

# MILESTONES

3rd Edition  
2023

FRIENDSHIP LIGHTS UP THE NIGHT  
AT THE FORMAL



## INSIDE THIS EDITION

---

Friendship Formal

---

Family Day Picnics

---

NDACP DSP of the Year

---

On the Minds of  
People We Support

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 **CHI Friendship**

*Nurturing abilities, achieving dreams.*

# Our legacy, their future, your gift.

Friendship kicks off their capital campaign to build a new day program building.



After many years of planning and searching, Friendship has secured a piece of land and is launching a capital campaign to build an innovative vocational building in Fargo. Our capital campaign called, "Our legacy, their future, your gift", will raise funds for a new building that will impact all of the people who currently receive services in our vocational/day programs.

We have outgrown our current building and will be moving into our new day program building once it is built. We are committed to having an even greater impact on people's lives with a new facility. We envision this new facility improving and enhancing the way we carry out our mission in many ways for each person.

Please consider giving a tax-deductible gift to Friendship in support of this campaign. Your continued generosity and support will deeply impact people with disabilities for generations to come.

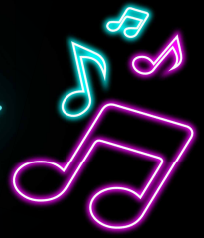
We look forward to communicating progress updates and new initiatives surrounding this endeavor.

To donate, scan the QR code or visit:  
<https://app.givingheartsday.org/#/charity/759>





# Light up the Night



Friendship hosted its second annual formal dance in June. This year's theme was "Light up the Night." The event featured a rousing grand march, glow sticks, and dancing the night away to a wide variety of music.

Prior to the event, the ladies attending were able to arrive early to have to their nails, hair, and makeup done in a salon-like setting. "I liked having people help me with my hair and nails," said Muggins Hauff, who arrived early to attend the salon. "Everyone knew my name, and they did a good job."

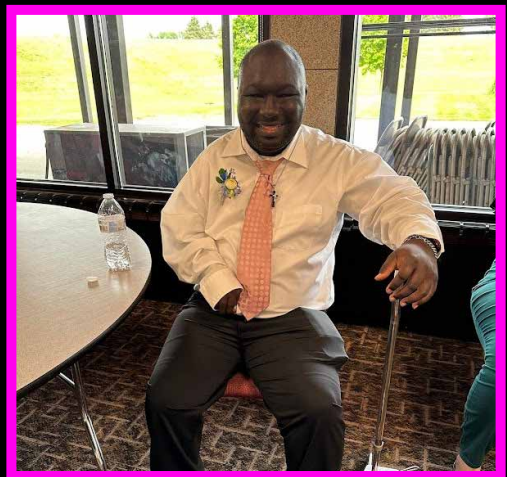
The event itself kicked off with all attendees participating in a grand march emceed by Dori Leslie, President of CHI Friendship and Garret Miller, Staff Trainer. "It was fun," said Michael Mackey. "They played Shinedown while I walked, because I like them." After the grand march wrapped up, dinner was served and the dancing began.

Songs spanning multiple decades and genres were requested and played, testing the limits of the DJ's library of songs. "I liked the song from Grease," said Muggins. At the end of the night, the DJ confessed that no other event allows as much variety in music as the Friendship Formal does.

When asked if the event was enjoyable, Michael replied, "We stayed for a while. I had a lot of fun, and I got to see some old friends."

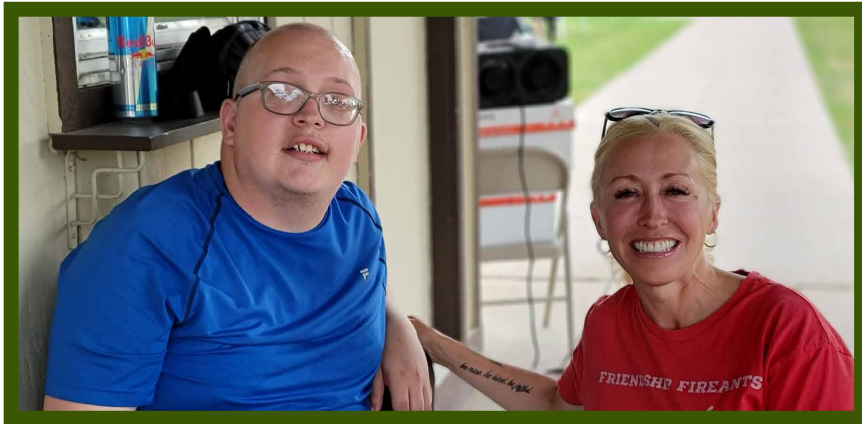
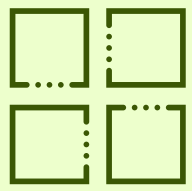






# It's the little things

Dignity of risk enables risk taking.



**Evan Geyer (Left) and Rebekah Kilde (Right)**

Sometimes the little things in life can make the biggest difference. This holds true for Evan Geyer, who is an ambitious 26-year-old, with places to go and people to see.

"I would always need a staff with me at certain times of the day," said Evan, whose medication times required a staff present to ensure his medications were properly taken. Evan had an idea. "I figured I could take my medications by myself. That way, if I want to play video games at my friend's apartment, or go mini golfing or bowling with my friends, I could do that without a staff needing to be there," said Evan.

Evan decided to speak with Rebekah Kilde, who is Evan's Qualified Intellectual Disability Professional (QIDP), to ask about taking his medications independently. Rebekah said she was so proud of Evan for advocating for this change. "One of our philosophies at Friendship is dignity of risk, which balances risk taking with safety to maintain a quality of life. Just like anyone else who takes risks throughout the day, we believe the same should be true for the people we support," said Kilde.

To ensure Evan was successful in taking his medications independently, Rebekah wrote a learning objective with detailed steps for Evan to follow. With the goal of staff assistance gradually fading, these steps include everything from Evan gathering pre-packaged pills from his staff to Evan signing off on taking his medications. Rebekah said Evan is doing amazing with his medications! Evan also agreed that things are going well. "Staff have helped me with a few things, and it was pretty easy for me to learn. I am happy I can take my meds on my own, and I have had zero med errors in the last year!" said Evan.

Evan said he visits his friends more frequently with his newfound independence. "I am proud of myself. Next, I want to learn how to do more things on my own so I can go to Wyoming to see my family!"

## Department Spotlight Maintenance

Meet the employees who keep Friendship in tip-top shape! We asked our maintenance department a few questions to get to know them better:

**Are there any projects you're working on in your personal time, or do you have a hobby?**



**Dave, Director of Plant Operations**  
37 Years Of Service

I'm currently rebuilding my backyard deck and helping my brother-in-law complete a new addition and total remodel of his lake home. My hobbies are fishing, gardening, and assisting my family with construction projects.



**James, Maintenance Technician**  
9 Years Of Service

I just built a deck at my home. I enjoy spending time with my daughters and grandkids.



**Nick, Maintenance Technician**  
12 Years Of Service

My hobbies are hanging out with my two Boxers (Abby and Mazy), going to the lake, and making clocks and signs out of barn wood.



**Andy, Maintenance Technician**  
3 Years Of Service

Outside of work I enjoy bonfires with my wife and coworkers.



**Brian, Maintenance Technician**  
9 Years Of Service

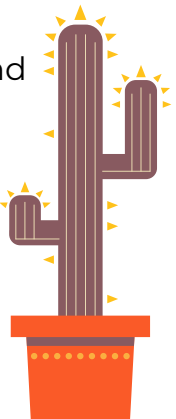
I like to do small building projects around the house or out at the farm where I am currently building new hunting blinds for the deer season. I am an avid fisherman and hunter. I always set up multiple trips for hunting pheasant, doves, and deer. I get out fishing whenever I can. I love the outdoors and have a garden I take care of and I share the harvest with everyone.

# 2023 Family Day Picnics



## A Friendship Fiesta

Friendship spiced up their annual picnics in Fargo and Grafton with a Fiesta-themed event, leaving some señores and señoritas questioning if they stepped into a distant land like Puerto Vallarta or San Antonio. There were sombreros, ponchos, maracas, piñatas, and more! This Fiesta theme was a group decision made by the picnic planning committee consisting of employees and people supported. Erin Mariner, a person supported and picnic planner, said her favorite part of the picnic is seeing all of the people every year. This year's attendance did not disappoint. An estimated 500 Friendship amigos were able to fiesta like there's no mañana with the wide variety of food and entertainment.





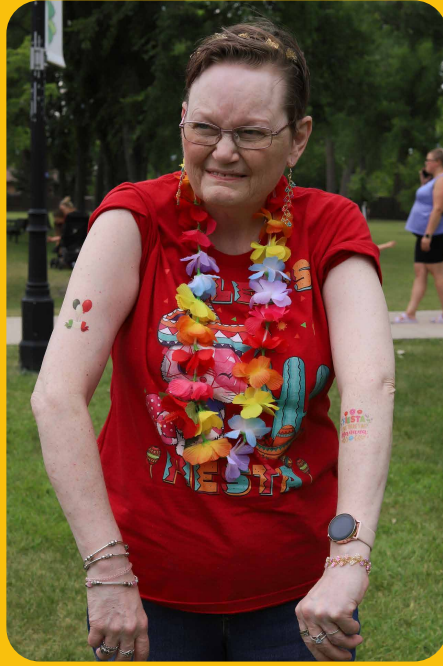
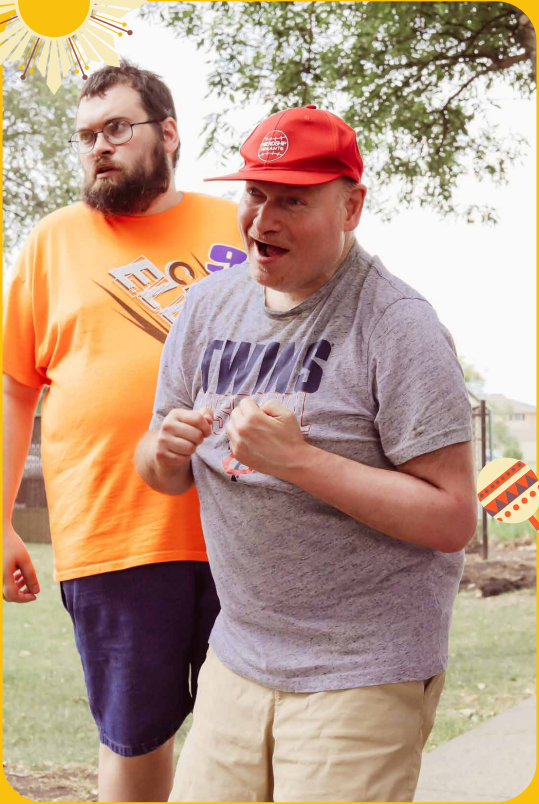
The main game at both fiestas was Lotería (laa·tuh·ree·uh), which is the Spanish word for “lottery” and has similar rules to Bingo. Rubie Jimenez, Manager at the 412 group home in Grafton, learned this game from her family at a young age and was able to bring this knowledge to the picnic. “It was cool being able to teach people the game, listen to people say the Spanish words on the Lotería cards, and see everyone learn something new,” said Rubie. Other entertainment at the fiesta consisted of a photo booth, rock painting, tattoos, and several yard games.

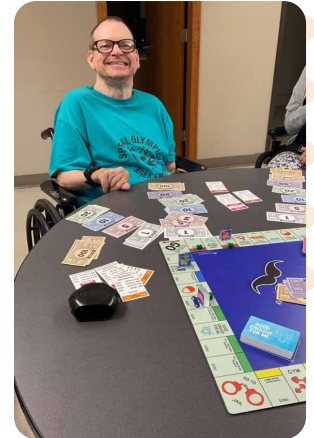
As for the food, the attendees had many flavorful fiesta choices like enchiladas, tacos, nachos, Spanish corn, chili con queso, and Mexican fruit salad. There were so many options to accommodate all different styles of taste buds. One of the attendees liked the food so much, he said he went back for fourths!

Aside from the entertainment, food, and games, the picnic is all about bringing everyone together and building relationships. Everyone that attended felt right at home with their family, friends, and loved ones nearby. Gracias to everyone who made it to the picnic. Enjoy the photos, and until next year, Adios!









Friendship strives to challenge itself to find new ways of being innovative, and from time to time, an idea presents itself that is just too good to pass up. We were tasked with building an inclusive and educational game that was fun for everyone. We didn't desire to reinvent the wheel, but we did reinvent a classic board game. Welcome, **disABILITYOpoly**!

**disABILITYOpoly** uses a familiar concept to open players' imaginations and create opportunities to open conversations about work, home, and self-determination. As a player progresses around the board, he or she will be prompted to think about life choices and discuss different goals, wants, and needs. **disABILITYOpoly** is a fun way to educate people about life and opportunity.

A successful rollout within Friendship saw each department receive a game that people supported and staff can enjoy playing for years to come. Our next step is to spread the game to those outside of Friendship. Not only do we want to share **disABILITYOpoly** with all of the agencies and people in North Dakota, we want to see **disABILITYOpoly** in the hands of people across the country!

If you or someone you know would like to purchase **disABILITYOpoly**, please contact 701-235-8217 for assistance.



## NDACP OF THE YEAR WINNERS ANNOUNCED!

Roxanne Sanchez, Paul Moran, and Kim Staskivige were named winners of the 2023 North Dakota Association of Community Providers (NDACP) Direct Support Professional of the Year award in August. Congratulations!



Kim Staskivige has worked for Friendship for 4 years and is currently the Supervisor at Maple. Kim is always making sure that the people she supports know and are educated on the responsibilities of being independent and living independently.



Roxanne Sanchez has worked for Friendship for 10 years and is currently the Supervisor at 412. Roxanne is a strong advocate for community inclusion and always gives 100% in ensuring that the people she supports are actively participating in the activities at hand.



Paul Moran has worked for Friendship for 13 years and is currently the Supervisor at 503. Paul is always ensuring the people supported have a voice and he makes things very clear and understandable.

# STRATEGIC PLAN

## FISCAL YEAR 2023 HIGHLIGHTS

Friendship had great success on our Strategic Plan initiatives for 2022-2023. Friendship accomplished so many things that will make services better for the people we support. Below are some of the highlights to celebrate:

### 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.

Department-specific systems and strategies were developed to welcome, nurture, and train new employees within their first 90 days of employment. Staff checklists were reviewed and revised, observation sheets were created, mentors were assigned, and a Welcome Committee was developed in Grafton. Employee Appreciation binders were reintroduced across all residential departments, and additional training supports were developed to assist employees with completing required education.

### 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.

A social role audit was completed and results were shared with all employees to initiate conversation on how to assist people supported to obtain social roles. Site-specific community involvement calendars were developed and rolled out to each department in the organization. An educational training session on barriers to community involvement, solutions to barriers, and the community involvement calendars was held at the General Staff meeting for all employees. Moving forward, Friendship will continue to provide education to the organization on the importance of community participation and involvement.

### MENTAL HEALTH DIAGNOSIS EDUCATION

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

Friendship identified the top five mental health diagnoses at Friendship: Anxiety Disorder, Major Depressive Disorder, Mood Disorder, Bipolar Disorder, and Obsessive Compulsive Disorder. A variety of information and resources pertaining to each specific diagnosis was shared with all employees in the organization. Information/correspondence will be available for employees and people supported to this find education material for mental health situations as they arise in day-to-day life. Moving forward, Friendship will continue to find new resources and train employees on mental health diagnoses for the people we support.

### LEADERSHIP EDUCATION

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

Current and future leaders were provided with numerous in-person trainings, webinars, and agency communication to broaden and deepen their skill sets as leaders. A questionnaire was distributed to all Leadership members to collect data on training topics that current supervisory staff believe would enhance their leadership skills and would benefit their employees hoping to become leaders. Classes were offered to leaders teaching skills in the areas of networking, interviewing, standing out within the department, writing résumés and Friendship's Mentorship Program. Moving forward, Friendship will continue to provide additional educational opportunities to employees to help them grow into leaders and/or improve their current leadership skills.

### SELF-ADVOCACY EDUCATION

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

A variety of educational opportunities were provided to both people supported and the organization to increase awareness on self-advocacy. Supported Decision-Making education was provided to Leadership Team and social role education was provided to all employees at the November General Staff meeting. A Voting Fair was held in November to provide education and experience in voting prior to going to the polls. A Disability Awareness Day event was held in Fargo and a Self-Advocacy Fair took place in both cities which focused on topics including oral hygiene, work, Supported Decision-Making, and advocacy supports. Friendship's advocacy resources were updated including the Decision-Making Supports Manual. Friendship's advocacy resources were updated, including the Decision-Making Supports Manual.

### WORKFORCE STRATEGIES

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

Friendship completed several workforce recruitment strategies the last 12 months. Friendship began using the Handshake platform at surrounding universities; a benefits flyer was created to use at recruiting events to highlight the numerous benefits offered to all employees; organizational materials were created to promote a more cohesive, professional impression on new applicants; a trifold brochure, contact cards, and a folder featuring Friendship's tagline, mission and values were created. Friendship continued offering a hiring incentive package for all new employees as well as a referral bonus to current employees who referred new employees. Friendship maintained a steady presence at local job fairs throughout the areas served. Friendship will continue to put strategic efforts on recruiting and retention to provide continuity to the people we support

# FISCAL YEAR 2024

## 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.

### EDUCATIONAL OPPORTUNITIES



Provide a variety of educational opportunities (classes, pictures, active support activities, videos) for people supported.

**Executive Sponsors: Carrie Balster and Garret Miller**

### EMPLOYEE RETENTION



Decrease turnover by 5% in all residential and vocational departments (focus on efforts to retain tenured employees).

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

### OVERALL SERVICE PLAN TRAININGS



Identify and implement creative ways to deliver Overall Service Plan trainings to employees.

**Executive Sponsors: Ryan Orcutt and Karla Spitzer**

### GOAL ACHIEVEMENT



Increase supports and remove barriers for people to achieve their goals.

**Executive Sponsors: Grant Fogel and Gina Hogue**

### FRIENDS AND FUN



Organize and host a winter social event for people supported.

**Executive Sponsors: Tricia Larson and Kim Rost**

### NEW VOC-HAB FARGO BUILDING



Implement a capital campaign to raise funds for a new day program building.

**Executive Sponsors: Kristine Christensen, Dori Leslie, Dave Odegaard, Steve Ouren**

### UPDATE VEHICLE FLEET



Improve vehicle/transportation safety and options for the people we support.

**Executive Sponsors: Kristine Christensen, Dori Leslie, Dave Odegaard, Steve Ouren**

# TAKE ME OUT TO THE BALLGAME!

## FRIENDSHIP FIREANTS HIT IT OUT OF THE PARK

The Friendship Fireants softball team kicked off their 11th season in June. Team Captain, Peter Sinner, and the entire team were excited to have a full team roster this year with 23 players! The Fireants are led by Head Coach Dave Schmidt and Assistant Coach Kenny Capouch. On the sidelines, Cheer Coach Rebekah Kilde and the cheer team of 11 people can be heard cheering the Fireants along with bleachers full of spectators.

The Fireants take great pride in their league's teamwork to allow each player to showcase their own abilities as an active player on the team. Each player is welcomed to the team and embraced for their own talents and abilities.

It wouldn't be a good, old-fashioned ball game if there wasn't tailgating at each game. Players, fans, and family had the opportunity to gather at each game to enjoy food, fellowship, and the summer weather.

Each year the Fireants hold an apparel fundraiser to cover some of the costs of their team's needs. The Fireants would like to thank everyone who supported the team with their apparel fundraiser and made another successful year possible!

## TAKE ME OUT TO THE TWINS GAME

What is more American than a Major League Baseball game? Over 75 people we support have had the opportunity to attend a Twins game at the Target Field in Minneapolis throughout the summer. Because of Friendship's generous Giving Hearts Day donors, Friendship is able to charter a bus to provide transportation and purchase the game tickets for each person supported who wants to attend a ball game. The experience is a grand slam for everyone who attends!



# On the Minds of People We Support

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

## What's your best advice?

"It is always a good idea to have new shoes." - Tracey O.

"Don't chug your pop. You'll get a brain freeze." - Chuck M.

"Have good sportsmanship and don't swear at people." - Darrell J.

"Get out of town." - Byron B.

"It is really important to spend time with your family and make memories." - Barb D.

"Play some games, like BINGO." - Viola R.

"Have fun!" - Jim S.

"Never go to bed mad." - Sean S.

"Fun times in life should be a part of everyone's lives." - Greg B.

"Win the game and do your best." - Kenny C.

"I would give you a hug if you are having a bad day." - Jill O.

"Love someone." - Greg A.

"Cheer someone up when they are sad." - Michael M.

"Always reach for the moon." - Todd B.

"Keep your loved ones close." - Erin M.

"Take care of others." - Secera B.

"Love your mom as much as I do and play good pranks." - Travis W.

"Work hard." - Kelly A.

## Julie's Journal

By Julie Gustafson

My name is Julie Gustafson. I love pets that take a sense of smell for epilepsy for people that have seizures. My nieces have a dog named Daphne, who only should have food for dogs. She gets very excited when I show up at her house if we stop there after church on Sunday mornings. Daphne is a Golden Doodle who loves to swim in the lake at Eagle Lake by Detroit Lakes, MN. I used to have a Cocker-Springer Spaniel who enjoyed the water as well as her sister, Misty. I miss being with my dog that I had for a long time in Buxton, and Grand Forks, North Dakota. I also had an Irish Setter in Reynolds and Buxton, North Dakota.





**October 13, 2023**  
Oktoberfest Raffle  
Drawing

**February 8, 2024**  
Giving Hearts Day



## 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

# Make a Difference



Friendship is looking for applicants committed to delivering quality direct supports. Openings for Direct Support Professionals include full-time, part-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](http://CHIFRIENDSHIP.COM)**

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