



# NEWS FROM THE NEST

*"To provide a safe, happy living environment for our clients"*

## Cardinal Idol

May 29th @ 6:30p | Mayo High School

Enjoy a retro evening filled with laughs and fun.

## Town Hall Forum

May 19th @ 6pm | DoubleTree Hotel Rochester

## 20 Year Events

**Details will be announced prior to each event.**

- ✦ Case Manager Luncheon: April 22nd
- ✦ Vendor Luncheon: May 20th
- ✦ Client/Staff Picnic: June 14th
- ✦ Bemidji Stakeholder Picnic: July 16th
- ✦ Winona Stakeholder Picnic: July 26th
- ✦ Red Wing Stakeholder Picnic: August 23rd
- ✦ DSP Appreciation Day: August 28th
- ✦ Austin Stakeholder Picnic: Sept. 20th



On March 1st of 1995, Cardinal of Minnesota, Ltd. began to provide a safe, happy living environment for individuals with disabilities. On March 1st, 2015, Cardinal celebrated 20 years of service. Throughout the 20 years, Cardinal has grown to support more than 230 individuals throughout southeast and northern Minnesota. On March 13th Cardinal celebrated by hosting an Open House (pictures on page 9). We will be celebrating throughout the year with the countless people, past and present, who have helped make Cardinal successful.

## JP's Corner: *20 Laps Around the Sun*

2015 marked Cardinal's 20 Year Anniversary! Please help us celebrate this milestone. There will be many opportunities to do so in the coming year ... stay tuned.

When I think back 20 years it is hard to grasp that I had two daughters in grade school and a son just starting kindergarten. My children are now grown into remarkable young adults. In the past year or so, Patrick and Christine have married and Buff and I now count their wonderful spouses as our children! Over the past decade-plus, all three of my kids have worked for Cardinal and recently my son Patrick, who works in our maintenance department, was joined by his sister Michelle who signed up for a second tour of duty and is currently running one of our houses. Who would have thought?!



It's hard to get my mind around the fact that half of my 40-year career has been spent guiding Cardinal through many changes. As many of you know, I have a gift for surrounding myself with a team of individuals who are smarter and more talented than I. It is these folks that have helped make Cardinal what it is today and I will forever be in their debt. I used to do most of the jobs at Cardinal – hiring, training, payroll, paying bills, billing for services, shopping and equipping new houses, etc., etc., etc. Today my people just want me to stay out of their way. One of my favorite jobs used to be opening the mail... the other day there was a big stack of mail that had just been delivered sitting on the counter just inviting me to have a look. As I absent-mindedly reached out to begin sorting through the pile one of our receptionists slapped my hand and informed me that “that’s not your job.”

Thinking back 40 years I remember when the eight state hospitals in Minnesota were just beginning the process of de-institutionalization. I believe I visited seven (Willmar, Anoka, Cambridge, Rochester, Faribault, St. Peter, Moose Lake) before they closed. The only one I think I missed was Fergus Falls. Most of our clients, their families and other stakeholders have no recollection of the state hospitals or even the large dormitory-style facilities that initially replaced them. Today Minnesota has one of the best arrays of services for the folks we serve and also has one of the highest number of services, per capita, of any state.

That walk down memory lane is simply intended to provide the back-drop and a bit of context for how fortunate most of us have been to be part of the change that has taken place in the past 40 years. Let's not take anything for granted as we seek to maintain this progress and provide the momentum for the next 40 years. I'm looking forward to it!

# Daily News

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WINONADAILYNEWS.COM

TUESDAY, NOVEMBER 4, 2014

## An honest find



ANDREW LINK, DAILY NEWS  
Sherry Mehren, left, an accountant for St. Thomas Aquinas Seminary in Winona, presented thank-you flowers and cards to Dana Frasch, middle, and her supervisor, Amanda Asche, on Monday at the Winona ORC. While preparing papers for shredding last week, Dana found an envelope containing \$2,000 from the seminary and returned it.

Winona ORC client rescues, returns \$2,000 headed for shredder

safe for the shredder. They might find plastic cards, paper clips or the like — rarely do they find \$2,000 cash. The money, time-stamped in March 2005, was meant for deposit in a priest's bank account, but Mehren said she must have set it down somewhere and forgotten to deposit it, eventually including it in the shredding material by accident. The priest never inquired about the deposit, and it remained safely in its box until last week.

"You tend to forget where you set stuff down and just keep going," she said. "To have someone so honest doing their job takes a lot of weight off me."

Mehren called the priest about the discovery. "He goes, what?" she said, with a chuckle. "Now can you put it in my bank account for real?" As she presented Frasch and Asche with flowers and cards, Mehren said the story reflects well on Frasch's character — and the ORC as a whole.

"In today's world, you don't find very many people that are that honest," she said. Grupa agreed. "We talk about these things in training, about doing the right thing, but to see that it really happens, that is really quite something," she said.

*This story is reprinted with the permission of the Winona Daily News. Dana is a client who resides at the Shoreview home in Winona, Minnesota.*

When Winona Occupational Rehabilitation Center client Dana Frasch found \$2,000 in an envelope headed for the shredder last week, she did the right thing and turned it in. On Monday, she received the appreciation of Sherry Mehren, an accountant at St. Thomas Aquinas Seminary who entrusted 1,700 pounds of confidential papers to the ORC for shredding.

"We're very proud of what you did," ORC human resources director Jayne Grupa said as she introduced Frasch to Mehren. "Can you tell us the story?"

Frasch paused. "I found a whole bunch of money," she said. Did she ever.

In the shredding process, ORC clients are trained to open each envelope and make sure the contents are

## Key Position Announcements



Kyle Mullen

I am pleased to announce that I will be transitioning into the role of Cardinal's Chief Program Officer and in a position where I can better offer my skills and leadership to Cardinal's program services. I began in this field over 15 years ago as a Direct Support Professional and immediately fell in love with this line of work; there was no turning back.

Over time I have had the opportunity to work with a wide variety of people living with diverse needs and gradually moved into supervisory roles. Ten years ago I was lucky enough to walk through Cardinal's doors, where I was greeted by a caring culture second to none. I had found a place that enabled me to grow, to focus on providing the best quality of care possible and to follow my passions in this field. Four years ago I moved into the Director of Training and Development role and seized the opportunity to make improvements that would benefit all the people we serve. While I learned and grew even further as Director of Training, the call of the program side never faded. I find the greatest joy in delighting the people who have made Cardinal their home and those who support them.

When I am greeted by their smiles or hear about their achievements and victories, my heart swells. That is the magic of this field, and why I am grateful for this new role and the adventures it will bring in the years to come!

Vicki Snyder joined Cardinal in January, 2015 with a background in public speaking, volunteer management and previous non-profit experience. Vicki's days are occupied conducting new employee orientation, co-facilitating classes, data entry and training filing, archive processing as well as the newsletter and a variety of assorted duties as assigned. Currently, she serves on the following committees: STAR, Training, and Community Support.



Vicki Snyder

She will be the co-emcee with Vicky Hildman for Cardinal Idol and is working with Christine Hendrix on our first-ever entry in the Rochesterfest parade.

*...continued*



Traci Lisowski

My career at Cardinal began five years ago when my son was leaving his night attendant position at Valley Oaks in order to attend school in Pennsylvania. This became a great opportunity for me to have a second job while allowing me to continue with my full time position at Home and Community Options. My first day of orientation started out with a snow storm and my car in a ditch. I'm sure the guys at the program were wondering what kind of person was going to be spending nights with them at their home. Since that time, we have shared many stories and long nights when talking about their day was more important than sleep!

In May of 2014 I started a new chapter in my life and Cardinal career as the Administrator for Winona and Harmony. After 19 years of working in the field, and a lifetime of learning through my brother's eyes, I have found that I have so many new opportunities and ways that I can bring delight to the lives of our clients and staff!

**Marc Roen, Accountant**

Marc joined the accounting team at the end of 2014. He comes from LaCrosse, Wisconsin, where he completed his degree in accounting and has passed the CPA exam. Marc enjoys the varied accounting projects he manages and meeting clients.

**Dustin Kruger, Payroll Accountant**

Dustin joined the Payroll and Accounting department in early 2015. He has a degree in Business Administration and will be graduating with his degree in Accounting in the spring of 2015. Dustin supports Cardinal's payroll department and enjoys Cardinal's culture and working with numbers.



Dustin Kruger

Marc Roen

## New Regulations Lead to Improving Client Health Care

*Carol Johnson, Director of Nursing*

New licensing regulations are requiring more emphasis on coordinating and improving health care management for the clients we serve.

The nursing team began completing Health Needs Records for each client to be presented at annual team meetings. These records are used to plan for the health needs in four specific areas. Those areas include:

### **1. Medication Administration and Assistance:**

This allows us to identify how our clients will receive their medications and when training will be needed by staff to provide the best support.

### **2. Monitoring Health Conditions:**

The nursing team will identify health conditions and diagnoses and will develop written instructions for monitoring procedures that will be followed. This will include how staff will be trained.

### **3. Health Service Appointments:**

We will identify what types of appointments each client will need and the procedures the program will follow to assist or coordinate those health service appointments.

### **4. Medical Equipment, Devices and Technology:**



Medical equipment, devices, adaptive aids and technology used are identified and the written instructions are provided on how to use the equipment correctly. This will include how staff will be trained on the correct use of all equipment.

This document will be reviewed for clients annual team meetings and revised the plan and revised. If a significant change is noted throughout the year, the site nurse will develop a Health Needs Change Addendum to be shared with the Interdisciplinary Team and placed on file with the original Health Needs Record.

The nursing team looks forward to sharing this new care plan document with you. Your site nurse will be happy to answer any questions you have during team meetings or any time you might have a question, feel free to contact a nurse.

# A Story of Culture: Fun

*Kelli Gillespie, Administrator*



There are 10 Keys to Cardinal’s Culture and I have been asked to write about one of them. I thought about each of the keys and how I see them being applied every day by so many people at Cardinal. It was difficult to pick just one to write about in regard to my experiences but, as the deadline was closely approaching, I decided that enough thinking had been done and now was the time to put my thoughts on paper.

**It just so happened that one of the keys rose to the top as the deadline drew near and that key is FUN!**

I laughed out loud as I saw the email from Phil , “our HR Guy,” in regards to having each site hang tennis balls in their garage so that people know how far to pull up the vehicles. I didn’t laugh out loud because the concept was funny, but rather due to the fact that Phil sent ‘step-by-step instructions with pictures’ on how to complete this task. At that moment I thought, “Oh, this is going to be FUN!”

The next day when I entered the office I saw the box full of tennis balls and string waiting for staff to pick up so they could follow Phil’s simple instructions and that’s when I suddenly had the urge to be innovative and help everyone out with this process. After collaborating with a couple of my colleagues, the FUN soon began. We followed the simple steps Phil had sent them to assemble the tennis balls with the string ...not ‘quite’ as he had outlined in his 3 step process, but we got it done!

Oh, the FUN we had on that Friday afternoon! Yes, FUN is a key to our culture and I think mostly everyone who saw the email with the pictures of the tennis balls would quickly agree that we do have FUN here at Cardinal. ***PS: I almost forgot to mention, all of the tennis balls were hung from the “HR Guy’s” ceiling in his office!***



## Community Support Committee Donates Handicap Accessible Van



Cardinal is pleased to announce that an accessible van was donated to the Mirelas and Rodriquez family. Receiving this van will allow Victoria a way of getting to school and to many other places she has not been able to go because she didn't have an accessible vehicle. As part of Cardinal's continuing commitment to supporting our community, we contribute not only financial resources and volunteer hours, but also used accessible vans as we replace them in our fleet. Since 2008, Cardinal has given away 11 vans to deserving community members. This kind of community support makes a very real difference in the lives of people in our community. Congratulations to the Rodriquez family, we wish you all the best!



Enjoy a video celebrating Cardinal's 20 Years online at [www.cardinalofminnesota.com/cardinal-turns-20/](http://www.cardinalofminnesota.com/cardinal-turns-20/)



## Welcoming the Women at Lake House



In January Alli, Ali, and Renee moved into their new home. These women are incredibly sharp, endearing, and full of life. After meeting Alli, Ali, and Renee you will agree that a bright future has just begun. All three of these women came to this home from their parents' homes. From the moment they took their first steps into their new home, we have seen them thrive. Alli, Ali, and Renee moved through this transition

with confidence, motivation, and enthusiasm. It has been rewarding to see these women succeed in all they aspire to become.

Renee works for a local pharmaceutical company (PSI) where she remains a favorite amongst her co-workers. She brings light and energy throughout the business. She enjoys the autonomy of her position and has made everlasting relationships with her co-workers and supervisors. Renee has many interests which include: history, Shakespeare, and Vikings football. Her passion for life has radiated throughout her new home.

Ali is the socialite of the bunch. She is charismatic, personable, and a joy to be around. She enjoys shopping, getting her nails done, and dancing. She may be found spicing up life in her new home with random dance parties. She is a highly regarded and active member of her church and community. Ali also enjoys classical music and may be found using her iPad to entertain her housemates.

Alli may seem quiet or shy, until you get to know her. Alli has a contagious sense of humor. She enjoys practical jokes, especially when she is the one initiating them. It doesn't take long before you realize Alli wears her heart on her sleeve. Her close relationships with her parents, siblings, and friends are very important to her. Alli enjoys visiting her family and friends frequently and will often return excited to share her experiences with her housemates.

# Cardinal's 20 Year Committee hosted an Open House on March 13th with over 200 people in attendance.

The committee is comprised of; Kate Smith, Jessica Heaser, Kyle Mullen, Brandi Turvey, and Sharon McNeill



Faces of Cardinal - 2014



Kate Smith



Michael Garner



Sky Royston



Cathy Remling



Donna Brass



Patrick Frank



Krista DeCook



Jen Spear



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# Cardinal Idol



**Mayo High School Auditorium**

**Doors Open at 5:00p**  
**Show Starts at 6:30p**

