



May
2012

THE SUCCESS STORY

THE ROAD TO SELF SUFFICIENCY



Les Schultz



Les is currently employed with Altru Health Systems in a dishwashing position. He has worked in a variety of jobs over the past 30 years, including The Arc's recycling plant, MVW, UND & Holiday Inn.

Les has a fantastic work ethic & always has a positive attitude.

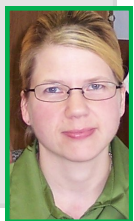
He has been receiving support services through Success Unlimited since 1991.

Les is a 'homebody' & enjoys spending time with his family; fishing at the lake, skeet shooting & going on picnics. He loves to do the lawn care & mowing on his trips home to Lakota.

In his leisure time, Les enjoys spending time on his computer & watching football & basketball on television. He is a huge 'Fighting Sioux' fan & likes to attend UND football & basketball games when he has the opportunity.



From the Desk of Tanja Kapinos, CEO



Believe it or not, despite our busy lives, volunteering time and talents to help others also benefits us in some very important ways. One of the biggest advantages that volunteering provides is the ability to connect to the community and make it a better place. While volunteering allows us to give something back, we get something out of it, too. Dedicating time as a volunteer helps to expand your network, while making new friends and improving social skills at the same time. I was very fortunate to become a member of the GF Optimist Club, and I have met so many wonderful people, all working together to help children.

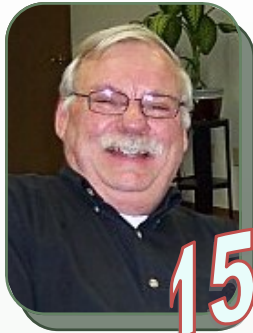
Volunteering also provides many mental and physical health benefits. Volunteering provides a sense of pride and accomplishment, which can help you feel better about yourself and view the world more positively. It can raise self-confidence and self-esteem levels to new heights! Because volunteering gets us out into the community among others, the risk of depression is greatly reduced. There have actually been studies that indicate that people who volunteer have a lower mortality rate than those who don't and can lessen the symptoms of chronic pain or heart disease. I really feel a sense of accomplishment after I've participated in a service project or fundraiser. The smile on a child's face is a great reward!

If you're considering taking on a job or starting a new career, volunteering can help you get experience in your area of interest and meet people in the field. Volunteering can give you a venue to practice important skills, such as teamwork, communication, problem solving, project planning, task management and organization. The more you practice these particular skills, the more comfortable you'll feel showcasing them on the job.

Volunteering is a fun and easy way to explore your interests and passions. Doing volunteer work you find meaningful and interesting can actually be relaxing & energizing at the same time. Volunteering inspires creativity & motivation that can have some great effects on your personal and professional lives, as well.

THE SUCCESS STORY

Congratulations to Success employees reaching 5, 10 and 15 year milestones in 2012



15 Years

Jim Hance

Rory Chmielewski



10 Years

Tom Lunde

Julie Gustafson



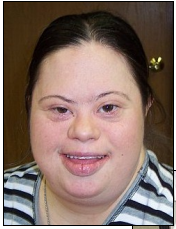
5 Years

Barb Thompson

Laurie Cavanaugh

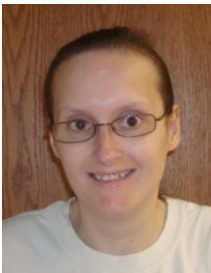
Nathan Keller

Spring Focus Group



Discussion centered on various aspects of employment, including job responsibilities, transportation & benefits, support services & the role of the job coach & support staff. The consensus was that everyone needs to take ownership for their work. Nobody likes to have to correct mistakes, but everyone realizes that it's important to do the job properly. It was noted that the role of the job coach is to provide support, to be a "cheerleader" & help to ease some of the tension & anxiety that people experience on the job & should not be expected to do their jobs for them. Everyone felt that transportation options to work were good at this time whether they used public transportation or relied on residential staff to transport them to work. Questions were answered about who is eligible to earn benefits & paid time off & what the requirements were for requesting time off or what to do when they couldn't make it to work due to illness. Residential supports, including financial, medical & nutritional supports were discussed. The majority of people attending felt well satisfied with the services provided by Success Unlimited.

Welcome to the Work Force



Michelle Sobolik

Employed at Perkins



Welcome to New Board Members

April Bradley is a licensed clinical psychologist and associate professor at UND.

Sharon Fletcher is a manager of learning and organizational development & an independent consultant in the health care industry.

Susan Vick is a consumer representative.

We welcome these new board members & look forward to the expertise that they will all offer to our organization

We are always on the look out for board members who share our passion...Contact us at **701.775.3356** if you are interested in serving in this capacity.



Wellness

Overall wellness is based on 6 dimensions of wellness to improve general wellbeing.

- Physical wellness
- Emotional wellness
- Intellectual wellness
- Occupational wellness
- Social wellness
- Spiritual wellness

There is a direct statistical relationship between lifestyle choices and the cost burden of health care. According to the Center for Disease Control, medical care costs for obesity in the U.S. total about \$150 billion per year and the lost productivity estimate, when combined with smoking-related health care costs, exceeds \$193 billion per year.

Anything an employer can do to improve the health of its employees is a win-win situation for everyone. Employees get a better quality of life, employers get increased productivity, and both benefit from lower health insurance premiums. Changing behaviors is a sticky situation because when you try to force someone to make a change, they almost always rebel. Nagging or pushing someone to eat better, exercise or quit smoking rarely works. Losing weight, quitting smoking, or exercising more is a lifestyle change and not just a habit change. Rewarding someone for practicing good behaviors puts the ball in the employee's court by allowing them to choose to change rather than feeling forced to change.

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



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**Have a safe
Memorial Day!**

**Employment
Support Services
for People
with Disabilities**



**Aerodynamically, the bumblebee shouldn't be able to fly,
but the bumblebee doesn't know that, so it goes on flying anyway!**