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THINGS ARE FALLING INTO PLACE AT THE T-REX PLAZA

We are hearing the hum of heavy equipment as improvements are being made at the T-Rex plaza. Built in the 1960's, the rear parking lot and loading areas of the plaza have been difficult to navigate when conditions in the lot become muddy or icy. Improvements include resurfacing the back lot and rear entrances so they are easily accessible. The door stoops will be updated with smooth thresholds to provide wheelchair access as well as ease in loading & unloading freight.

Water from the recently repaired roof will be channeled directly into the sewer to avoid runoff and icy conditions in the lot. A large trench has been dug as work begins. Stay tuned for more as we serve our community and the people we support through our adventures at the T-Rex Plaza.



Above: New fall decor decorates the inside of the T-Rex mall.



Pictured below left to right:
Trench dug to prepare for water diversion into sewer. Workers pouring concrete for doorways.



FIND AN UPSIDE: START UPCYCLING!

by Colin Schmidt

What do you do when you are quarantined? Pick up a new hobby! I was sanding wooden objects for preschool kids to paint but needed something more challenging. I decided to try upcycling furniture. We found some bar stools that were looking pretty rough. I enjoyed sanding and staining them, making them look brand new. Most of all, I loved selling them! I've finished and sold 3 stools so far and can't wait to do more.



Above: Colin and Olivia Ogren sanding. Pictured right: The stool before on left and finished stool on right.



OVERWHELMING GRATITUDE THROUGH THE CHALLENGES

A Note from our Executive Director

As we continue to navigate through these unprecedented times, I am full of gratitude for ABLE, Inc.'s team, families, board of directors for all that we have accomplished thus far. This past month, we experienced a first, three people we support tested positive for COVID. One of whom lives in a home where ABLE, Inc. provides the support team. This person has a fragile medical condition.

We are so very thankful to Dr. Cassidy who ordered a rapid COVID test which provided us the information necessary to make important adjustments. We quickly implemented a quarantine plan in an apartment.



Securing staff coverage was challenging because after this person tested positive, so did 5 of the employees, thus they were no longer available to work. I personally stepped in to provide direct support to this person during many overnight hours. This is where I saw firsthand the fierceness of this virus trying to steal the strength and air from their body. Those moments where this person looked so very fearful will never leave me. But I was also witness to the power of human connection and the light that our dedicated employees brought to this fight.

I believe it was due to the people who physically sat beside this person and the many more who sat beside in prayer support, that this person's inner resolve was strengthened, eventually, coming through to brighter days. When they returned from quarantine and saw all of the others who live in the home and the staff, there were so many smiles. So many hearts filled with tears of joy. Today, I celebrate that all are recovering.

I know that many of our families and employees are making sacrifices by changing their travel plans, wearing masks and making hard decisions to stay away during critical times. **Thank you!**

Please continue to stay the course. **We have proof that mask wearing is protecting people!** We are learning from our experiences and using that knowledge to further our success.

Unfortunately, fighting COVID is a long process. Life is no longer normal and this takes an emotional toll. So please be kind and patient with one another. A smile and well wishes are certainly welcomed! Keep safe all.

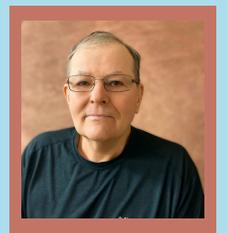
-Mary Anderson, Executive Director

WE ARE HONORED *by all that you've given.*



Mary Nordsven served on our Board of Directors from October 2014 until May 2020. It was an honor to have her wisdom guiding us in corporate decisions such as changing our articles to build greater support for the future and purchasing the T-Rex Plaza. She resigned in order to have more time to dedicate towards her family.

Ken Obritsch served on our board from October 2014 to July 2020. Ken was actively involved in finding donors to support our mission. He brought a parent's perspective as we have supported his daughter since 1988. His gentleness and thoughtful approach to making decisions will be missed and his impact will always be remembered. Although Ken passed away on August 18, 2020, his legacy at ABLE, Inc. will live on.



We welcomed Jami Haynes to the board in August 2020. Jami is a Dickinson native who graduated from Dickinson State University prior to attending law school at the University of North Dakota School of Law in Grand Forks. In addition to practicing law with Melbye Law Office, Jami is an adjunct faculty member at Dickinson State University. She and her husband Rusty Haynes have two children.

REPEAT OUTLET

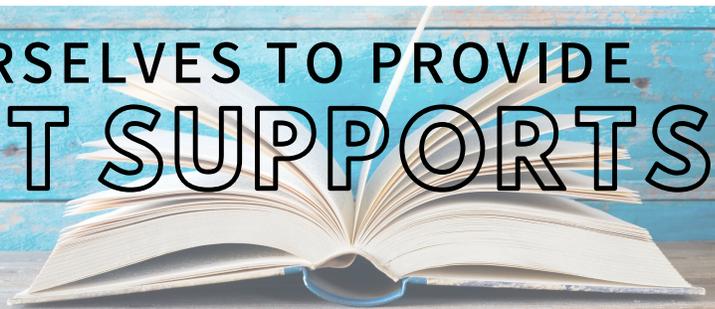
101 NORTH MAIN STREET - BOWMAN, ND
OPEN 8AM-5PM MON-FRI



PREPARING OURSELVES TO PROVIDE *the* RIGHT SUPPORTS



By: Janelle Stoneking,
Training & Development Specialist



One of ABLE, Inc.'s value statements reads *"We believe that by transforming one life, you transform many"*. I'm proud to say that my life has been transformed in many ways through my work. The experiences that I've gained and knowing the impact that I've made, has been one of the greatest joys in my life. Every time a new employee walks into the door, I yearn for them to experience the same.

There is so much to learn at first through training classes, worksite routines, and most importantly, getting to know the people you'll be supporting. Another essential component of training is the Developmental Disability Certification required by the ND Department of Human Services Developmental Disabilities Division.

As a young college student, I was very interested in this as it was one more layer of experience that I could add to my resume. To become DD Certified, employees study materials or attend classes on various topics related to their job such as Medications, Positive Behavior Supports, Working with Families, etc. and then complete a test. Some modules have a practicum to complete by applying knowledge from your worksite. At ABLE, Inc. employees are awarded a salary increase once they have completed all 12 modules required for DD certification.

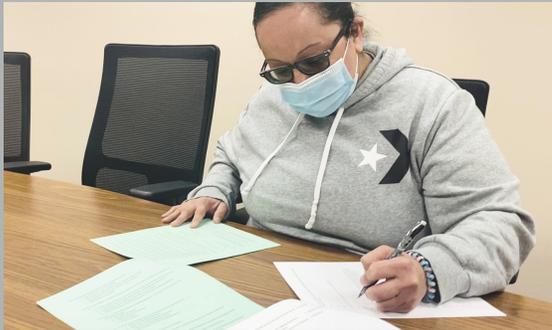
Kie Lie Mosbrucker, an employee in Hettinger, states "The module curriculum is a benefit to us as employees. Many people want to complete it to get the pay raise, but it's not about that. The modules helped me learn so much about the people I support, the little things that I didn't understand. By studying the Autism module, I knew how to communicate better with someone. It made such a difference."

Kie Lie is now DD certified but continues to take additional module tests to complete an Advanced Certification. She says, "The more that I understand, the more success I have had, and the more I've loved my job and the people I support. It makes me want to keep learning!"

As an agency trainer, I work with employees to complete their modules, offering support and test modifications if needed. Some are nervous about the curriculum as they may have English as a second language, test anxiety, or have been out of school for years. It isn't always easy. I just love being there to assist them through the process, watching as they gain confidence and strengthen their skills along the way to DD certification. As we continue to learn, lives are transforming here at ABLE, Inc. everyday, for the people we support and for our employees.

Minot State University works with the North Dakota Center for Persons with Disabilities to provide career ladder opportunities if employees are interested in furthering their education in the field through this curriculum. ABLE, Inc. has employees who have taken advantage of this and received their Associate and Bachelor of Science degrees in Intellectual/Developmental Disabilities.

For more information on the Community Staff Training Program, visit www.ndcpd.org/cstp.html



Pictured above: Diana Diaz taking a module test.
Pictured below: Kie Lie Mosbrucker & Carrie Beck



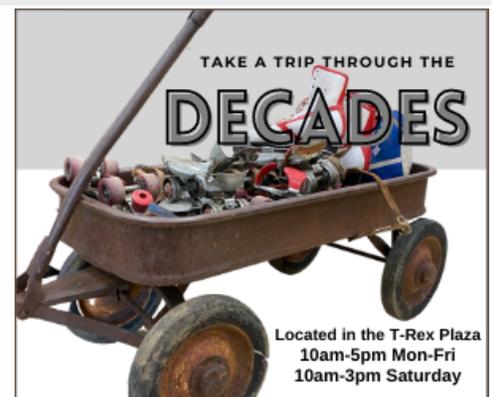
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One of our leadership teams met outdoors, over 6 feet apart, so they could see each other's smiles for the first time in months!





We are open with the following guidelines in place:

- Masks are required
- Practice physical distancing while shopping
- ABLE Thrift Center's public restroom and dressing rooms are closed at this time

Thank you for keeping our employees and other community members safe!

-The teams at ABLE Thrift Center, Decades, and Repeat Outlet



Stop in our stores to shop our fall and Halloween items!