



THE SUCCESS STORY

The Road to Self Sufficiency



Gary has been working at the Bingo Palace as a Janitor for 9 years! He is very reliable, always willing to fill in when needed and very open to learning new tasks on the job. He has a very good work ethic and enjoys his job. Gary is a very friendly person with a good sense of humor.

When he is not working, he enjoys spending his free time in his apartment, watching shows such as *Wheel of Fortune* on his big screen TV. He also enjoys playing pool, bowling, golfing, going to movies, and going out to eat. He enjoys sitting on his deck in the summer, watching the birds eat from the feeders.

Gary Lipp

Gary is looking forward to a 5 day trip to Hawaii in February 2015!

WHY DO WE WORK?

For most adults, work is a major part of life. Work helps us gain a sense of pride and self-satisfaction by reaffirming that we can support ourselves. With work, we earn money to cover bills and pay for activities in our leisure time. But it's not just about the paycheck. Work makes people happier. If you're a person with a disability and are thinking about work, there is something you should know: People with disabilities who work are healthier and happier than people with disabilities who are unemployed.

Whether a job is paid or unpaid, people who work tend to:

- ◆ **Meet people and expand their social networks.** Work acts as a training opportunity to develop and improve social skills and develop friendly and supportive relationships. The support provided by co-workers can change someone's life experience from one of isolation to one of feeling part of a community.
- ◆ **Feel productive and valued** knowing that they are making important contributions.
- ◆ **Shape a personal identity.**
- ◆ **Build a solid foundation** to advance their goals and their future.
- ◆ **Develop new skills**, both work and non-work related. For example, some individuals with disabilities become comfortable with traveling independently, once learning to travel to and from their job.

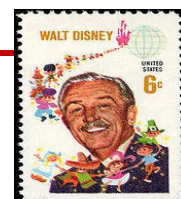
It's becoming more common to see people with disabilities in a wide range of jobs throughout the community. Significant barriers to employment still exist, but progress is being made. Individuals with even the most severe disabilities have shown that they can be successful at work, changing their lives and changing the way people with disabilities are viewed in society.

**Article from www.WorkWithoutLimits.org **



"You reach a point where you don't work for money"

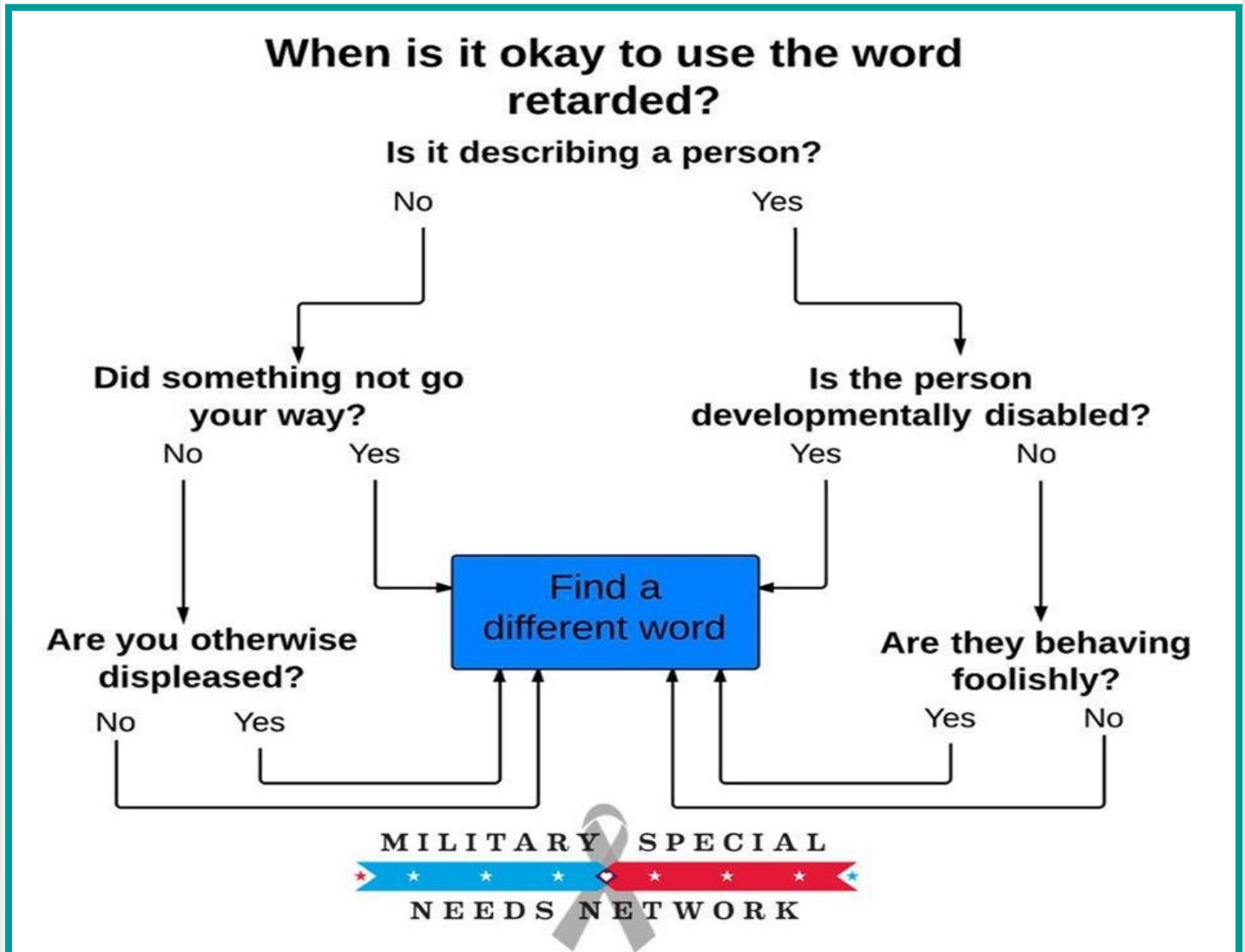
Walt Disney



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It may seem harmless, perfectly acceptable even, considering that the "R-word" is in the dictionary and even once was used to describe a medical condition. But, really, is it?

To clear up any remaining confusion, the *Military Special Needs Network*, a group that supports military families, devised the helpful chart below to outline when -- if ever -- it's OK to use the word "retard."



So... in other words... It's NOT!



We'd like to extend a big welcome to our 2 newest employees, Lori Lindemann (Job Coach) and Rhoda Espinoza (Business Manager), who both joined us in September 2014. We'd also like to extend our best wishes to former CEO and founder of Success Unlimited, Inc., Dianne Werness.

Welcome to the Work Force



Ralph Bakke
Employed at
Alerus Center



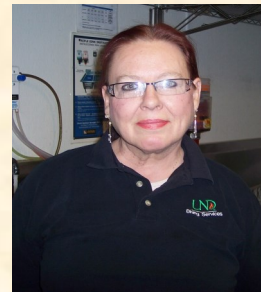
Josh Boesl
Employed at
The Green Mill



Robert Johnson
Employed at
Qdoba



Allen Schmidt
Employed at
Qdoba



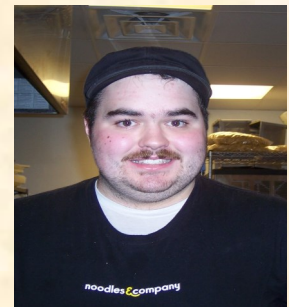
Ellen LaFromboise
Employed at
UND Dining Services



Thomas Lanctot
Employed at
Del's Cafe



Michelle Sobolik
Employed at
Panera Bread

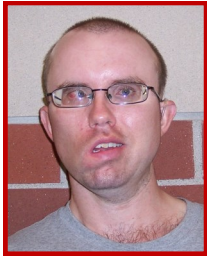


Joseph Stone
Employed at
Noodles & Company

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Haman's Highlights

Good day, everyone... Lynn from Haman's Highlights here.



This time of year is the Holiday Season, and we should all be thankful. I know some people out there might be down about their job and want to do 'more important' work. Well, I thought this story would help you see the light.

Haman's Highlights presents a *Success Story*.

About 10 years ago, Success Unlimited helped me find my first job. I wanted to work at UND. I felt they were a strong, solid company that would stay in operation forever. At that time, I was working with Jim Hance. He helped me find a job at UND washing dishes. I thought "Man, I would really like to be doing more important work". Jim understood; he told me that sometimes you have to get your foot in the door in order to move up to do what you want. I decided to take Jim's advice. While washing dishes at the UND Student Union, I learned some new stuff and met some good people. I was only there for a year until Success helped me find a bigger, better job at UND.

Karrie Kellenbenz introduced me to the UND Wellness Center. At first, I was a little nervous about the bus stops and getting to and from work. I told Karrie that I felt more comfortable at my job at the Student Union, and I would stay there and wash dishes. Karrie stressed how good this job would be and how it was everything I was looking for in a job. She made me a believer. I decided to take the job. I had a great interview and learned the ropes in a couple of weeks. I have been working at the UND Wellness Center for over 7 years, and it's the best job I have ever had. I like my job & the people I work with, and I enjoy meeting new people. At UND, there are always students coming and going. I thanked Karrie so much for her knowledge and advice to stick with it and go the extra mile. If it was not for her, I would not be where I am today.

The moral of the story is sometimes you have to start low in order to go higher... to get that job you really want. Listen to what your job coach says; he/she is there to help you work your way up to a better job.



Don't be afraid to give your best to what seemingly are small jobs. Every time you conquer one, it makes you that much stronger. If you do the little jobs well, the big ones will tend to take care of themselves... William Patten

Success-Ability

Please join us for our quarterly *Success-Ability* group meeting. This new format will combine some 'tried and true' methods (activities, prizes, refreshments) with a little bit of 'new' (themed events that will be fun & informative). Our theme for the first meeting will be *Winter Safety*. If you attend, you are guaranteed to be in for some fun activities that will teach us all how take care of ourselves in the winter—especially in this North Dakota weather! Hope to see you all there! Refreshments will be served.

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2014 Employee Anniversaries

THANK YOU

Dave Wollin	July 30th	5 years
Dwan Sondreal	August 3rd	16 years
Laurie Jo Cavanaugh	August 15th	7 years
Deb Fillipi	August 20th	6 years
Don Frasier	September 22nd	9 years
Gavin McGregor	October 19th	5 years
Gary Lipp	November 14th	9 years
Judy Hemness	November 17th	4 years
Heidi Cartier	December 7th	5 years
Trevor Grainger	December 21st	5 years



Giving Back to the Community... 2014 L.I.S.T.E.N. Festival of Trees





From the Desk of Tanja Kapinos, CEO

As 2015 fast approaches, I would just like to share some of the changes and happenings that have gone on within our organization within the past year. As most of you may know, we relocated our office this past June. It has been a positive change for us, and we have enjoyed feeling more a part of the business community. It has been hectic, I won't deny, with new surroundings and staff changes; however, we look forward to the challenges ahead. I have now fully stepped into the shoes of my role as CEO/Program Director, and I am very happy to welcome aboard our new Business Manager. We are very much looking forward to learning and growing as an agency in order to provide the people we support with the best possible services. We are planning on holding a small open house to commemorate our new start in our great new location. Look forward to the new year with stars in your eyes and hope in your hearts!



Open House

Thursday, January 22 from 2-5pm

We will be celebrating the move to our new location along with the Chamber of Commerce. The ribbon-cutting ceremony will take place at 4:30pm. We welcome you to stop by and visit with us and enjoy some light refreshments.

**We have relocated our office to
2850 24th Avenue South, Suite 302
Grand Forks, ND 58201
(Located on the 3rd floor of the Gate City Bank Building)
Our phone number, fax, website and email addresses
will remain the same.**



2850 24th Avenue South, Suite 302
Grand Forks, ND 58201.5831

**Employment Support Services
for People with Disabilities**

Administrative Office Hours
Monday - Thursday 7:00am - 5:30pm
Telephone - 701.775.3356



View all editions of *The Success Story* newsletter at www.successunlimitedinc.org