

Training Events

Workshops:

- Supported Routines by Dr. Tom Pomeranz
February 7, 2006: Comfort Inn, Bismarck
February 8, 2006: Minot State University
February 9, 2006: Grand Forks, Development Homes
- Therapeutic Intervention by Ron Odden
April 5, 2006: Comfort Inn, Bismarck
To register for workshops, contact Mary Mercer or Cheryl Rystedt @ 1-800-233-1737.

CD Casts:

- *January 24, 2006 from 1:30-4:30 pm*
 Challenging Behavior in Persons with Fetal Alcohol Spectrum Disorder by Nathan Ory
- *February 23, 2006 from 10:00 am-Noon*
 Planning to Participate in My IEP/Person Centered Planning Meeting by Cathy Haarstad and JoLynn Webster
- *March 16, 2006 from 2:00-4:00 pm*
 Transition Planning for Students and Parents by Gerry Teeven
To register for CD Casts call Mary Mercer or Terrie Wynter @ 1-800-233-1737.

The COLLABORATOR

North Dakota Center for Persons with Disabilities at Minot State University

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A Norwegian Connection

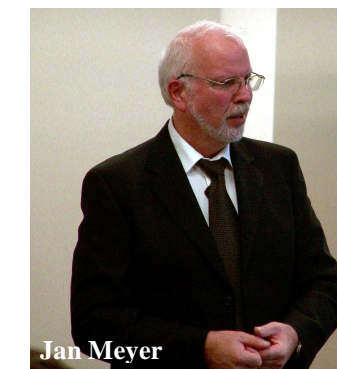
**By Brent A. Askvig, Ph.D.
 Associate Director, NDCPD**

Many of us North Dakotans have some Germanic or Scandinavian heritage (or heaven forbid, a combination of the two!). The Norwegian heritage is so strong in the north central area of the state that Minot hosts an annual “Norsk Hostfest” (Norwegian Fall Festival). This event draws over 10,000 visitors to Minot during the festival week, and they all eat lefse and lutefisk, and drink coffee. The economic and social impact in the community is huge, and we all enjoy a look back at our heritage.

At NDCPD we have been extremely interested in the connection with our Scandinavian brotherhood. (With names like Johnson, Askvig, Haarstad, would you be surprised!?) But our interest goes back to some basic principles regarding services for people with disabilities. You see, it was the Scandinavians who first promoted community integration, inclusion, and community services for persons with disabilities. The last part of NDCPD’s mission statement includes the phrase “*and be included in all aspects of community life*”. This comes from our heritage, it has shaped our value systems, and we need to continue learning more about this important concept.

To foster our learning, NDCPD looked for ways to connect to Scandinavian and, particularly,

Norwegian authors and researchers in the disability field. During our search we came across an author who wrote about the Norwegian movement from deinstitutionalization to community-based services. The author, Professor Jan Meyer of Harstad University College in Harstad, Norway, described the system of economic and social systems supports necessary for successful inclusion in both large and small communities in his country. We were fascinated by his work, and decided to contact him. After several emails, telephone calls, and letters, we were able to confirm arrangements to bring Professor Meyer to NDCPD. And so from October 10-14, 2005, NDCPD hosted Professor Meyer.



Jan Meyer

Jan Meyer is a well-traveled scholar and teacher. He has visited the United States several times and actually completed a sabbatical at the University of Minnesota in 2000, where he studied the Minnesota deinstitutionalization process. Professor Meyer was previously the Academic Vice President and then the President of Harstad College. Now back in the classroom,

(Continued from Page 1)

he spends much of his time preparing students to work as direct support personnel for individuals with disabilities who live in the community.

At NDCPD, Professor Meyer spoke frequently about the Norwegian Social Welfare System. This system is an organized set of supports for ALL Norwegian citizens, regardless of disability or even the severity of a disability. All supports are coordinated through local townships. Thus, the people who live in the community support all others who live in the community. Of course we were all fascinated to learn that all of these supports are provided FREE OF CHARGE by the government. Reality set in, however, when we realized that Norwegian citizens are heavily taxed to finance this support.

Direct support staff who work with individuals with disabilities in the community are called social educators. These staff are trained with backgrounds in social work, nursing, and special education. Thus, they have skills in case management and service coordination, health, wellness and medications, and instructional practice. This is quite an interesting combination but certainly one that appears to address the needs of these Norwegian citizens.

As Professor Meyer ended his visit, he invited us and our colleagues to visit Harstad and learn more about the Norwegian disability system. Every two years, Harstad University College hosts a two-week summer institute on

international disability issues. The institute is taught in English, and includes participants from Europe, Russia and the United States. Let's make plans to attend!

You can read more about Norway's system of supports for people with disabilities by going to <http://www.hih.no/forsiden/JanMeyer.htm>.

Help Us to Help Others!

Save your receipts from MarketPlace Foods and a percentage will be awarded to the NDCPD Endowment/Access Scholarship Fund! It's easy to participate:

- When making purchases at MarketPlace Food & Drug, ask the cashier to mark your receipts with a "WE CARE" sticker or stamp.
- Then, simply turn in your receipts to NDCPD.

For every receipt NDCPD turns back in, with the "WE CARE" stamp, MarketPlace Foods will give 1% of the total back to NDCPD. In addition, write your name and phone number on the receipt to be included in a monthly prize drawing at NDCPD. If your name is drawn, you will be contacted.

Drop off your receipts at NDCPD located on the campus of Minot State University in Memorial Hall, Room 203, or mail to:

Rich Berg, NDCPD
Minot State University
500 University Ave West
Minot, ND 58707

Winners of the WE CARE drawings!

- ▶ Eleanor Lee was the October winner; she won an oil change from Tires Plus.
- ▶ November winner, Kimberly Witt, received health and beauty aids from Trade Secret Salon.
- ▶ Steve Peterson was the December winner; he received a gift certificate from Taco John's.

A **special thanks** to our sponsors for donating the prizes for the monthly drawings and **thanks** to all who contribute to this project by bringing in MarketPlace receipts.

Career or Job

By Vickay Gross

I would like to think that people with disabilities who want to go to work are encouraged to plan for a career versus "just a job". As an advocate I have seen people with disabilities go to work in employment situations based on a job availability versus career goals. Sometimes people with disabilities believe this is just a starting point to build their resume and work stamina. The question is, do they ever move past that entry level job. Are they able to get the support they need to maximize their employment potential.



In my past life I worked for an agency that assisted people with disabilities to obtain and maintain employment. I learned quickly that if I helped someone go to work in a job they did not choose or like, chances were pretty good that the "placement" would not last. Others stayed in jobs they did not like for years with little or no advancement in position or pay. They were working for a paycheck; not developing a career.

The definition of a career is a long-term or lifelong occupation. This does not mean someone will not move from one employer to another or maybe even choose to change careers. However, skills gained in one career path are often transferable to another career choice. A job is defined as an activity that somebody does regularly for pay. Salary and benefits are a major reinforcer when it comes to work. However, I would like to think that there is more to work than just a paycheck. People should enjoy and take pride in their work also.

I attended a workshop sponsored by NDCPD called "The Art of Creating Opportunity" presented by Denise Bissonette. Denise is a respected author, trainer, and speaker in the fields of employment and training and career development. She talked about finding the genius in people. What is it that makes a person shine? After attending the workshop I looked at my own career as an employment advocate for people with disabilities who receive Social Security benefits. I realized I had found a career that is a really good fit for me. I am very passionate about the work I do, I like to talk a lot, meet new people, problem solve, brainstorm, travel, defend a cause, change a system..... I think that people with disabilities should have the same opportunity to find their genius. It may require a bigger investment in the beginning but it would have the potential of creating more stability for individuals. The logical outcome of stability would be cost savings if people with disabilities do not return for additional help when they lose jobs they did not choose nor like.

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COLLABORATOR
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Long-Time Disability Advocate Retires from NDCPD

by Kari Arrayan

Shirley Brennan retired last month after many years of service in the disability community. Shirley's most notable contributions include her involvement with the revision of the 1973 Rehabilitation Act, appointment to the ND State Council on Developmental Disabilities, her work with People First of ND, and her efforts to expand the transportation system for people with disabilities within the city of Minot.

Shirley initially became acquainted with NDCPD in 2000 through the Green Thumb program. NDCPD became the host agency for Green Thumb and provided office space for Shirley within the Center. In 2002, Shirley was hired by NDCPD as a Consumer Support Specialist. During her employment with NDCPD, Shirley has worked on a variety of projects, most recently the Medicaid Infrastructure Grant which advocates for the removal of barriers to employment for people with disabilities.

Bryce Fifield, Executive Director of NDCPD noted, "From her personal and professional experiences, Shirley has brought a very unique perspective to the Center and its projects. Her input has helped to shape the way services are provided to people with disabilities."

Shirley is also well known for her faithful companion and service dog, Annie, who is always present at Shirley's side. Shirley will remain involved with NDCPD through a consumer advising capacity and will remain active in the community through various volunteer activities.



Shirley and Annie

Voters with Disabilities Training Project

By Rich Berg and
JoLynn Webster, NDCPD

The opportunity to participate in the democratic process of voting is a fundamental right for American citizens. Although there are currently about 88,842 citizens with disabilities of voting age in North Dakota, only about 42,000 voted during the last voting cycle. It is estimated that even fewer of these persons vote on a regular basis. Through a collaborative effort between NDCPD and the ND Secretary of State's office, NDCPD will develop and implement a state-wide educational campaign to educate individuals with disabilities on the process of voting. The project will design and disseminate training products and technological materials to ND citizens with disabilities. The project will target individuals with cognitive disabilities who may need specific support to exercise their right to vote.

NDCPD has a good level of experience in working with this population of voters and will use the Help America Vote Act (HAVA) guidelines to drive the project. Project staff will develop posters, brochures, web based materials, training materials, and present training state-wide.

The project will publicize and educate the target audience and service providers by developing an educational packet on the voting process. NDCPD staff will develop the materials and have them reviewed by our advisory council of persons with disabilities. Materials will also be provided in a PDF format to allow ongoing use of the resources after the project has been completed. Contact numbers for assistance beyond the initial training will be part of the packages and NDCPD staff, along with personnel from Protection and Advocacy, will continue to assist persons with disabilities to understand their rights in voting.

For more information about this project contact JoLynn Webster or Rich Berg at 1-800-233-1737 or 858-3580.

North Dakota Real Choice Rebalancing Initiative

Choice and Self-Directed Resource Delivery for the Elderly and People with Disabilities
By Amy Armstrong

North Dakota has one of the oldest populations in America. People age 85 years and older are the fastest growing age group in North Dakota. North Dakota is ranked first in the nation in the percentage of total population age 85 and older (AARP Public Policy Institute, *Across the States: Profiles of Long-Term Care*, 2004). North Dakota's rapidly aging population projections show that by year 2010 there will be approximately 150,000 in this age group (Needs Assessment of Long Term Care, North Dakota: 2002, Initial Report & Policy Recommendations, November 2002, NDSU). Due to the realization of these issues, the ND Department of Human Services recently decided to pursue grants that could be used to look at ways to build on and improve its system that provides services for North Dakota's seniors and adults with disabilities.

In September of 2004, the North Dakota Department of Human Services, Aging Services Division received a Real Choice System Change Grant from the Centers for Medicare and Medicaid Services of the U.S. Department of Health and Human Services. NDCPD has been contracted through Aging Services to facilitate this important project called the *North Dakota Real Choice Rebalancing Initiative – Choice and Self-directed Resource Delivery for the Elderly and People with Disabilities*.

As a Real Choice Systems Change Grant, the North Dakota *Rebalancing Initiative* activities support the U.S. Supreme Court's *Olmstead v. L.C.* decision which calls upon states to integrate people with disabilities into the community and to provide community based services. These Real Choice Grants work to "tear down barriers" to community living by developing infrastructure for providing the elderly and people with disabilities the supports necessary to allow them to live and fully participate in the most

integrated community setting appropriate. Specifically, North Dakota's *Real Choice Rebalancing Initiative* will look at the system in North Dakota that provides various services to seniors and adults with disabilities that enable them to stay as independent as possible as they age and as their needs change.

This grant will assist the North Dakota Department of Human Services-Aging Services to achieve the following goals:

- Rebalance state resources for services for the elderly and people with disabilities and their families by strengthening self-directed services in communities;
- Develop a plan for a new system for providing a single point of entry to improve access to continuum of care services which include both home and community based and nursing home services;
- Develop practical and sustainable public information services for access to all continuums of care services.

The grant process includes statewide focus groups with consumers of home and community services, younger and older nursing home residents, family members, and providers of continuum of care services. The NDCPD project staff has been traveling across the state to talk with these different groups to gather information regarding their perception of choice and self-direction, quality and access to continuum of care services and recommendations for an improved system that includes a single point of entry. Although there is a wealth of information available regarding long term care services in North Dakota, the Real Choice Rebalancing grant will gather this additional information that is necessary for a more complete picture of North Dakota's continuum of care system of services.

NEW FACES at NDCPD

Connie Springsted, new CAC member:

Connie is originally from the New Lipsig area but has lived in Minot for 23 years. Her husband was active duty Army and Connie has lived in many different communities including Kansas and Europe. They retired in North Dakota. Connie is a nutrition consultant for the Meals on Wheels program and worked for the Women's Infants and Children's program at First District Health Unit for 22 years. Connie enjoys going to basketball games with her grandchildren.

Three MSU students will complete an internship at NDCPD during the 2005-2006 academic year as part of the Interdisciplinary Pre-service Training Program.

Nicole Exner is a Junior majoring in Communication Disorders; she is studying to become a Speech-Language Pathologist. Nicole was born and raised in Yorkton, Saskatchewan, Canada. Nicole applied for the internship because she wanted to explore different areas that deal with individuals who have disabilities. Nicole is working specifically with the Minot Infant Development Program during her internship. Nicole hopes to further her studies in early intervention, work on research in infant communication, and provide early intervention services to infants and their families as a speech-language pathologist. Nicole believes the internship is better preparing her for future clients.

Jeremiah Hudak is a Senior in Addiction Studies. He is from Lethbridge, Alberta, Canada. Jeremiah lives in Minot with his wife who also attends MSU and is completing her master's degree in Communication Disorders. Jeremiah applied for the internship to broaden his education and specifically to learn more about disability issues. Jeremiah has an

interest in law enforcement and is working on the Disability Justice Initiative project at NDCPD.

Nick Stoterua is a Senior majoring in Special Education and History. He is working on the Youth Leadership project at NDCPD.

Kim Hill

Kim joined NDCPD on November 21, 2005. Kim is from Pennsylvania; her husband is on active duty in the Air Force and they have recently relocated to Minot, Kim and her husband have a 12 year old son. Kim holds degrees in business and management information systems. She is the Administrative Secretary for the First Sounds and Survey Fusion projects at NDCPD, in addition to duties as Administrative Assistant to the Executive Director.

Sue Routledge

Sue joined NDCPD in December. She is involved with several projects, including Project Kaylyn, First Sounds, and Remote Realtime Online Captioning. Sue is new to the disability field. She brings experience from a background in medical technology to NDCPD. Sue is from Minot; she and her husband have two daughters.

For additional copies of the Collaborator contact Kari Arrayan at 1-800-233-1737.

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Youth Disability Leadership

By Dawn Olson



Part of the mission of the North Dakota Center for Persons with Disabilities (NDCPD) is empowering people with disabilities to challenge expectations, achieve personal goals and be included in all aspects of community life. People with disabilities must learn to be their own advocates in order to be successful in life. This requires leadership skills.

According to an informal study conducted by NDCPD in 2002, few students with disabilities have the opportunity to develop leadership skills while attending school. To give the next generation of self-advocates the opportunity to develop leadership skills, NDCPD co-sponsors an innovative leadership program for high school students with disabilities.

The third annual Youth Disability Leadership Conference will be held in Minot on June 20-22, 2006 on the MSU campus. The conference is open to students ages 15-21 who have disabilities. The registration fee is \$50.00, which includes meals for the entire conference, two nights lodging, and local transportation. In an effort to give the students an opportunity to experience this conference independently, personal care attendants will be provided if requested. Chaperones and a nurse will also be available throughout the entire conference. Students will participate in group activities and discussions that promote leadership. There will be presenters from the disability community.

Many team building experiences are also planned, focusing on abilities as well as disabilities.

The keynote speaker for the 2006 conference banquet is Ben Anderson. Ben was born with cerebral palsy and grew up in Kenmare. He graduated from Minot High and attended Lake Region Junior College and Golden Valley Lutheran College in Golden Valley, Minnesota. He later graduated from the University of Wisconsin-Stout at Menomonie, Wisconsin with a Bachelor of Science degree in Vocational Rehabilitation. Ben began Break Through, Inc. in 1978 which is a non-profit organization that provides leadership training to churches, community civic groups, schools, universities, businesses, and professional groups.

Parents and guests are invited to attend the banquet. The *deadline for applications* for the 2006 Conference is *April 28, 2006*. For more information, see the conference Web site at www.ndcpd.org/youth. Registration forms are available on the Web site as well as information about the previous conferences. For questions about lodging, contact Dawn Olson at 1-800-233-1737 or email dawn.d.olson@minotstateu.edu.

The next generation of self-advocates are in our high schools right now. This conference will give them the opportunity to develop leadership skills that will empower them in their community and in their personal lives. We hope that you will encourage students with disabilities to attend this conference.