

And More

 **CHI Friendship**

Nurturing abilities, achieving dreams.



Letter From Friendship's President, Dori Leslie

For all of us at Friendship, two of the most important factors we use as a compass in providing supports to people are our Mission Statement and Values. Our Mission Statement tells us, “what” we are to do. Our Values tell us “how” we are to carry out supports and our interactions – with Compassion, Inclusion, Integrity, Excellence, and Collaboration.

Expanding on our Mission Statement, it calls for us to make the healing presence of God known in our world by improving the health of the people we serve. How is it that we can “heal” or create a sense of well-being? Healing can come in a variety of ways, stages, or actions for all of us. Healing is unique and individualized for each person across the organization. For example, healing or a sense of wellbeing can be when a person gets a dream job, re-connects with family members, finds a social role, becomes a member of a group or club, or makes their own decisions for any or all aspects of their life.

Our five Values describe how we are to effectively live out our Mission each day with each person we support and with each other. In striving to meet these Values, we have an organizational Corporate Culture document that defines positive behaviors to live out each and every day. The five Values are Shared Values and together they are at the fundamental core of supporting people to achieve their goals and dreams.

We accomplished and celebrated many milestones in 2022. Many people whom we support achieved lifelong dreams, went on a vacation, and/or participated in countless community events. We focused on individualized supports for each person who receives our services and we also had the honor of celebrating 50 years of faithful service with a weeklong celebration.

Living out our Mission and Values is a continuing journey for all of us at Friendship. We certainly know that we must always be striving each day to provide the best supports possible. We view our work as a great honor and privilege and hope it truly makes a difference in the lives of the people we support and our staff.

I want to thank each and every employee for their dedication this past year in helping each person we support across the organization to have the best possible services. Each employee plays an important role in helping people achieve their goals and dreams. I look forward to witnessing many mission moments as we begin the New Year. Blessings to All!

NDACP DSP OF THE YEAR



Left to right: Dori Leslie, North Dakota Representative Jon Nelson, and Jessica Bengtson

Jessica Bengtson was a recipient of the 2022 North Dakota Association of Community Providers (NDACP) Direct Support Professional of the Year Award in August. Jessica has worked for Friendship in various roles for over 15 years, and is currently a Supervisor at 2424, one of Friendship's ICF-IID homes. Jessica's nomination stood out for her work in assisting a person supported to fulfill their passion of being around snakes. This has included trips to the zoo to look at snakes and arranging an opportunity to feed and handle a snake. Jessica has also assisted the person with advocating for the chance to own their own snake. This process has included researching different types of snakes, and meeting with Friendship's President to discuss the necessary precautions that need to be taken.
Congrats, Jessica!

OKTOBERFEST

A successful fundraiser

Each year, Friendship holds our annual Oktoberfest raffle. The money raised through the Oktoberfest raffle ensures that we are able to enrich the holidays for the people that matter the most. We value each person we support and want to ensure their holidays are as special as possible. Once again, we were blessed beyond measure from the outpouring of support we received from our friends, family, and surrounding communities. With your help, we were able to sell over 15,000 raffle tickets! Thank you to all employees, parents/guardians, and friends of Friendship for selling or buying tickets and helping us make this holiday season special for so many!



GIVING HEARTS DAY 2023

Giving Hearts Day is a one-day online giving event for area nonprofits and has been instrumental over the years to our mission at Friendship.

On February 9, 2023, you can help someone at CHI Friendship by participating in Giving Hearts Day.

WE ARE BLESSED BECAUSE OF YOU

We want to give thanks to all of Friendship’s donors. Last year, you allowed us to achieve a milestone by surpassing our goal and raising over \$85,000! Thanks to your support, we were able to host our first annual Friendship Adult Prom in 2022 and assist many people to attend Minnesota Twins games in June and August. The joy and happiness the people we support experienced during these events was priceless!

Your generosity has also helped in many other areas. Some highlights include: maintaining people’s adaptive equipment such as hearing aids, walkers, glasses and wheelchairs, purchasing needed clothing, participation in community memberships and wellness activities, covering emergency expenses, and helping people achieve their goals and dreams.

Your belief in Friendship has helped us do many great things this year!

JOIN US FOR GIVING HEARTS DAY IN 2023

We are already imagining the exciting possibilities Giving Hearts Day 2023 will bring. Will you join Friendship in our 2023 Giving Hearts Day Campaign? Every single dollar we receive will help the people we support at Friendship. Follow the simple and quick instructions to the right and help someone supported at CHI Friendship in 2023!

Don't forget, you're invited to our events in Fargo and Grafton on February 9, 2023!

Fargo - Chili Feed from 11:00am-1:00pm
Grafton- Mexican Food Feed from 10:30am-1:30pm



HOW TO DONATE

ONLINE

Visit the website givingheartsdays.org on February 9, 2023. Click the “Donate” button, search for CHI Friendship, and follow the online instructions to make a contribution. You may also schedule your donation today.

IN PERSON OR BY MAIL

All written checks that are received prior to Giving Hearts Day and dated February 9, 2023, will be accepted toward our Giving Hearts Day goal. You may drop off a check at our Administrative Office in Fargo or Grafton. You may also mail a check that arrives before February 9, 2023, and is dated February 9, 2023.

Fargo office – 801 Page Drive Fargo, ND 58103
Grafton office – 554 West 12 St. Grafton, ND 58237

PHONE

You may call our administrative office at (701) 235-8217 for assistance with your donation.





PROM 2022 **Don't Stop Believin'!** ✨ ✨

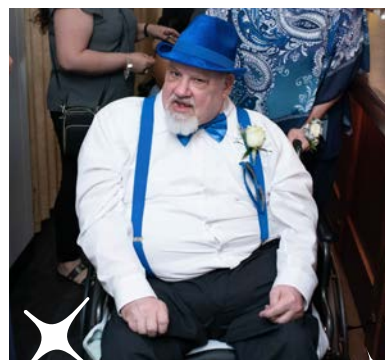
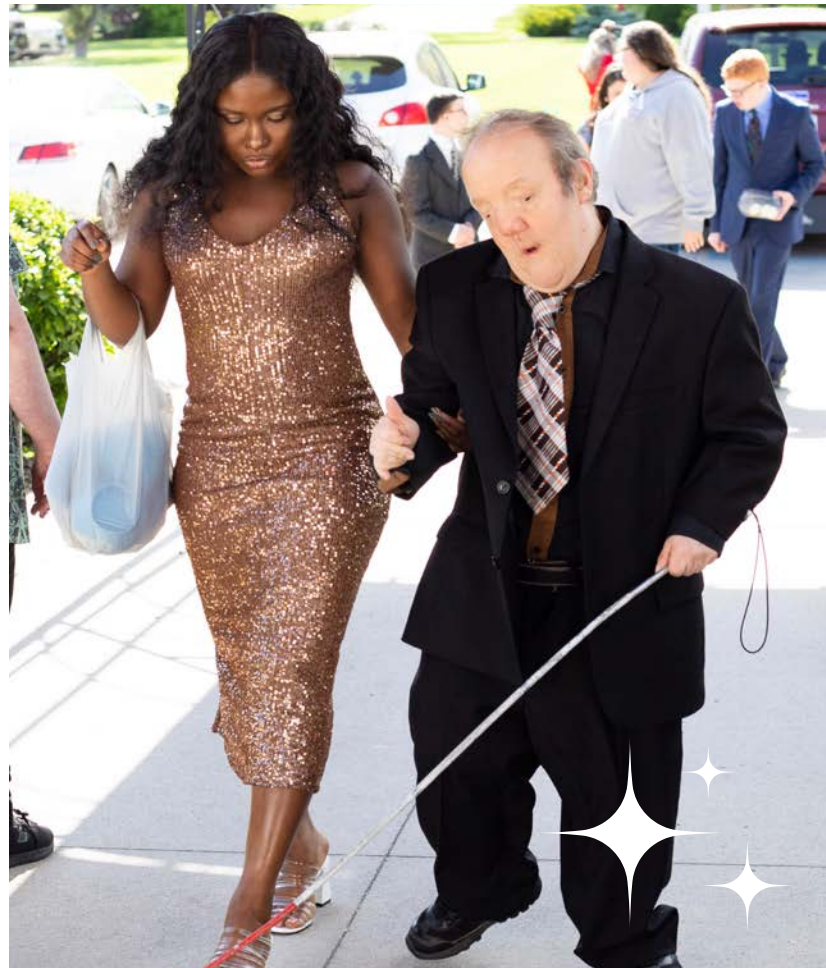
In June, Friendship hosted its first ever adult prom with the theme, "Don't Stop Believin'!" The idea of hosting a prom-style party came about after it was announced the Tim Tebow Foundation's event, "Night to Shine", would not be happening in person in the Fargo area in 2022. Attendees of the "Don't Stop Believin'!" prom event enjoyed getting dressed up in their finest attire. The ladies attending were also given the opportunity to have their hair and make-up done at a pop-up salon prior to the event.

The event started with a formal grand march where all the attendees were introduced by Friendship's current President and former President, Dori Leslie and Jeff Pederson. After the grand march, everyone enjoyed a tasty dinner and afterwards moved to the dance floor to dance the night away including excited attendee, Dick Olsen.

Having moved to Fargo from Grand Forks, North Dakota in 2021, this was Dick Olsen's first opportunity to participate in a prom. He was able to rent a tuxedo for the evening and was thrilled to participate in the grand march. Muggins Hauff, one of the attendees, listed the food and dancing as her favorite parts of the night. She also had a chance to make a new friend while on the dance floor. "I liked dancing with Dick," Hauff said. The two took the dance floor by storm and were inseparable for the rest of the evening.

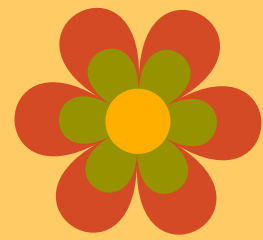
For many this was the first opportunity to gather with friends in a large group since the beginning of the pandemic, and the thrill of celebrating together kept everyone wanting to hold on to that feeling.





FAMILY PICNIC

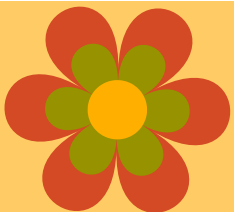
Grafton



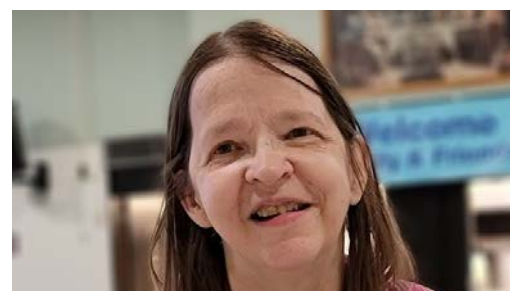
A GROOVY CELEBRATION



The Friendship Picnics were far out, man! The idea for this year's picnics stemmed from Friendship's 50th anniversary. Friendship was born in 1972, so we figured we should bring peace and love to the party! Armed with a 70s theme, the picnics were nothing short of a blast, ehem... groovy. Nothing short of groovy! In Grafton, the focus was on enjoying the moment. New faces and old came together to rejoice and celebrate the year that was. A favorite of the little ones and the adults alike was painting the 1970s-themed Pet Rocks. All shapes and sizes of rocks were painted all kinds of colors of cool.



Peace



FAMILY PICNIC

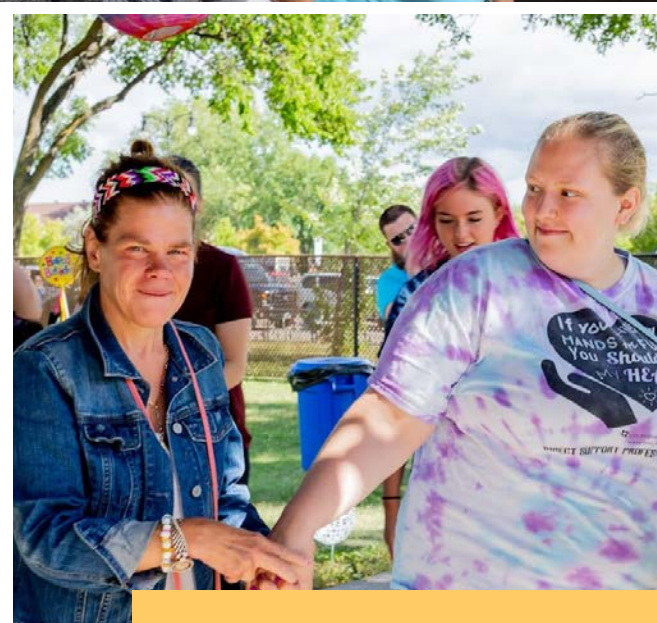
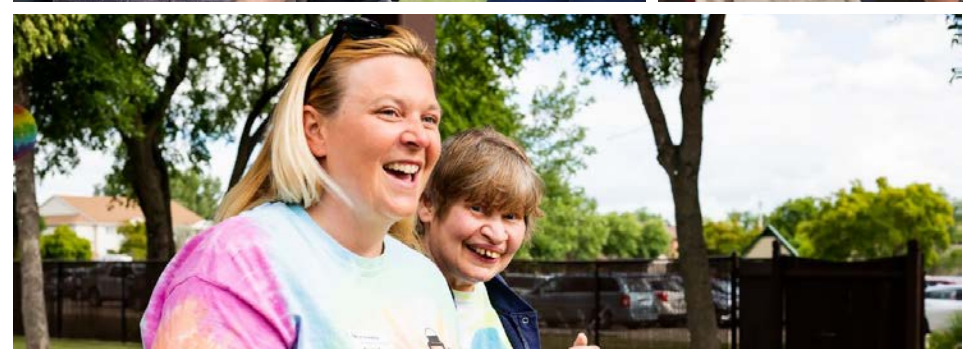
Fargo



PEACE AND LOVE

In Fargo, the picnic's second year at Rheault Farm was a hit! Live music and laughs filled the air as family and friends gathered. The 70s theme was felt in every area of the picnic, from the aesthetic, music, wigs and bellbottoms, even to the games! At one point, upwards of 50 people were playing Groovy Bingo! Friendship's 7th annual picnic provided plenty of laughs and memories for all who attended. One family member stated that she had been to all seven annual picnics and treasures each one more and more as quality time spent with her family member and their staff. The Annual Friendship Family Picnic remains a joyous tradition that brings the Friendship family together.





D.S.P. WEEK

SEPTEMBER 11-17, 2022

I'LL BE THERE FOR YOU

 CHI Friendship
Nurturing abilities, achieving dreams.



A WEEK OF CELEBRATION

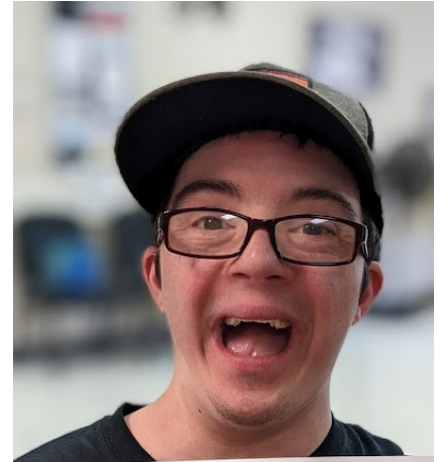
DSP Week. A week devoted to celebrating the backbone of the disability service field. Friendship recognized all Direct Support Professionals who are knowledgeable, compassionate, and dedicated to those they support.

The Direct Support Professional is someone who teaches through dedication and care. A great DSP can teach people how to gain independence, dignity, friends, and happiness. Thank you to all of the DSPs who help the people we support take control of their lives. We couldn't do it without you!

THE LEE JOHNSON DSP OF THE YEAR AWARD

The greatest honor of DSP Week is to be nominated for the Lee Johnson DSP of the Year Award. Lee Johnson was a long-time DSP of Friendship who passed away in April of 2018. He was known by so many people at CHI Friendship as a kind hearted, giving, and caring person. The Lee Johnson DSP of the Year Award is selected by Lee Johnson's sisters. In all, 22 of Friendship's outstanding DSPs were nominated for the award. This year, Lee Johnson's sisters, LuAnn Casler and Carol Johnson, presented the Lee Johnson DSP of the Year Award to Greg Ouren of Fargo, and Roxanne Sanchez of Grafton!

In response to being chosen as a winner of the DSP of the Year award, Roxanne Sanchez puts the award on the shoulders of her coworkers, stating "teamwork makes the dream work!" Greg Ouren says his daily outlook is simple: as long as everyone is happy and their needs are met, it's a successful day!



NOMINEES FOR THE 2022 LEE JOHNSON DSP OF THE YEAR AWARD

- Alice Olivarez · Alissa Dibley · Brianna Geller
- Carissa Christiansen · Connie Burns · Doris Sarbo
- Drew Becker · Greg Ouren · Jake Zach
- Jeremy Settergren · Jerome Zulu · Jessica Duncan
- Joyce Mandt · Julie Leith · MacKenzie Sannes
- Mulbah Harris · Rhonda Gaden
- Roxanne Sanchez · Sheryl Brooks
- Tara Armentrout · Teresa Miller · Zachary Kreps

THANK YOU, DSPS!



STRATEGIC PLAN

FISCAL YEAR 2022 HIGHLIGHTS

We had great success in our Strategic Plan initiatives for 2021-2022. We accomplished so many goals that will make services better for the people we support. Below are the highlights to celebrate:

STREAMLINE HIRING

Assess and implement more efficient practices for the application, interview, and new hire onboarding process. The application, interview, and new hire onboarding process was updated to be easier and quicker for new applicants. With the updated processes, Friendship now offers on-the-spot interviews and immediate hiring for qualified applicants.

ACTIVE SUPPORTS AND MEANINGFUL ACTIVITIES

Increase our active supports and meaningful activities (in the community and within our locations) throughout all sites and departments. All employees received training in a variety of methods on the importance of Active Supports and meaningful activities. A set of engaging posters were created to serve as visual reminders to staff. Time was set aside at staff meetings to discuss Active Supports and recognize staff who have shown excellence in this area.

GOALS AND DREAMS ACHIEVEMENT

Identify specific ways each interdisciplinary team can help people supported achieve his/her individual dreams and hard-to-reach goals. Goals for the people we support were audited and reviewed for progress of achievement. Audit results were shared with QDDPs. A presentation was given to Managers and Employment Specialists to assist people to achieve their goals and dreams. Training materials focused on achieving goals and dreams were shared with all departments. Goal posters were developed and shared to encourage more excitement surrounding goals. The Director of Education presented on SMART (specific, measurable, achievable, relevant, and time-bound) goals to QDDPs.

ALZHEIMER'S/DEMENTIA/COMPLEX DIAGNOSIS EDUCATION

Provide comprehensive training on Dementia, Alzheimer's, and other complex medical diagnoses to increase the awareness and education to interdisciplinary teams. A survey was conducted to determine the knowledge and baseline of our current staff regarding Dementia and Alzheimer's. After reviewing the results, training materials were created focusing on both supporting an individual with Dementia and self-care for the support staff. This information was shared across the organization with all employees. Also, Friendship's Alzheimer's Disease Resource Binder was updated and reintroduced to staff.

GUARDIAN AND FAMILY ENGAGEMENT

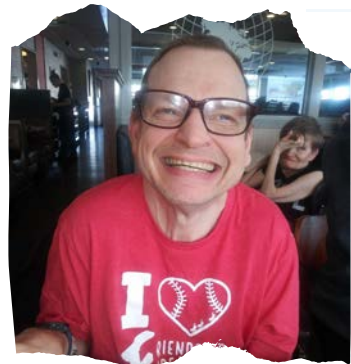
Identify best practices to engage/interact with parents/guardians/family with more general day-to-day activities with people supported (not always the big family picnic, but everyday activities like going to a movie or a card tournament). Focus was placed on the importance of family engagement. Training documents were created including a list of ways to promote and create family engagement as well as a list of day-to-day activities that family members could be invited to. Calendars were created to assist people supported to monitor the special events in their family and leaders reserved time in their calendar to reach out to family to communicate positive achievements of the people we support.

COMMUNITY ENGAGEMENT

Organize and/or participate in community events to remain engaged and active within our communities. Friendship volunteered during seven different community events/activities including Reforest the Red, Altru NICU Fundraiser, and St. John's Catholic Church Annual Fall Community Dinner. Friendship employees volunteered with the New Life Center, participated in Lasagna Love, thanked City of Grafton and West Fargo essential workers with a grab-and-go style lunch, and competed in KVLV's Garbage Bag Challenge to keep our communities clean.

FISCAL YEAR 2023

STRATEGIC PLAN



Friendship's daily goal is to nurture each person's abilities, talents, and interests in order to assist people to achieve personal goals and dreams. The Strategic Plan initiatives will help establish the organizational direction and identify goals to create opportunities to enhance quality for each person who receives our services.



NEW HIRE RETENTION

Implement department-specific systems and strategies to enhance the training of new staff and to welcome new staff within their first 90 days of employment.

Executive Sponsors: Laurie Campbell, Heidi Adolph, and Beth Maesse



LEADERSHIP EDUCATION

Offer additional leadership/supervisory training to current and future leaders across the organization.

Executive Sponsors: Ryan Orcutt and Carrie Balster



MENTAL HEALTH DIAGNOSIS EDUCATION

Provide comprehensive education and training on mental health diagnoses to interdisciplinary teams.

Executive Sponsor: Tricia Larson



COMMUNITY PARTICIPATION

Identify and share community activities with people supported to increase volunteer opportunities, identify social roles, and encourage people to participate/attend as they choose.

Executive Sponsors: Gina Hogue and Grant Fogel



SELF-ADVOCACY EDUCATION

Provide additional education and awareness to people supported on self-advocacy opportunities.

Executive Sponsors: Garret Miller and Karla Spitzer



WORKFORCE STRATEGIES

Identify new workforce recruitment strategies (while maintaining the current strategies) to stabilize our front-line workforce.

Executive Sponsor: Steve Ouren





FRIENDSHIP'S 50TH ANNIVERSARY

CELEBRATING 50 YEARS OF FAITHFUL SERVICE.



Friendship celebrated their 50th anniversary the first week of October 2022.



HOW DID IT ALL START? Throughout our 50 years of faithful service, we have moved forward by having a dream, serving others, building community, and trusting in God. Our roots can be traced back to the 18th century in Ireland where Nano Nagle began helping the poor and needy. She founded the Presentation Sisters in 1775, and their ministry eventually spread to the Fargo area. In 1964, Pastor Edward Tornow moved with his family to the Fargo-Moorhead community and had a dream of expanding disability services in our area which would include his son Eddie. Pastor Tornow joined hands with the Convent and his dream and vision came to fruition in the early 1970s starting what we know today as Friendship.

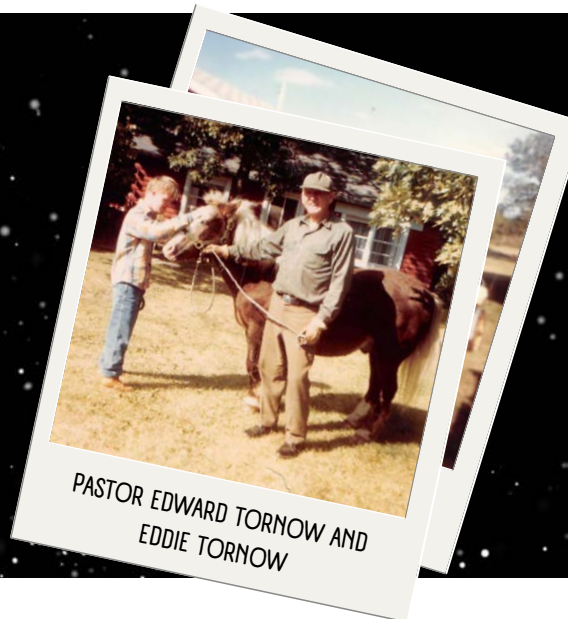
A WEEK OF CELEBRATION! Our celebration week started with a ribbon cutting ceremony followed by open houses in Fargo and Grafton. During the week, staff and people supported received commemorative gifts, Friendship history, and decade-themed snacks. The highlight of our week was our formal gala celebration. Over 200 people were in attendance at this event which highlighted Friendship's past, present, and future through ten guest speakers and a video presentation. We also displayed many newspaper clippings, photos, and artifacts that shaped our identity. It was great to see so much support from community members and friends of Friendship at all of our events. This is a reason why Friendship's ministry has been successful and how it will continue to be successful.

Our celebrations throughout the week paid tribute to Friendship's pioneers and founders like the Arc, the Presentation Sisters, Pastor Tornow, Katherine Moe, Sister Rosaria, and so many others. Friendship leaders visited the Presentation Sisters to deliver a small gift, share memories, and say thank you for helping start our ministry while giving us wisdom, support, and prayers.

When our week of celebration concluded, Friendship staff said they have never been more proud to work at Friendship after they learned more about our history, our passionate founders, and success stories. We hope to have inspired everyone who participated in our celebration of 50 years of faithful service, including current and former staff, parents, guardians, community members, area business leaders, board members, and people supported.



50th Anniversary Gala Speakers and Presenters
 Back Row (Left to Right): Dr. Deann O'Lenick, Kathy Hogan, Dori Leslie, Jeff Pederson, Renae Howe
 Front Row (Left to Right): Sheryl Brooks, Mark DuBord, Sister Mary Margaret Mooney, Helaine Arnold, Sue Carlson



PASTOR EDWARD TORNOW AND
 EDDIE TORNOW



A SPECIAL THANK YOU

We are grateful for everyone who has helped make Friendship into what it is today. Thank you to all of the hard-working, visionary founders. Thank you to every single employee that has left an imprint on the lives of the people we support. Thank you to our Board of Directors for their leadership to better our services. Thank you to the people we support. Without you, Friendship would have no purpose. Friendship's ministry is a beaming, radiant light to God's will and purpose.

Thank you to everyone for an inspirational and memorable week filled with reflection and love.



OUTCOMES IN ACTION



PEOPLE PERFORM DIFFERENT SOCIAL ROLES

The Friendship Fireants softball team was out in full force this summer (for their 10th season), faithfully supported by regular game attendees and the 11 members of the official Fireants cheer team! The roster of 26 softball players showed skill and sportsmanship throughout the season as they played various other community teams. These games are a weekly highlight for many players and fans alike. One of the most enjoyable aspects of these events, aside from the softball games themselves, is the tailgating that accompanies each game. The great outdoor food and conversations set the perfect tone of summer at these cherished events.

PEOPLE PARTICIPATE IN THE LIFE OF THE COMMUNITY

This summer was filled with meaningful trips and events for many people we support. Two particular highlights involved day trips to cheer on the Minnesota Twins at Target Field alongside thousands of other excited baseball fans. For a number of people we support, this was their first professional baseball game. Early in the morning on June 23rd, Friendship arranged for a charter bus to travel to Minneapolis for 40 of these die-hard Twins fans, including people we serve and support staff, to experience the day of excitement. This event was a success and enjoyed by all, so much so that Friendship decided to arrange a second trip – this time on August 17th. 44 people we support and staff were present that day as countless Twins fans cheered on their home team as they beat the Kansas City Royals. A few people we support were even spotted on the famous jumbotron!

PEOPLE CHOOSE WHERE THEY WORK

Friendship recognizes the value of work in the lives of the people we support. Meaningful employment brings a person opportunities to serve the community while establishing the worker's status as an active and valued member of society. Friendship's own All Seasons Laundry is one such business that provides a tremendous community benefit, while employing 11 people we support who work together to keep the business successful. On June 22, 2022, five employees of All Seasons Laundry were honored for their impressive accomplishment of working at All Seasons Laundry for 10 years! These faithful workers were recognized with a jacket ceremony, where each received an All Seasons Laundry personalized jacket. The celebration concluded with a reception and visiting time, complete with a customized cake and coffee to celebrate this outstanding milestone!



On the Minds of People We Support

We asked the people we support their thoughts and they answered!

What are you looking forward to in 2023?

"I would like to attend 'Fishing Has No Boundaries' again and go with my buddy to Lake of the Woods." - Brenden

"Snakes!" - Ian

"Have a lot of fun!" - Chuck

"Lose weight so I can pie Sierra and Desirae!" - Evan

"I would like to go to another Twins game next year. I had fun with my friends and brother." - Alex

"Hotels and action movies!" - Jamie

"Go see dinosaurs and triceratops!" - Stephen

"Go on a trip to Medora!" - Secera

"Going to a Bison game." - Shannon

"Not doing daylight savings time, looking forward to standard time. I don't like losing an hour of sleep." - Tariq

"My goal for next year is to try to stay healthy so I can go on vacation to see my family." - Darlene

"Coaching the Fireants!" - Kenny

"Bowling." - Dustin

"See Mount Rushmore." - Todd

"Halloween pumpkins and scary witches." - Alane

"My goal is to burn my COVID mask for good and go on vacation around water in Florida with my cousins." - Zach



FRIENDSHIP'S

GIVING HEARTS DAY

Chili Feed



CHI Friendship

Nurturing abilities, achieving dreams.



Giving Hearts Day

**FREE WILL
DONATION**

2 FLAVORS OF CHILI
BREAD
CONDIMENTS
COOKIE

**2/9/2023
11:00AM-1:00PM**



DELIVERY

CALL GINA (701-293-2977)
OR GRANT (701-293-2976)
TO SCHEDULE A DELIVERY



PICK UP OR DINE IN

801 PAGE DRIVE, FARGO, ND

VISIT
WWW.GIVINGHEARTSDAY.ORG
TO DONATE!



#HELPSOMEONE #GIVINGHEARTSDAY2023

FRIENDSHIP'S

GIVING HEARTS DAY

Mexican Food Feed



CHI Friendship

Nurturing abilities, achieving dreams.



Giving Hearts Day

\$15

PER PLATE

3 ENCHILADAS

RICE

BEANS

COOKIE

WATER

2/9/2023

10:30AM-1:30PM

DELIVERY

CALL 701-352-0060

TO SCHEDULE A DELIVERY



PICK UP AT

ST. JOHN'S CATHOLIC CHURCH

1515 WEST AVE, GRAFTON, ND

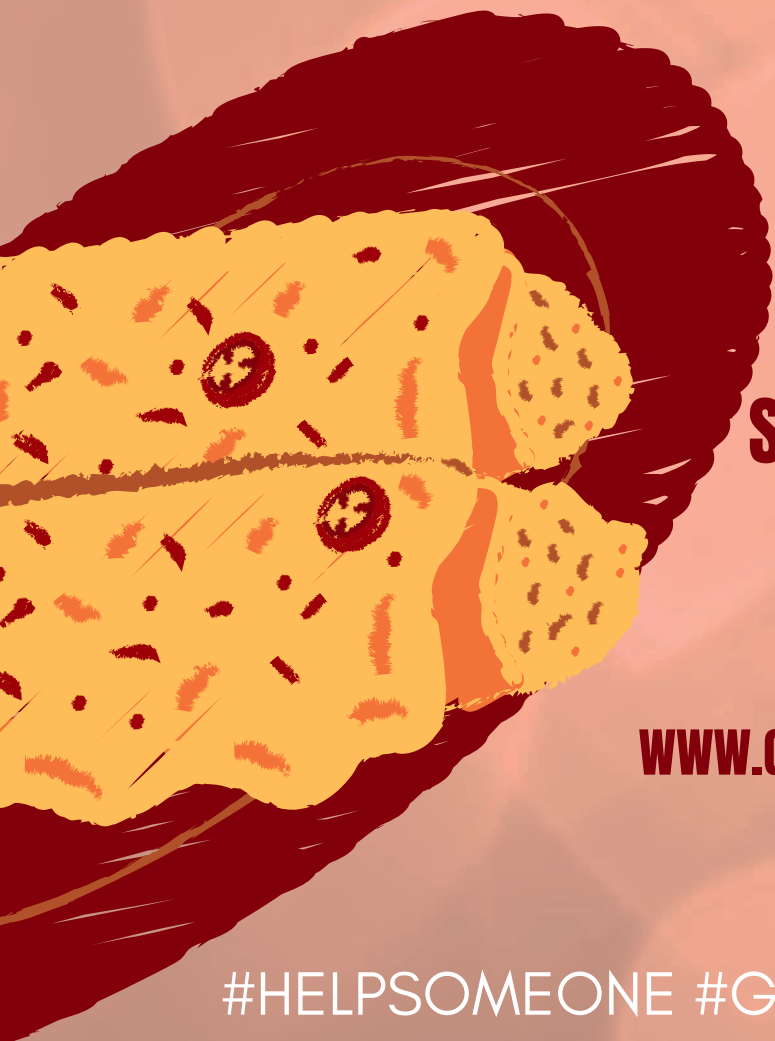
VISIT

WWW.GIVINGHEARTSDAY.ORG

TO DONATE!



#HELPSOMEONE #GIVINGHEARTSDAY2023





Our Mission

As CommonSpirit Health, we make the healing presence of God known in our world by improving the health of the people we serve, especially those who are vulnerable, while we advance social justice for all.

Our Vision

A healthier future for all – inspired by faith, driven by innovation, and powered by our humanity.

Our Values

Compassion
Excellence
Inclusion
Collaboration
Integrity



Visit us on Facebook!
[Facebook.com/CHIFriendship](https://www.facebook.com/CHIFriendship)

Make a Difference



Friendship is looking for applicants committed to delivering quality direct supports. Openings for Direct Support Professionals include part-time, full-time, and PRN positions. These positions provide direct supports to people with intellectual and developmental disabilities to enhance their lives. No experience is necessary and training is provided.

TO APPLY, VISIT [CHIFRIENDSHIP.COM](https://www.chifriendship.com)

Board of Directors

Kathy Hogan	Sr. Stella Olson
Mark DuBord	Adele Page
Brian Arett	Jeff Pederson
Helaine Arnold	Mary Schneider
Jim Dusek	Jay Sorum
AnnaLisa Nash	Julie Goebel
Jim Nyhof	Sr. Mary Margaret Mooney