



N.E.W. Times

North Dakota Eligibility Workers Association

Volume 23, Issue 1

March 2009

2008 – 2009 OFFICERS

Nancy Dukart.....President
Bev Fuhrman.....Past President
Meroe Haug.....President Elect
Catherine Howery.....Secretary/Treasurer

BOARD MEMBERS

Wanda Guenther.....CREW
Julie Ell.....JAM/FAR
Julie Marty.....JAM/FAR
Peggy Fiedler.....SWIM
Leisha Peterson.....TOWER
Robyn Huggins.....TWIN
Edy Lorenz.....TWIN

Submit articles to **Suzanne Kilichowski**, Grand Forks County Social Services

E-mail:skilichowski@nd.gov

FAX:701-772-1426

Phone:701-787-8508

ADDRESS CHANGES: Send address changes to **Catherine Howery**, 2441 104th St NW, Antler, ND 58711 or 38howc@nd.gov.

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From the President's Desk:

Greetings to ALL my fellow Eligibility Workers and Professionals across the State! One of NDEWA's goals is to work to get each of you interested in becoming a part of NDEWA. Many have asked what NDEWA does for them and our answer is this organization belongs to eligibility workers and professionals working in social service programs. Only working together can we make it a productive and informative organization, something all of us should be proud to be a part of, excited to join and share ideas with others so we all grow both professionally and personally.

The NDEWA Board is discussing various ideas to get you all involved and trying to identify things you all would like to see NDEWA accomplish. We encourage you to give us your ideas, suggestions of change or enhancements we, as an organization, can accomplish.

Our first attempt to renew your interest will lie within our own quarterly publication, The Times Newsletter. We want that to be something fun to read, filled with interesting facts, helpful tidbits of information, recipes, recognition of workers who retire. What would you like to read about? Are you willing to take some time and submit a recipe, an article? We WANT your input!

NDEWA currently has a very special individual who takes the time to coordinate the articles and put them into a publication for us to read quarterly. We appreciate her a lot and I know she would appreciate receiving more articles and information to choose from. Articles can be emailed to Suzanne Kilichowski at skilichowski@nd.gov.

NDEWA Board Members are making a

commitment to shorten the quarterly regional minutes (Swim, Tower, Jam-Far, Twin & Crew) to make them interesting, having only highlights and facts of interest in the Times. This will allow or more articles, recipes, jokes, facts, tidbits, whatever you submit in, to be published. How about each of you helping us make this Times something enjoyable to read.

Finally, NDEWA has a contest of sorts for you starting with the March Times. Somewhere hidden within the contents of the Times will be a 'hidden phrase". You will have to read the Times to stumble upon it, as it will hopefully be within the contents of the least expected place. The first individual from each Region (Swim/Jam-Far/Crew/Tower/Twin) to find it and email me, Nancy Dukart, at 45dukn@nd.gov, wins a prize. Hope this sparks your interest to read the Times.

Take care, Be Warm, spring is just around the corner!!

Nancy Dukart, President
North Dakota Eligibility Workers Association

SHORTCUT TO MOTOR VEHICLE INQUIRIES:

When doing a motor vehicle inquiry, first inquire by entering the individual's name on the top line of the Motor Vehicle Screen. This will bring up the listing of all vehicles registered to this household member. From this listing take note of the number of vehicles listed for this household member and the sequence number by these vehicles. Select the first vehicle by entering the sequence number at the bottom of the page. This will bring up the information on the first vehicle. Then if this household has more than one vehicle all you need to do is return to the initial screen and enter the sequence number (**) of the next vehicle on the second line of the Motor Vehicle Screen and this will bring up the information for that vehicle. Then continue this process for all vehicles for this household. This eliminates entering the name over and over again for each vehicle.

Department of Human Services
Motor Vehicle Transactions

(NAME) SSMV Smith, John

** (SEQ NO) SSMS 02

(TITLE) SSMT _____

**'BE KINDER THAN NECESSARY.
EVERYONE IS FIGHTING SOME KIND OF BATTLE.'**

Submitted by Marcy Decker

NDEWA Board Meeting Minutes

NDEWA Board Meeting
Comfort Inn, Bismarck
January 8th & 9th, 2009

Present: Nancy Dukart, Meroe Haug, Leisha Peterson, Robin Huggins, Jullie Ell, Peggy Fiedler, Judy Marty, and Edythe Lorenz. Absent: Bev Fuhman, Cathy Howery, Wanda Guenther

President Nancy Dukart called the meeting to order at 1:00 p.m.

Nancy started the meeting by introducing the new board members, the region they were representing and board member they replaced as follows:

Julie Ell is representing Jam/Far – Jamestown Region for a 3 yr. term that expires 2011. Julie is filling the vacancy of Carolyn Schrenk.

Judy Marty is representing Jam/Far – Fargo Region for a 1 yr. term that expires 2009. Judy is filling the vacancy of Ronda Nicolai who resigned her position November 2008.

Peggy Fiedler is representing the Swim Region for a 2 yr. term that expires 2010. Peggy is filling the vacancy of Lois Janke who resigned her position December 2008.

Robyn Huggins is representing the Twin Region – Devils Lake Region for a 2 yr. term that expires 2010. Robin is filling a vacant position that did not get filled in 2007-2008.

Minutes from the November meeting were reviewed. No corrections. Meroe made a motion to accept the minutes. Leisha seconded. Motion carried.

Secretary Report: None due to the absence of Cathy Howery.

Treasurer's Report: None due to the absence of Cathy Howery.

Approval of Bills: None.

OTHER BUSINESS:

2009 April Meeting Date and Place: Nancy opened the discussion asking the board members if they would like to have the April board meeting the same week as showcase or if a different week would be better so that the board would not need to be out of the office for the entire week. After a group discussion it was decided to have the meeting on a different week sometime before Showcase so that there was time for any preparations needed for Showcase. The decision was unanimous to have the meeting April 2nd & 3rd at the Comfort Inn.

This years Showcase is scheduled for April 21st, 22nd, & 23rd at the Seven Seas in Mandan, ND.

Newsletter & Bio Schedule: Bio's due for the March 1st deadline are Robyn Higgins, Julie Ell, and Judy Marty. Their bio's will be in the March 15th TIMES Newsletter.

Meroe Haug and Peggy Fiedler are to have their bios in by May 15th, which will be in the June 1st Newsletter.

Remaining deadlines are August 1st for the August 15th newsletter and November 1st for the November 15th newsletter. As of this time it has not been determined who bio's will be published in those newsletters.

It was suggested that we possibly get Donnie Munson, Representative for North Dakota, the liaison for National New Paths bio to put in one of the upcoming newsletters.

Nancy recommended that the newsletter get circulated around out office so that all EW's would have the opportunity to review and possibly spark interest in the NDEWA group, ask questions, and join.

Nancy has requested that the board members try to solicit articles, recipes, stories, anything of interest submit it to Suzanne by March 1st. (skilichowski@nd.gov). This is a goal that we would like to try to have done for each of the quarterly newsletters.

Robyn suggested having a hidden phrase in the TIMES newsletter, give a prize to the first individual to find it. After further discussion it was decided that there could be a winner from each Region. The first person from each region to e-mail the NDEWA President, this year Nancy Dukart with the hidden phrase would win a cooler. The President will notify the board member from each region that has a winner, that respective board member will mail/deliver the prize to the winner. Nancy stated she would e-mail all EW's explaining to them the hidden phrase in the TIMES newsletter.

Inventory of Coolers & Tape Measurers: We have approximately 70 – 80 coolers and 30 tape measurers. At the time of discussion it was also stated that we still have "lots" of NDEWA pins left. It was decided to give each N.E.W. member a pin as they join the membership. The coolers will also be used for prizes with the "hidden phrase" in the TIMES newsletter.

Tech Site Update: There was discussion about coming up with someone that could possibly replace Brenda Heilman for the NDEWA Tech Site. A member suggested asking Cindy Dahl if she would be interested.

Bev Furhman has updated the Redesignation Form for the tech site. Nancy completed and passed out copies to all board members an updated "NDEWA Board of Directors 2008-2009" listing.

Card from Carolyn Schrenk: Nancy passed around a card that Carolyn had sent to the board.

2009 Budget: Tabled until April meeting when all members are present.

Regions Fund Raising: It was discussed that instead of raffling smaller items that perhaps we raffle off one or two larger items. Items of suggestion were possibly a home theatre system and an Ipod. Board members are to be thinking of ideas and bring them back to the April meeting.

Each Regional Board Member is to request a \$100 stipend for the scholarship from their region. This stipend needs to be submitted to the Treasurer by the July 23rd meeting. It is optional whether or not each region donates a door prize for the N.E.W. annual meeting.

Each Board Member donates a silent auction item at Spring Showcase. If unable to attend showcase, bring silent auction item to the April board meeting. For the door prizes there will be six coolers for each board member to bring six items to put in each cooler.

Post Conference Newsletter: Nancy presented a newsletter that Wyoming had put together to inform their members on what happened at their conference. At the end of the newsletter was a copy of a membership form.

Nancy suggested that the President and any Board member that goes to the National Conference put together a newsletter along with pictures and send it out to all EW's along with putting it in the annual meeting packets, showing what goes on at the National Conference with a membership form at the end.

NDEWA Display Board: There was discussion about how cumbersome and heavy the display board carrying case is. Members that have had to travel with it stated there is no room in the car for passengers. Julie took measurements and offered herself and mom to possibly sew a bag for the display board and another for the plaques.

Current Voting Process: Ideas brought up at the board meeting were using post cards, or possibly e-mail. Nancy stated she would visit with Scott C. at the State office to find out whether or not it would be possible to use the state e-mail.

Each board member has been requested to discuss at the Regional meetings and bring back ideas to the April meeting.

NDEWA's Goals for 2009: Our goal is to get all eligibility workers interested and involved. Starting with the "hidden phrase" in the TIMES newsletter to promote EW's to read the newsletter each quarter that it is published. Also, solicit members to submit articles of interest, recipes, poems, etc. for the newsletter.

Currently the membership for N.E.W. is 195. Our goal is to maintain a minimum membership of 200 so that North Dakota may have two representatives on the National Board.

Reminder: Board members are to keep track of all members that attend the Regional N.E.W. meetings. At the annual meeting each member will have their name put in to a drawing for the number of times they attend (maximum of four) for the drawing of a free membership.

Membership Renewal Process by Secretary: Nancy is going to write a letter to the membership to members that they will get a "one-month" advance notice that their membership is coming due.

Board members are asked to keep track on how long it has taken to receive the membership card back from national once the renewal payment has been sent.

Letter of Support for New Computer System for Eligibility Workers: The Governor did not put the computer system in the budget this year. It was suggested that possibly a letter could be sent to the Legislature to request the new system. In the letter should be listed the "reason of need". Ideas brought up were to have each county send a letter, or any EW that would be willing.

The Director's Association is currently discussing the computer system and working on taking this subject to the Legislature.

The board has decided that no action is to be taken at this time but that we are to write down ideas as we think of them or hear of them from other workers. Nancy stated she will send out an e-mail to inform us as to what her Director, Larry B. informs her of this subject.

Other Business: Leisha read an e-mail that she received from Director, Lois R. regarding the ND Conference of Social Welfare. Lois has asked for ideas for specific training and feedback from eligibility workers as to what they would like to have. Board members agreed to take this back to their offices and regions to discuss and would inform if ideas were given. The sooner the ideas are passed on to Lois R. the more time she will have to work on them.

Computers: Discussion amongst the board members as to getting the old information off of the old laptop that has "crashed". Leisha currently has possession of the laptop. Peggy made a motion to give Leisha authority to spend up to \$200 to hire someone to put old records/info on preferably a "stick" or if not possible, a disc. Julie seconded the motion. Motion carried.

Nancy stated that Cathy H. will be buying "sticks" for the board laptop.

Regional Reports: There was discussion and it was decided that the Board members are from here on out are to write up their reports with "highlight" information about the meetings to submit to the newsletter for publication. We will no longer publish the whole meeting minutes, as that is not as interesting.

Committee Reports:

Audit: Accounts were audited for the year 2008 at the November meeting.

Awards: Nancy turned over paperwork to Peggy. Nancy stated she will e-mail Peggy, Julie and Leisha forms that Cindy had used.

Between now and April we need to promote people to vote for the Eligibility Professional of the year. Send e-mails to members within the next few months reminding them that any EW can nominate an EW member for the Eligibility

Professional of the Year. Deadline for nominations are to be in by July 15th. The Awards Committee is responsible to get the article in the newsletter. The individual that does the nominating must write the reason as to "why" they are nominating the individual that they are. The individuals that are nominated for Eligibility Professional must be in the August newsletter. The winner will get a plaque along with \$100. Julie suggested the idea of giving an individual who nominates the winner a cooler and anything else we wish to give. All there at the meeting thought that this would be a good idea.

Legislative Committee: The committee members will keep members updated and put in the newsletter.

Newsletter/Recognition/Communication: It was suggested that the committee send an e-mail to members about the Sunshine Award.

Nominations: We are currently looking for prospects to fill the President-Elect and Secretary/Treasurer position.

EXTRA STUFF: It was decided that we would again have a live auction at the Annual meeting and Leisha has volunteered to be the auctioneer.

Idea's for speakers at the annual meeting are Donnie Munson and Heidi Heidcamp.

Nancy made a motion to adjourn the meeting. Leisha seconded. Motion carried.

Respectfully submitted by:
Leisha A.E. Peterson
Tower Region Board Member

Have To" or "Get To"

By Jon Gordon

Who knew that two simple words could change one's mindset, perspective and approach to work and life? Just two words have the potential to enhance joy, productivity, performance and change a complaining voice to an appreciative heart.

So often we say things like, "I have to take the kids to practice." "I have to go to this meeting." "I have to finish this project." "I have to go to work today." "I have to take care of this customer." "I have to share this new information with my team." "I have to see my family this weekend."

We act as if we don't have a choice. As if we are imprisoned by a paycheck and the expectations of a world that forces us to do things we don't want to do. But in reality we do have a choice. We can choose our attitude and our actions. We can choose how we view our life and work. We can realize that every day is a gift. It's not about what we **have to** do. It's about what we **get to** do.

We get to live this life while so many like Tim Russert and my Mom have left this world far too early. We get to drive in traffic while so many are too sick to drive a car. We get to go to a job while so many are unemployed. We get to raise our children, even if they drive us nuts at times. We get to interact with our employees and customers and make a difference in their lives. We get to use our gifts and talents to make a product or provide a service. We get to eat three meals a day while millions of people are starving. We get to work on projects, answer phone calls, serve customers, participate in meetings, design, create, share, sell, lead and suit up every day for the game of life.

Yes, there will be challenges and life isn't easy, but each day we wake up we get another opportunity to make today better than yesterday and tomorrow better than today. We **get to** uplift, inspire, encourage, and impact others. We **get to** live this life. Let's make the most of it by remembering that life is a gift

Regional Reports

TWIN REGION

Pierce and Rolette Counties hosted the TWIN region eligibility professionals meeting on Thursday, February 19, 2009 at City Hall in Rolla. Eleven members were present and there were 5 guests.

BUSINESS MEETING

Steve Starr will call the business meeting to order. Cyndy Thomas took the minutes in Cindy's Dahl's absence since she did not arrive until 10:00am.

The secretary's report was presented. The treasurer's report was presented.

Edy Lorenz and Robyn Huggins gave a report from NDEWA board but no minutes were taken.

There was no report from National Board or ETC Task Force.

For new business, we discussed the process for receiving rebates when members pay their membership dues during a meeting - When a member is joining or renewing their membership and they are doing this while in attendance at one of the quarterly meetings we will receive a rebate of \$2. for each membership paid. The TWIN Secretary/Treasurer will forward the application, payment, copy of attendance sheet and agenda to the NDEWA Secretary/Treasurer who in turn will keep track of our payments and send us a quarterly rebate check.

Scholarship – NDEWA board requested that the TWIN Region give \$100 toward the scholarship fund. This will be part of the \$500 scholarship opportunity that will be given fro a NEW PATHS member to attend the national conference. The nomination to give \$100 for the scholarship fund was approved by Kristi Nelson and motioned with a second by Steve Starr. All voted to accept the nomination. Motion carried.

EW of the Year nominations are now being accepted. Applications can be obtained on the website at <http://www.ndewa.org> and sent to Peggy Fiedler, % Hettinger County Social Services, 309 Millionaire Avenue,. Mott, ND 58646 The deadline is July 15, 2009. Nominate someone today.

We rec'd three new members of our TWIN Region. Marian Nerpel, Cheri Miller and Irene Karnopp, all of Rolette County Social Services.

Cyndy Thomas Pierce County renewed her membership.

Ramsey & Towner Counties will be our hosts for the next meeting, which is to be held prior to June 30, 2009.

Door prizes won by Cindy Thomas, Emily Tumey and Kathy Kuhn.

Speakers

At 10:00 we met at the Commodity Warehouse in Belcourt and were given a tour by Ron Allery Ron Allery with USDA Commodities in Belcourt invited our group to tour the commodity warehouse today. Ron has worked for the USDA since 1980. They currently serve over 2,000 clients from Rollette County each month, which involves 1,100 families.

The tour was very informative. He told of the federal guidelines and how they determine which food items are available for distribution. At the present time they have had to remove Spam, butter, lard and syrup due to high sugar, fat and salt content as many of those who receive the commodities have diabetes. All those living on the reservation can receive commodities and for those who live off the reservation but have at least one Native American living in their household may also qualify. If the household qualifies for benefits they would receive a full monthly commodity benefit, unlike our SNAP program where we would use their income and expenses to determine a partial or prorated benefit.

The back warehouse had rows and stacks of pallets of product that was available. In the front reception area they have a variety of product available so they can quickly fill orders for clients. When a client comes into the warehouse they fill out an order form for what they are wanting for the month. One of the employees will read out the order as two others pull the items and place them into boxes and glide them across a stainless steel conveyor. The conveyor moves the boxes right out to the entry and this helps with loading the boxes into the vehicle.

The clients are persuaded to order a variety of foods each month so they have a variety in their diet. They have recipe books available and they also give demonstrations, food tasting and cooking suggestions.

Speakers Sherry Rude and Mindy Detling, Community Resource Coordinators for Experience Health, ND spoke with us regarding their program.

Individuals on Medicaid have a new program they may be able to use that can help them treat serious illnesses they might be fighting. Experience Health ND is a community based disease management program that began 1 year ago and is providing services to selected Medicaid recipients throughout the state with certain chronic health conditions including asthma, chronic obstructive pulmonary disease (COPD), congestive heart failure and/or diabetes.

The program utilizes Registered Nurse Care Managers who provide care coordination, assessments, extensive education and monitoring. The goal of the program is to improve self-care practices. They strive to help people take the best care of themselves as they can and help them be healthy so they can still live their lives and do what they want to do. Some of the nurses with the program have gone shopping with the people so they learn how to read labels and some have gone to doctor's appointments with them because they can be scared to ask the right questions. The program is there to support the client.

The nurses conduct home visits and are supported by a 24-hour, seven-day-a-week nurse telephone health information line for in and out-bound calls. At the current time there are 800 individuals receiving their services in North Dakota. There may be as many as 3,000 that would qualify but do not chose to enroll in the program.

Respectfully submitted,
Cindy Dahl
Twin Secretary/Treasurer

JAM-FAR REGION

The JAM-FAR Chapter of ND NEW PATHS met at the AmericInn – Meeting Room. There were 19 members present, representing the counties of: Barnes, Kidder, Dickey, Stutsman, Traill, Cass, LaMoure and the Department of Human services

Registration and refreshments were from 9:00 – 9:30 AM.

9:30 – 12:00 Gretchen Dobervich, Eastern ND Regional Director of the Alzheimer's Association spoke to us on "Understanding Alzheimer's Disease". We all learned a great deal more than we knew before her presentation. Handouts were provided, as well and chances to win prizes for asking questions.

President Donette Klever called the business meeting to order at 1:15. Introductions were preformed. We had two new members join today: Tami Wilson and Joelle Morrison.

The minutes of the last meeting were read and approved (Meyer/Howes).

The Treasurer's Report was given with a beginning balance of \$353.93, Income of \$134.18, Expense of \$126.99 and an ending balance of \$361.12. The Treasures' report was approved (Sherlock/Glynn). Bills for today's meeting were presented. \$60 for our morning speaker and \$80 for the meeting room and coffee. These bills were approved (Strandberg/Meyer).

Julie Ell for the Jamestown Region, and Judy Marty for the Fargo Region, have graciously volunteered to serve as our representatives to the state board. We thank and appreciate them! Julie reported on the latest meeting of the board. Membership is a big issue. They want more members contributing more articles, recipes, training ideas, etc., to make reading the newsletter a must, and soon there will be prizes for reading the newsletter – stayed tuned! Silent Auction Items for the Spring Symposium are appreciated but not required. No funds for the raffle are being requested this year The Scholarship is due July 23rd. The Treasure will send that payment at the appropriate time.

Discussion held on what to do for a silent auction item for the Spring Showcase. Kathryn Strandberg was assigned to put a basket together for JAM/FAR's contribution for this event.

The National NEW PATHS Meeting is in New Orleans, LA this year.

There was no one present to report on Task Force issues.

Workers are being sought for the Federal QUINBEE/SLIMBEE MA Reviews. The pay would be \$23 - \$25 an hour, but candidates need to live in Bismarck. This might be ideal for retired EW workers living in the Bismarck area. Nancy Dukart will provide us with more information on this subject.

Val Burchill suggested the "traveling" planning for the JAM/FAR Meetings folder be updated. Dora will do what she can and e-mail it to Kathryn Strandberg for further updating as needed.

Discussion held on setting maximum costs for speakers and meeting space. It was decided that as \$150 was already in place for a speaker, that meeting space should be kept to a maximum of \$50 – or a combination of the two; not to exceed \$200 in costs for a meeting (Strandberg/Meyer).

Danette thanked Barnes County for a great meeting. The next host counties are Cass & Traill. Kathryn Strandberg stated the meeting would be in Hillsboro.

With no further business the meeting was adjourned at 2:00 PM (Burchill/Johnson).

2:00 – 2:15 was a stretch and snack break and drawing for our fundraiser the "White Elephant" Exchange. We had 14 people participating and one absent EW worker sent a donation. So a total of \$75 was raised for this event.

2:15 – 3:30 Ellen Bjelland of NDSU Extension Services spoke to us on "Generations in the Workspace". This was an interesting and informative presentation.

Respectfully Submitted:
Dora Colton, Secretary

CREW REGION

Greetings from CREW!

We held our Winter Conference on January 22, 2009 at the Morton County Courthouse in Mandan, ND. Morton County CREW members hosted the conference and there were 18 members present. We started out the day with coffee and registration from 9:30 AM to 10:00 AM. Our first speaker of the day was Roger Wetzel who is currently the director of the PACE program. Roger's presentation was entitled "Improving End of Life Experiences." Roger shared much valuable information helping us to understand the attitudes, the emotions and even some of the legal issues that need to be faced. He recommends that we all have advance directives in writing to help our families know what our wishes are and take away the burden of make difficult decisions. He offered many insights and spoke about his personal experience with the deaths of his family members. Roger gave us a very uplifting and entertaining presentation.

At noon, we held a fundraiser luncheon. Soup and sandwich fixings were provided by the Morton County CREW members for a suggested donation of \$6 per person. We raised \$137. It was fun to stay indoors on a cold winter day and it also gave us extra time to visit.

Our afternoon speaker was Deb Bosch, LICSW, who works for Chambers & Blohm Psychological Services. She talked about Boundaries and she addressed setting boundaries in both our professional and our personal lives. She explained why they are needed and what happens when they are ignored or broken. Having boundaries doesn't mean we are selfish, but it does increase our ability to care about others. Relationships are strengthened when boundaries are set because it is based on mutual respect.

The business meeting was held. Burleigh County will be hosting our next meeting which is tentatively set for May 7, 2009. Door prize drawing was held and we raised another \$41 for our treasury.

Wanda Guenther
CREW Regional Board Member

SWIM REGION

Synopsis of the February 20th, 2009 SWIM Minutes

Cindy Hehn reported that the EW Task Force is working on problems with notices and updating notices.

Peggy Fiedler reported that the NDEWA Board is looking for ideas to make the TIMES more interesting

Noreen Olson reported on the Legislative sessions and mentioned that there is a Child Care bill, which hopes to cover childcare for students in a four-year program.

Marcy Decker reported that the Legislature is working on increasing the Medical Needy income levels.

Deni Lorenz reported that the PERS Board voted to move forward with a health insurance plan called the Dakota Retiree Plan. This plan mirrors the Medicare supplement health insurance and is designed to cover retirees age 65 and over who have Medicare Part A & B.

SWIM members voted to increase membership dues to \$10.

Nancy Hanel shared information on the North Dakota Senior Medicare Patrol.

Loren Hibl gave us a presentation on VISION and TECS user manual shortcuts.

TOWER REGION

No report at this time.

Be kind and merciful. Let no one ever come to you without coming away better and happier.

-- Mother Teresa

NEW: PATHS 2 NEW ORLEANS AND ALL THAT JAZZ IS COMING

AUGUST 16H – AUGUST 19TH, 2009

The 34th annual training conference for NEW: PATHS will be held at the Hilton New Orleans Riverside Hotel in New Orleans, Louisiana. Look forward to a welcoming reception Sunday evening, keynote presenters, workshops, Town Hall featuring representatives from Washington, D.C.

More information will be on the website (www.nationalnew.org) and the newsletter (Directions) as the planning progresses.

Lucky Lucky!

That is what everyone says when I tell them that I was able to bring my son to work with me for the first three months back to work. I agree, it was so wonderful to be able to bring Sam and not to have to put him into daycare at such a young age.

Sam was born on September 6, 2008 and I started bringing him to work with me on November 2nd; he was just about 2 months old. Sam was able to come to work with me on my non-appointment days, which are Monday, Wednesday, and Friday. I then would see clients on Tuesday and Thursdays while Sam was at home with his Dad. This arrangement was wonderful for me! Sam really slept a lot especially the first month or so, and I worked hard on getting him into a routine so I could get my work accomplished while he was at the office with me.

Everyone in the office was absolutely wonderful and Sam is very lucky to have several extra Aunties and Grandmas around the office. People were very considerate of both Sam and I during this time and my supervisors were very accommodating in helping out where needed with Sam if something would come up and I would need to see a client while Sam was here.

I can not stress enough what a wonderful benefit this is at Burleigh County, not only did it make the transition of child care a much easier one, it helped me bond with my baby, and also saved me thousands of dollars in daycare. I hope this policy can continue to stay in place for future "new" mommy's!

Suzanne Frank

Bringing My Son to Work with Me

My experience in bringing my son to work with me was, for the most part, positive. I started inquiring about the possibility of bringing my child to work with me right after I found out I was pregnant. I thought it was a great policy and wanted to know all the details I could get. My caseload and work situation at Burleigh County Social Services (the fact that I had a private office where I could close the door) worked wonderful in my ability to bring my child to work with me. During my maternity leave I worked on setting up my office and getting things ready for my child to join me. I was able to organize my schedule in a way that allowed for my child to be at work with me but also allowed me to see clients when necessary.

Lucas was born on March 28, 2006 and his 1st day 'of work' was June 22, 2006. I brought him to work with me either 2 or 3 days a week. Most everyone was supportive and offered to 'babysit' Lucas if I needed help. He had lots of aunts, uncles and grandmas there to tend to his every need! Lucas loved the attention and enjoyed putting on a show for everyone to see. He loved being held, hugged and snuggled.

There were, of course, some speed bumps along the way. One in particular was that people really had to learn that a sign on a door that says "Do Not Disturb" didn't just mean knock and walk in!!! A couple people really got an eye full when they did that!!! I, myself, had to learn that sometimes babies just cry and there isn't anything you can do about it!!! I had lots of quiet time to work (babies that young sleep a lot) and received lots of information and advice from others. I felt very fortunate to be able to spend more time with my son. As a first time mother, it was a true blessing to be able to bring Lucas to work with me as it gave me an 'adjustment period of time' to get use to not being around him during the day.

Lucas' last day was August 25, 2006...a few days short of him being 5 months old. He had been coming to work with me for about 10 weeks. My life was a little richer for the extra time I got to spend bonding with my son and I like to think the experience also enriched and changed others in the office as well.

Lucas is now almost 3 and when I take him back to Burleigh County for a visit, everyone marvels at how big he is getting. Everyone loves to get updates on him and to hear about all the things he is doing and saying. They still refer to him as their favorite red head and the official office mascot for Burleigh County Social Services.

Pam Nemeth

Spotlight on "YOU"

Hi Robyn Huggins here...it's my 6th year on State N.E.W. Board.

I did a bio a couple years back and I don't have much to add.

We moved into a new house last spring and I love every minute of it, I don't do a lot of outside activities, as I am happy to just stay home.

We were engaged on Christmas Eve, Santa Claus brought me a ring, and it was quite exciting we have been together almost 10 years. Have not set a date, as my youngest son Kyle is getting married this fall. He is a pharmacist in Greeley Colo. Dana his Fiancée works at a hospital in the lab. Can only afford one wedding a year....

My oldest son Jason is an Optometrist in Denver area. He and Kyle are close so they get to spend a lot of time together. They love the weather NO WIND....

My Fiancée owns Rays RV City here in Devils Lake. He sells some used cars on the side, as winter gets little quiet. We try to spend time at the lake in summer but when you're in sales you work Saturdays as well. We have three dogs, Boo, Peanut and Ruby. Boo and Peanut are poodles and Ruby was a foster dog which we ended up keeping. We sure don't regret it she is beautiful dog and is happy to have a home with all of us. So, this has turned out to be my other full time job taking care of all of them...

Well that's about it, our goal this year with N.E.W. is to try and get more interest in the membership and MORE IDEAS FROM ALL OF YOU. Without your input we cannot make any new changes. We appreciate all of you and we love getting your opinions on topics. Feel free to send in your fun stories and recipes and whatever else you would like to have put in the newsletter. Let's make this a year for changes and putting some fun into our lives and work through N.E.W.

Hi, my name is Judy Marty. I have been an Eligibility Worker in Cass County for two years. Before coming to Cass County, I worked as the General Manager of a restaurant for 20 + years and more recently owner of a coffee shop.

I live in Fargo with my husband, Randy, daughters, Hope and Faith, dogs, Zoe and Chica and cats, JR & Lizzy. I also have an older son living in Fargo, Aaron (Sarah) and am expecting my first grandchild in September.

I am honored to be part of the North Dakota National Eligibility Worker Association board. Eligibility work has been a rewarding position for me. I love working one on one with my clients, celebrating in their success and assisting with their challenges.

As a board member, my goals are to make our North Dakota National Eligibility Workers Association the association that makes a difference in each of our caring and hard working Eligibility Workers. By making a difference, being the Association that Eligibility Workers want to be involved in.

I, along with all the other board members, would love to hear from you! What can we do for you! Thank you again for the privilege to serve YOU!