

MILESTONES

1st Edition
2024

Giving Hearts Day
February 8th



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On The Minds of
People We Support



Nurturing abilities, achieving dreams.

Letter From Friendship's President, Dori Leslie



When reflecting on the year, usually the “big things” are first and sometimes the only things that come to mind - things like a vacation, a birthday party, or a wedding. For Friendship, my first thoughts were highlights like our four-year accreditation and the purchase of land for our new day program building. While these are both important and worthy of reflection and celebration, I'd like to focus our attention on some individual milestones that, to some people not involved, may seem ordinary or inconsequential.

You'll read about Kianna holding onto her cup later in this edition, and our last newsletter highlighted Evan taking his medications independently. Both of these milestones present new opportunities for continued growth and independence. I also think about new social opportunities for Robert when he hosted a party, Logan joining his bowling league, and Michelle joining a baking club. Learning to navigate the community more confidently and independently, Travis learned street safety skills, and Richard can now buckle and unbuckle his seatbelt. People also continued to follow their passions this past year, like James learning how to magnet fish, and Shannon welcoming home a cat from a shelter. At work, Kris is learning new job skills as Assistant Manager, and Barb is clocking out of work without any help. Aaron continues to learn more about cooking on his own, and Donna can now make coffee more independently.

Each example above has a story with deep meaning, resilience, healing, and pride. There were ups and downs, setbacks and successes. Through it all, there were staff encouraging, motivating, educating, and cheerleading along the way. This is a true picture of our mission coming to life and shining like a bright light for the world to see.

We look forward to following these inspirational stories and sharing with you how people continue to build on their achievements. All of these accomplishments began as seeds and have the potential to flourish into life-altering celebrations where the sky becomes the limit.

This is what brings us true, foundational hope because we believe every organizational and individual accomplishment is led by the hand of God while we live out the healing ministry of the church. Some things big and blessed like the kingdom of God had humble beginnings, and began as a mustard seed. Even this is a small picture of the finished work of Jesus Christ as He will rule and reign on earth.

We will continue to sow many seeds this coming year. I want to sincerely thank you all for being a part of our Friendship family through your thoughts, prayers, and support as we look forward to our bright and exciting future.

Dori Leslie,
Friendship President

“The kingdom of heaven is like a grain of mustard seed that a man took and sowed in his field. It is the smallest of all seeds, but when it has grown it is larger than all the garden plants and becomes a tree, so that the birds of the air come and make nests in its branches.” - Matthew 13:31-32

GIVING HEARTS DAY 2024

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

KENNY CAPOUCH, GIVING HEARTS DAY CHAIRMAN
DEVON UMLAUF, GIVING HEARTS DAY AMBASSADOR



GIVING HEARTS DAY IS BACK!

On February 8, 2024, you can make a difference for someone at CHI Friendship by participating in Giving Hearts Day. Giving Hearts Day is a one-day online giving event for area nonprofits and has been very important over the years to our mission at CHI Friendship.

Simply stated, all Giving Hearts Day donations assist people supported at CHI Friendship to nurture their abilities and achieve their dreams. All of our donations will help cover the cost of things such as new clothing for people in need, community and wellness events, emergency rent expenses, health equipment, and self-advocacy efforts. CHI Friendship even sponsored their second Friendship Formal event and assisted over 75 people on multiple trips to Target Field to cheer on the Twins!

We are excited by the possibilities of Giving Hearts Day 2024. Will you join CHI Friendship in their 2024 Giving Hearts Day Campaign? Follow these simple and quick instructions to make a difference for someone supported by CHI Friendship in 2024!

Don't forget, you're invited to our events in Fargo and Grafton on February 8, 2024!

Fargo - Chili Feed from 11:00am-1:00pm

Grafton - Mexican Food Feed from 11:00am-1:00pm



Scan here to donate today!

HOW TO DONATE ONLINE

Visit the website givingheartsday.org on February 8, 2024. 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 8, 2024 will be accepted toward our Giving Hearts Day goal. You may drop off a check made out to CHI Friendship at our Administrative Office in Fargo or Grafton. You may also mail a check that arrives before February 8, 2024, and is dated February 8, 2024.

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.



Giving Hearts Day

DSP WEEK

CELEBRATING DSPS, 90s STYLE!

Friendship's 7th celebration of DSP Week brought us back in time. A time, not too long ago, when we would hear, "Get off the phone, I want to use the internet!" before logging onto an AOL chatroom or MSN Messenger. A time when the pound sign meant number, not #hashtag, and when Uncle Joey told us that we needed to "Cut. It. Out." A simpler time...the 90s!

The week started as any other, naturally, with a 90s themed costume contest. Contestants did their best to mimic Zach Morris and Kelly Kapowski, donning stylish neon and denim. DSPs Roberta Malone, Lisa Nelson, and Christine Sickels won the costume contest.

Tuesday brought deliveries of delicious snacks and bars, and then a free movie at The Strand theater for all Direct Support Professionals. DSPs in both cities were treated to a catered lunch on Wednesday. Thanks to Adibon, Chef Mobile, and Melissa's Mobile Concina for catering the event!

On Thursday there was a door prize drawing. Many staff received great prizes, but the grandest of prizes was won by Sheryl Brooks, a DSP for 27 years, who won the big screen television.

The week culminated on Friday during the Lee Johnson DSP of the Year Award. This award is chosen by Lee's family and given to a staff in each city that represents the heart and the capacity for going above and beyond, just like Lee did during his many years at Friendship.

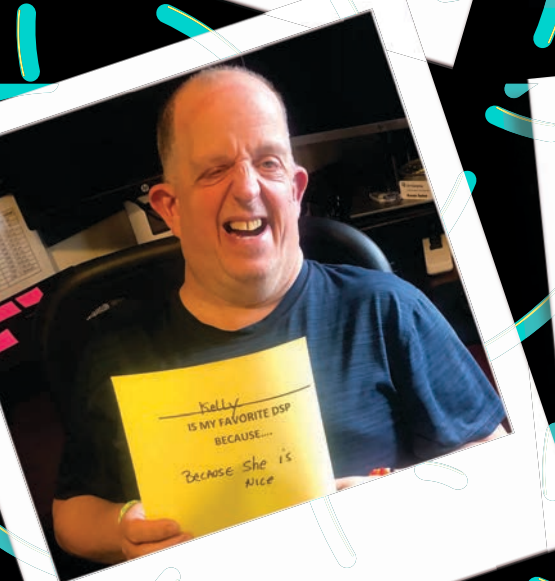
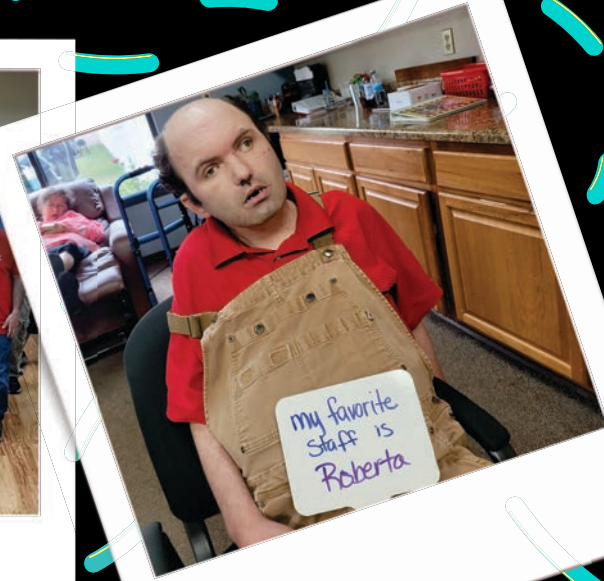
Nominees for the 6th Annual Lee Johnson DSP of the Year Award

Alex Britt · Lowell Selliken · Anna Hall · Autumn Eystad · Christine Sickels · Dina Perez · Drew Becker · Jerry Cleem · Kimberly Staskivige · Natalie Freborg · Natalie Platz · Nellie Balderas · Nicole Nininahazwe · Paul Moran · Samantha Lopez · Sierra Brolin · Stephanie Latraille · Sue Carlson · Tina Novacek

Congratulations to **Alex Britt** and **Lowell Selliken** for winning the Lee Johnson DSP of the Year Award!

Almost 180 hours of direct support was worked by the administration and support staff during September. Friendship asks all non DSP-employees to work directly with the people we support to celebrate DSP Week. This instills a great reminder of the amazing work DSPs do day in and day out.





Outcomes in Action

People Experience Continuity and Security

All too often, the items we depend on the most are the items we take for granted. If the fridge is full, the car is running smoothly, and the heat is on in the home, it is easy to overlook the value of these gifts. That is, until something goes wrong. At the first sign of car trouble, it becomes very clear how valuable a reliable car actually is. Being free from anxiety about having enough food, or rent money, or winter clothing is what we call “experiencing continuity and security.” Friendship is committed to ensuring the people we support have life’s essentials (home, food, heat, etc.) and recognizing their value before something goes wrong. But continuity and security involves more than having life’s essential items; it involves having life’s essential people. At Friendship, our frontline supervisors are among the most essential employees in the lives of the people we support. They are the most generous, engaged, and motivated employees anyone can find, and it is because of their dependable work that the people we support experience continuity and security. To celebrate these valuable employees, Heidi Adolph, Director of Residential Services, has developed a training workshop which provides supervisors with resources and tools to equip them to grow in their role. The purpose of this training is also to express our continued gratitude for all the valuable work supervisors do every single day.

This year’s training was filled with high energy team-building activities, self-reflection, and training refreshers on topics such as medications, HR responsibilities, and documentation. Dori Leslie, Friendship’s President, closed the training with a message of heartfelt gratitude to the supervisors and a call to fulfill Friendship’s mission through servant leadership. Thank you to all of Friendship’s frontline supervisors for ensuring that each person we support experiences continuity and security!



On the Minds of People We Support

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

What makes you the most excited about life?

"Having friends." - Secera B.

Food. - Bryan F..

"Living at my apartment." - Kelly A.

"John Wayne." - Bobby S.

"Puppies." - Ellen T.

Bling and sparkles in my bedroom. - Ramona D.

Fire alarms, coffee, family, and kitties. -Mikey W.

"Action movies!" - Jamie B.

"Working." - Evan G.

"Giving staff a hard time." - Todd L.

Socializing and interacting. - Ryan S.

"Coke and Kenny (my brother)." - Robert H.

"Diet Coke." - Dick O.



Julie's Journal

By Julie Gustafson



My name is Julie Gustafson. My favorite holiday meals are turkey & stuffing for Thanksgiving. When we were growing up & Jennifer (my sister) was just a baby, UND was the Fighting Sioux. We have twins in the family & my sister's family has a dog by the name of Daphne. I was born the Friday after Thanksgiving and my sister was born on the same day four years later. We go to the lake quite a bit by Detroit Lakes, MN when we have the time to go to the lake in Minnesota. When I went to school at Central Valley by Buxton years ago I also had to go to May-Port for two years until we moved to Grand Forks for the rest of my school year. I moved to Fargo to Foxtail Creek & then to West Fargo.

DEPARTMENT SPOTLIGHT

>>> Heritage Commons <<<



OFF TO OUR NEXT ADVENTURE <<<

If adventure awaits, Heritage Commons is bound to seek it. This department has spent the summer and fall months exploring the Wild West, setting sail (almost), and making a pit stop for some barbeque.

In their first big trip since the pandemic, roommates Eric and Austin took a trip to Medora, North Dakota this summer to take in the sites of the North Dakota Badlands and the Medora Musical. Following that trip, Linda and her roommate Cynthia made the same trip. "It was something they were all interested in," said Jared Purdin, Friendship Direct Support Professional.

In September, Jay went to Kansas City, Kansas to watch Kyle Larson, his favorite NASCAR driver, race at the Kansas Speedway. "It was a long ride," Jay said of his trip to Kansas City. Jay said he spent the time in the car listening to his favorite classic rock songs. While in Kansas City, Jay was also able to sample some of the local barbeque. "It was messy and delicious," Jay said.

In October, Dean was able to take a trip to Duluth, Minnesota. Dean enjoys everything nautical and had the opportunity to go for a boat ride. While boarding the boat, Dean thought better of trying his fate on the waters. However, Dean was able to stay on dry land and enjoy the parks in the area.

In November, Julie was able to attend a Vikings game at US Bank Stadium. Julie said that her favorite part of the trip was "getting out of the house." Julie was able to spend some extra time in the Twin Cities prior to the game. She shopped at the Mall of America, but her favorite part was the food. When asked if she had fun and would go to another Vikings game in the future Julie, replied, "Oh yeah."

Creating a culture for an entire department being on the move constantly requires a lot of planning and coordination. "Trips are generally one of the goals chosen at our annual meetings," Jared said. "It's a good way to achieve goals." Trips also require a crew of supporting staff to help cover things on the road and back at home. According to Jared, this isn't a barrier at Heritage Commons. "Once staff do it once, they're more willing to do more trips."





KIANNA'S ACCOMPLISHMENTS

**Adaptive equipment brings
independence.**

In May 2021 Kianna moved from Minot, North Dakota to be closer to her family living in Fargo and began receiving services through Friendship. Prior to Kianna moving in, the staff at Kianna's home were briefed on Kianna's peculiar drinking habits. Instead of using a cup, Kianna was fully dependent on someone injecting water into her mouth through a syringe. "It didn't appear to be a possibility that she could drink out of a cup based on the information received from her previous provider," Renae Howe, Kianna's Qualified Intellectual Disability Professional, said.

Not only was Kianna's drinking routine very intrusive, it was largely unsuccessful. Kianna would often choose not to drink fluid when offered and would go days with very little fluid.

Kianna's first year at Friendship was spent mostly getting acquainted with her new surroundings and routine. However, it didn't take long for Kianna to start showing her staff glimpses of what she could do.

During a staff meeting when everyone was going around giving weekly updates, one staff casually mentioned – to the disbelief of everyone else in the room - that Kianna had recently drunk out of a regular cup. Now that everyone was aware of how independent Kianna could be, the goal was set to help her consistently be independent with her drinking.

With the guidance of her team at Friendship, Kianna was presented with a small, brightly colored adaptive cup at each meal. Kianna was very uninterested in the cup at first, but over time there were increasing signs of success. Eventually there was an occupational therapy evaluation completed with the recommendation to keep having Kianna use the cup and work towards drinking fluids independently.

As Kianna started drinking more fluids from the cup and less from the syringe, she was presented with the opportunity to try a cup with a built-in straw. Kianna immediately took interest in the cup and began drinking through the straw. Now the adaptive cup has been replaced, and Kianna is independently drinking more fluids than ever before.

"I don't get any credit," Renae said, while emphasizing that there was never any formal learning objectives put in place. "The credit goes to Kianna and her staff."



Giving Back

Friendship gives back to generous communities.

Friendship is blessed to be supported by generous communities. Each year, Friendship strives to give back to our Fargo, Grafton, Park River, and surrounding communities through volunteerism and donation drives. Friendship has been able to participate in several new community events during 2023.

In August, Friendship was able to collect over 800 school supply items for school supply drives in Fargo and Grafton. "By donating and volunteering with the United Way School Supply Drive we were able to help send 6,000 students back to school this fall with a backpack full of the supplies. This was a great way to give back to our community!" said Desirae Friskop, Friendship's dietitian who assisted with organizing the drives. In October, the people we support and employees participated in the "Brighter Together" suicide prevention walk in Grafton. Friendship handed out treats to over 3,000 kids at Trunk or Treat events in both cities. To sum up the Trunk or Treat events, Desirae Friskop said "Zoinks! The attendance at the Bonanzaville Trunk or Treat was outstanding! We'd do it all again for a Scooby Snack!!"

We look forward to many more opportunities to give back to our generous communities in 2024.



Trunk or Treat (Grafton)



Trunk or Treat (Fargo)



Brighter Together

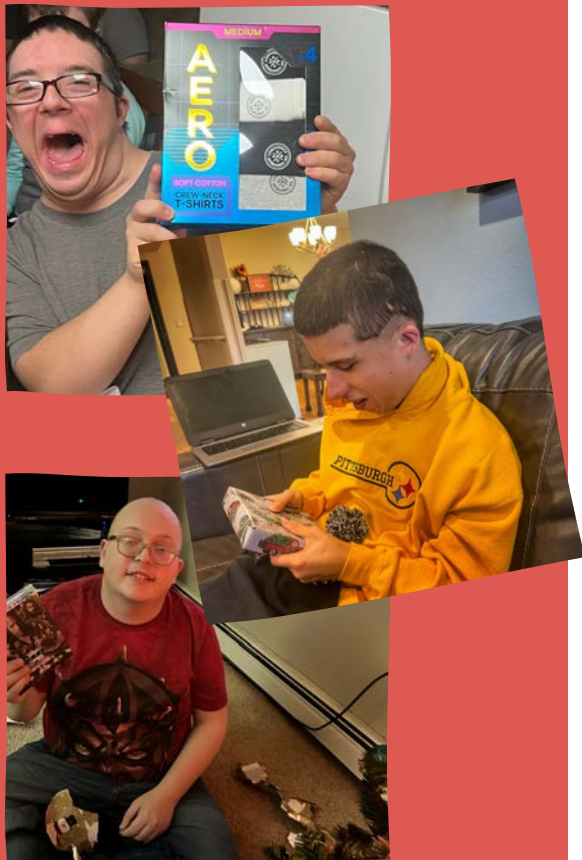


School Supply Drive



SPREADING CHRISTMAS CHEER

Oktoberfest fundraiser provides
christmas gifts for all!



Each year, Friendship holds our annual Oktoberfest raffle. Once again, we were blessed beyond measure from the outpouring of support we received from our friends, family, and surrounding communities. With their help, we sold nearly 16,000 raffle tickets! Thank you to all employees, parents and guardians, and friends of Friendship for buying or selling tickets. The raffle was held on October 13th and participants had the opportunity to win up to 18 VISA gift cards valued from \$50 to \$500!

At Friendship, we strive to live our mission through all that we do. We value each person we support and want to ensure their holidays are as special as possible. The money raised through the Oktoberfest fundraiser ensures that we can enrich the holidays for the people who matter most. Thank you for helping us make this holiday season so special.



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

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