

The Workplace

December 2015

33rd annual Gala held November 7

Nearly 500 people attended the 33rd annual Black Hills Works Foundation Recognition Gala, *In the Key of Life*, on Saturday, November 7 at the Rushmore Plaza Civic Center. Each year, we recognize four of the people we support for their accomplishments and progress. We also honor others in the community who have supported our mission. This year's Outstanding Achievement Award Winners are **Kim Flowers, Tom Kaiser, Kelley McMains, and Vincent Saucedo**. The **Rapid City Police and Fire Departments** and volunteer **Lynn Nelson** were also honored.

Congratulations and thank you to **Tara Wilcox**, Special Events Coordinator, and everyone else involved for a very successful event.



Outstanding Achievement Award winners Vincent Saucedo, Kim Flowers, Kelley McMains, and Tom Kaiser.

Gala thank yous

The Gala Committee is more than a creative mind, it also serves as the muscle to get it all done. Thanks to the staff who made the time to fit the Gala Committee into their busy schedules: **Tammy Murner, Tim Strauss, Brad Winter, Tammie Quinn, Dorothy Rosby, and Jenivieve Yost**.

Thank you to all **BHW employees** for their presence at the Gala. You are the heart of the

organization and represent all who contribute to the success stories we are there to celebrate.

Kudos to **Audrey Nordine** who recruited and coordinated the youth volunteers for the Gala, with a smile along the way!

Yet again, **Dorothy** facilitated a series of Gala videos that brought both smiles and tears to the faces of those who watched. Thank you for how you do what you do.

The Gala brings work to areas outside of the Foundation: Thank you to **Accounting and Maintenance** for taking the time to fit us in, so that the meaningful impact of our agency's day-to-day work can be shared.

Tara Wilcox

BH Services offers electronics recycling

Echo-Works, the new electronics recycling division of BH Services, held its first collection event on Saturday, November 14. Echo-Works collects electronics and electrical devices from government, commercial and residential customers. Collected items are evaluated for reuse or recycling and are processed using methods that eliminate waste to landfills.



Greg Solano, Blaze Johnson, Randy Sheppard, and Dawn Wozna at the first collection event of Echo-Works.

*Published monthly for employees of
Black Hills Works and BH Services, Inc.*

Two teams participate in Pare of Lights Parade

The Technology Team created a themed float titled *A Pixar Family Christmas* to celebrate the unique ideas, compelling stories, visual artistry, and cutting-edge technology of Pixar. Thanks to the following team members who participated in the float design and Festival of Lights Parade on Saturday, November 28: **Connie Melvin, Richard Harrington, Tammy Murner, Dallas Caylor, Shelly Blank, Lissa Marotz, Tyler Brink, Alexi Kieffer, and Leah Drummond.**

For the first time, Choices 3 also built a float. Thanks to **Lauren Pyle** for doing much of the work and **Michelle Mechaley** for putting together the Olaf costumes for the *Frozen*-themed float. Thanks also to **Jody Purdy** for providing much of the materials. **Jessica Purdy** rode in the truck with her father **Drew.**



Members of the Tech Team, Leah Drummond, Dallas Caylor, Tyler Brink, Tammy Murner and Richard Harrington.



Lauren Pyle, Jessica Weedon, Michelle Mechaley, Melissa Dodd, and Lauren's daughter Olivia pose on the Choices 3 float.

SCAC artists show their work around the area

Ashley Kiefer, Merchandising Manager at the Suzie Cappa Art Center says she was contacted by Mary Maxon from the Airport Art Committee. The Suzie Cappa Center has been invited to display work at the airport from January through June.

Willa B's Bistro and Emporium in Yankton has been selling Suzie Cappa Art for several months now. The owner of Willa B's has told staff at the Suzie Cappa Art Center that she loves the story of the center and its mission.

Watch your mail: Cafeteria Flexible Spending forms coming

Flexible Spending forms will be sent out to you in December for the 2016 plan year. Remember, these are yearly forms that have to be filled out, signed and returned to me at RSC whether to you choose to participate or not. If you filled one out for this year, you will be required to fill one out for 2016. If you have questions, please send me an e-mail at jcondon@bhws.com, call me at 718-6248, or stop in my office at RSC. Thank you.

*Judy Condon
Staff Accountant*

RUSH to the Agency Holiday Party

A Rush game will be part of this year's Agency Holiday Party on January 9 beginning at 4:30 p.m. at the Civic Center. Be watching for your chance to sign up for all or part of the evening. The agenda is as follows:

- 4:30-5:00-Happy Hour
- 5:00-6:00-Buffer Dinner
- 5:45-Recognition Program
- 6:00-Prize Drawings
- 6:00-6:30 Social Hour
- 7:00-Rush Game

After the game-Group Photo on the ice!



Gala kudos

The note below came from BMS financial advisors.

Black Hills Works put on a great event! Thank you for reminding us that we have much to be thankful for. You do a lot for our community. What a wonderful opportunity you have taken to help others. Would you please let all the employees of your organization know that we appreciate every day they go to work for themselves, the people they help, and our entire community.

Hugh Boyle

Congratulations

Congratulations **Alecia Apa** who is one of fifty Rapid Citians selected to serve as a Collective Impact Fellow. Fellows will receive training in collective impact systems thinking, community issues, and philanthropy and will spend at least 4 hours per month for the next 18 months leading focus groups and conducting interviews in an effort to help identify and shift systemic issues that block access to services for some in our community.

Congratulations to **Richard Harrington, Tammy Murner, Codie Magbuhat, Dallas Caylor, Lissa Marotz, and Connie Melvin.** They recently presented at the ANCOR Technology Summit in Denver on how to operationalize assistive technology programs into community support provider organizations.

Congratulations **Diane Flahaven -Neu,** who beginning after January 1, will serve as the new Black Hills Works Vice President of Community Support Services. Diane has been with us for 21 years. She initially started as a Service Coordinator before moving into a Community Living Supervisor position for our residential services. She has served nine years as Finance Manager in our Business Office. As Vice-President of Community Support Services she will lead the work we do with people who do not live in Black Hills Works owned or leased residential settings as well as our Day Habilitation Services, Agency Admissions and Rehabilitation Services in Omaha.

Diane will be taking over the position currently held by Colleen Ronning. After 42 years of contributions to Black Hills Works, Colleen will be retiring this spring.

Health Fair

Wednesday, January 27, 2016

11 a.m. - 5 p.m.

at the Learning Institute gym

Booths and activities will be provided by BHW Nursing, Sol Yoga Collective, Lori Ellis fitness trainer, Joe Burmeister, Doterra with Lea Haisch, The Studio, Rapid City Parks and Recreation, and many more.

Celebrate an Artful Christmas

Friday, December 11, 5-8 p.m.

Suzie Cappa Art Center

Artist meet & greet

Wine and appetizers

Music and visit with Santa



Career Pathways graduates new class



Congratulations to the latest graduates from the Career Pathways class. Pictured are, back row: Wesley Morris, Michelle White Whirlwind. And front row: Cindy Roan Eagle, Annie Stoff, Megan Mills, Anne Torgerson.

Tax year 2015 W-2s

IRS regulations require employers to distribute W-2s to their employees on or before January 31, 2016. To ensure timely distribution of this document through inter-office mail, please review your next pay statement for the following:

- Is your name spelled correctly (as shown on your social security card)?
- Is your address current?

Please notify payroll of any changes you may need to make by December 10. Please contact Marie Greenfield-Sahli, Payroll Manager, by email if you have any questions.

2016 pay roll calendar

PAID ON	WK	WEEKS WORKED
15-Jan	1	DEC 13 THRU JAN 2
29-Jan	2	JAN 3 THRU JAN 16
12-Feb	3	JAN 17 THRU JAN 30
29-Feb	4	JAN 31 THRU FEB 13
15-Mar	5	FEB 14 THRU FEB 27
31-Mar	6	FEB 28 THRU MAR 12
15-Apr	7	MAR 13 THRU APR 2
29-Apr	8	APR 3 THRU APR 16
13-May	9	APR 17 THRU APR 30
31-May	10	MAY 1 THRU MAY 14
15-Jun	11	MAY 15 THRU MAY 28
30-Jun	12	MAY 29 THRU JUN 11
15-Jul	13	JUNE 12 THRU JUL 2
29-Jul	14	JUL 3 THRU JULY 16
15-Aug	15	JULY 17 THRU JUL 30
31-Aug	16	JULY 31 THRU AUG 13
15-Sep	17	AUG 14 THRU AUG 27
30-Sep	18	AUG 28 THRU SEPT 10
14-Oct	19	SEPT 11 THRU OCT 1
31-Oct	20	OCT 2 THRU OCT 15
15-Nov	21	OCT 16 THRU OCT 29
30-Nov	22	OCT 30 THRU NOV 12
15-Dec	23	NOV 13 THRU NOV 26
30-Dec	24	NOV 27 THRU DEC 10
13-Jan	1	DEC 11 THRU DEC 31

*3 week pay period for hourly employees

Rushmore Lions Pancake Benefit

Sunday, February 28
7:30 a.m.- 2 p.m.

Black Hills Works
3603 Range Road
Tickets are \$6

Children 8 and under eat free
All proceeds benefit BHW



BHW staff graduate from LRC



Congratulations Stephanie Beard, Alecia Apa, Dr. Justine Ashokar, and Dallas Caylor who graduated November 21 from the 2015 Leadership Rapid City program. Sponsored by the Rapid City Area Chamber of Commerce, LRC is a 12-week program designed to promote better understanding of the community, build leadership skills, and develop a network of community leaders.

Thank you

I want to thank everyone at Community Homes for supporting the progressive dinner at Community Homes Centennial, Wisconsin and Arizona. It was a fun social event that both the individuals and support staff enjoyed. Hats off to the great cooks, **Angel Wilcox, Becky Holloway, Judy Alvarez, and Beth Ebright!** Every dish was excellent! And a big thank you to **Becky Holloway** and **Carie McBride** for suggesting and planning the event.

Laura Gibson

A BIG thank you to **Kirsten Baxendale**. Kirsten, I want to express my deep appreciation for the help and support you have given not only the individuals we support out in the community with their jobs, but also with the help you have provided as a team member and coworker. I credit you for the success of the amazing individuals we work with who have fulfilled their goals of working in the community. Without your help and willingness to help them learn and grow, we would not be where we are today. I look forward to continuing working as a team. Thank you!

Amanda L. Harvey



Power of B winners

Congratulations and thank you to **Chantil Wilkerson, Amie Bach, Alyssa Salmon, Carie McBride, Becky Holloway, Kris Kuriowa, and Ashley Hamaker**, this month's Power of B winners.

Chantil was nominated for volunteering to assist an individual not on her caseload with physical therapy. Amie Bach was nominated because of her willingness to fill in during staff shortages and her annual Thanksgiving day meal at Fir. Alyssa was honored for her assistance at Special Olympics. Carie and Becky were honored for planning a progressive dinner for several homes. Kris Kuroiwa was nominated by a parent who is very pleased with the care Kris provides her son. Ashley was nominated for stepping to fill in when staff is short.

You can find Power of B nomination forms on Lotus Notes. To locate, click on Agency Main; click on Staff (left-hand green buttons); then click on Staff Forms. Choose your location, choose B Recognition Award, launch the document and print. Send your nominations to Dorothy Rosby at RSC. Winners receive \$50 and their story appears in *The Workplace*. *****But remember to give specific examples of how your nominee demonstrates the POWER of B. Tell about an incident that inspired you to nominate them.**

Kitchen staff score 100%

Job well done to **Laura Smith and Donna Hilton** for receiving a 100% on their last School Lunch Health Department Review. They go above and beyond to maintain a safe, sanitary, and healthy kitchen environment.

Tammie Quinn, Supervisor

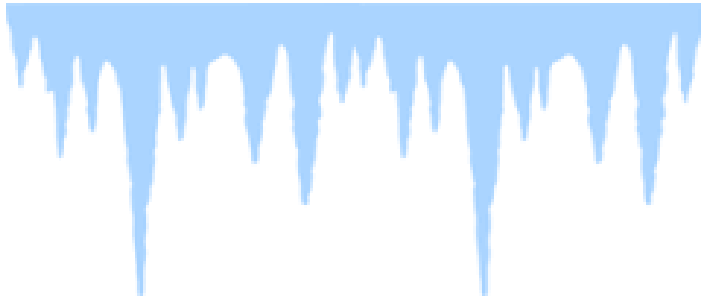
On the radio



Vice President of Human Resources Gayle Steiger has been doing radio interviews encouraging people to apply for employment at Black Hills Works. Here she is at KIQQ 104.1 in November.

Take the plunge

Joe Burmeister is now taking sign-ups for the 2016 Special Olympics Polar Plunge which will be held Saturday, March 5 at Harley Davidson. The indoor showroom will be a waiting room for those waiting to take the plunge. There will also be food vendors and a live band playing. Joe says there will be more prizes this year too, including a prize given to the group or organization who earns the most money. Joe recruited a state record 110 jumpers last year and is hoping to surpass that this year. If you plan to jump, you also need to recruit someone new to take the plunge, as well as raise a minimum of \$100. And that person will be asked to do the same. Call Joe at 593-2481 to sign up or ask questions.



Got ideas?

We want to hear them! There are now suggestion boxes located in the lobbies at BHW and BHWI, and by the mailboxes at RSC. CEO Brad Saathoff will review your suggestions monthly. BUT PLEASE INCLUDE YOUR NAME in case there are questions.

Welcome new employees

Lisa Richmond	CH-Arizona
Cassandra Goll	Minnesota
Brenda Shirk-Brimmer	Indiana
Jessika Mallory	Antelope Ridge
Amber Kelley	St. Cloud
Cody Carney	Fir
Shona Ollila	Fir
Patrick Luisi	Quincy
Tristan Bailey	Antelope Ridge
Rhadonda Quandt	Antelope Ridge
Shane Loftus	Antelope Ridge
Roseanna Guzman	Black Gap
Brooke Reidburn	CH-Allen
Ashleigh Young	Edwards D
Rayandre Blackcrow	Hampton
Tracy Scott	John's
Anita Altheide	John's
Carl Janis	Sitka

Broiled Curry Salmon

- 1/4 cup lemon juice
- 1 tablespoon curry powder
- 1 teaspoon dark sesame oil
- 8 ounces plain yogurt
- 4 six-ounce pieces of salmon (about one inch thick)

Combine top four ingredients and marinate the salmon for minutes in the mixture. Broil 8-10 minutes on a broiler pan sprayed with cooking spray oil.

(Thanks Darryl Keys, Wellness Committee. If you have a healthful recipe you'd like to share in the newsletter, send to Dorothy Rosby.)





Thank you for inspiring hope
& changing lives.



Black Hills Works Employees

Black Hills Works

Thank you so much for your donation to United Way of the Black Hills. Thirty-five local non-profit organizations that serve the Rapid City area will benefit from your generosity.

By working together we make every dollar count and give help, hope and a future to those who need it most. Thank you for creating opportunities and being an inspiration for so many in our community.

*Thanks to
all of you!*

Sincerely,

Renee Parker
Executive Director
United Way of the Black Hills

Turkey Bowling for Charity

Thanks to everyone who stepped up to toss the bird for a good cause on November 24. **Penny Green** was the 2015 Fitness Center Turkey Bowling Champion, with a final tally of nine “pins” knocked down. She chose to donate her turkey to WAVI of Rapid City (Working Against Violence, Inc.). Thank you **Joe Burmeister** for coordinating the event!



Turkey Bowling Champ Penny Green and Joe Burmeister.

People First hosts Peter Leidy

People First hosted Peter Leidy for three days at Black Hills Works. Peter is a consultant, trainer, and speaker on human services who focuses on personalized supports and community membership for people with disabilities. He also writes and sings songs about human service land and those who find themselves connected to it.

On Monday, October 26, he spent time at the Learning Center and the Suzie Cappa Art Center. Keven Moulton, Cindy Roan Eagle, Darrell Slone, Jen Harp (and baby Dexton), and Lisa Batteen accompanied him to Mt. Rushmore and the Gaslight that evening.

On Tuesday, October 27, he spoke to staff and on Wednesday October 28, he spoke to self-advocates, families and staff.

Peter uses humor and positive approaches to honor direct support professionals. Black Hills Works has two of his training tapes and four of his CDs of his humorous songs available. Contact Carie Diro if you are interested.



Peter Leidy and Keven Moulton.

**Like Black Hills Works
on Facebook and
follow us on Twitter
@blackhillsworks**

Learn about hospice, palliative care while healthy



By David Klocke, M.D., MHA, FACP

Most of us have heard of Hospice, and its cousin, Palliative Care, and there are many misconceptions about them. The most common is that these services are only for the very end of life or when one has

“thrown in the towel.”

To the contrary, Hospice is the model for quality compassionate care for people facing a life-limiting illness and is useful long before the terminal phase of illnesses such as heart failure, kidney failure, or cancer. Hospice provides expert medical care, pain management, and emotional and spiritual support expressly tailored to the patient’s needs and wishes. Support is provided to the patient’s loved ones as well. Hospice focuses on caring, not curing.

Palliative Care is similar in its goals, but is useful even when illness is not life limiting, and like Hospice care, focuses on patients’ goals of care, advance directives, and improving the quality of life. Here are some facts about Hospice and Palliative Care:

- In 2014, an estimated 1.6 to 1.7 million patients received services from Hospice.
- Rapid City Regional Hospital’s Hospice program serves more than 400 patients each year.
- In a New England Journal of Medicine article, patients with terminal cancer who received Palliative Care lived on average two months longer than those who received standard care.
- Patients report a higher quality of life with Palliative Care and Hospice services.
- Many patients wait until the last few days of life to obtain Hospice care, foregoing the many benefits of engaging earlier with this care.

The time to learn more about these life improving and life prolonging specialties is while you are healthy, before a crisis. Talk to your doctor about establishing an Advance Directive so your life goals and choices are clear. Don’t be subjected to care you don’t want. If you have a serious illness, ask your doctor if you could benefit from consulting with a Palliative Care specialist. To learn more, check out these organizations: National Hospice and Palliative Care Organization; American Academy of

Hospice and Palliative Care Association; Hospice and Palliative Care Nurses Association. Take care and “live well.”

David Klocke, M.D., MHA, FACP, is the Chief Medical Officer for Regional Health.

Lawn crew honored



Lawn crew members Matt Morin, Blaze Johnson, and Sy Neff.

Members of the 2015 Black Hills Works lawn crew received end-of-season awards in November. Pictured are **Matt Morin, Blaze Johnson, and Sy Neff**. Also on the crew were **David Heemstra, Matt Blauvelt and Sam Garcia**. Everyone received a mower key chain. In addition, Blaze Johnson was awarded an embroidered cap for attendance and outstanding performance. The Lawn Crew was headed up by Robin Murner and Randy Sheppard and they serviced more than 40 plus customers this summer.

People First presents at SDSM&T



For the second time, People First members were invited to present at the South Dakota School of Mines & Technology during National Disability Employment Awareness Month in October.

Wellness Works: Employee perks

If your New Years resolution is to get in shape, Black Hills Works provides employees with lots of ways to help you:

Fitness equipment loan program

Employees can receive no interest loans to purchase exercise equipment (also personal computers). Look for the Employee Personal Computer or Exercise Equipment Purchase Program form in staff forms on Lotus Notes.

BHW Fitness Room

The Black Hills Works fitness room is available for staff use when it's not in use by people supported. Contact Joe Burmeister at 593-1144 for information.

Frisbee golf course

The golf course is located behind BHW on Range Road. Come try it out.

Gym

When the gym is not in use, it's a great place to walk on a rainy or hot day. It is also available for rental for team sports. Contact Joe Burmeister at 593-1144 for information.

WaTiki Indoor Water Park

Employees can purchase WaTiki Indoor Water Park tickets at a reduced rate of \$8.50. Contact Laurie Todd at RSC.

YMCA discount

The YMCA offers a corporate discount to Black Hills works employees. Contact them directly to find out how you can sign up. We also have five free YMCA passes available to staff and people served. To use, tell the people at the desk you're with Black Hills Works and give them your picture ID.

Weight Watchers reimbursement

Employees are eligible for reimbursement for participation in Weight Watchers. See the reimbursement form elsewhere in this issue.

Bountiful Baskets

Carie Diro is the Volunteer Site Coordinator for Bountiful Baskets Food Coop which distributes produce baskets, organic produce baskets, artisan bread, and sandwich bread every other week. If you

would like to receive very affordable, healthy baskets of food see their web site, bountifulbaskets.org or contact Carie at extension 6209.

Wellness Works calendar

Check out the calendar to learn about local listings of 5 and 10k runs and walks, group runs, trail runs, and half and full marathons. You can also find out about hikes with the Rapid City Hike Club and more information about the group. Anyone is welcome to join the hikes and there is no fee to join. To access the calendar, go to Lotus Notes under Agency Main. Click on "Staff" on the side, and you will see a Wellness Works Icon in the middle of the page. Thank you Vallene Morris for updating the calendar.



If you have a healthful recipe you'd like to share, email to Dorothy Rosby to include in a future issue of The Workplace.

Save those Family Thrift receipts

Send your Family Thrift receipts to Stacy Morman or Lianne Brandrup at BHWI. Enough receipts will earn a \$1000 gift to Black Hills Works! There are also containers at RSC!



Weight Watchers Reimbursement Form

Black Hills Works wants to assist you in your goal to achieve a healthier lifestyle through proper nutrition and exercise. We are committed to providing our associates with the tools, knowledge and motivation to help make the right decisions about eating and exercise. To encourage healthy habits, Black Hills Works will provide 100% reimbursement of your Weight Watchers membership, provided that you participate in the program for 12 consecutive weeks, with no more than 2 absences, and have met the average weight loss recommendation set forth by Weight Watchers ($\frac{1}{2}$ - 2 pounds per week).

To receive the reimbursement, associates must be actively employed by Black Hills Works at the beginning and the end of the 12-week period. An authorized representative of Weight Watchers must verify your regular attendance and that you have achieved the average recommended weight loss by signing the form below. A receipt for the online membership will be accepted in lieu of the signature when participating in Weight Watchers Online.

Authorized Representative's Name: _____

Signature: _____

Date: _____

Start of 12-week period: _____

End of 12-week period: _____

Did the member meet the average recommended weight loss of $\frac{1}{2}$ - 2 pounds per week during this 12-week period?

Yes?

No?

Monthly Pass Fee: _____

Submit your completed form and receipts if required to Tammy Jaques (tjaques@bhws.com).

Questions? Email tjaques@bhws.com

Out & About December 2015

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
			Holiday Concert 12:00 pm Free Dhal Fine Arts Center	Out to Eat Z'Maricks 6:00 pm \$15.00	Ugly Sweater Contest Main Street Square 6:00 pm Free	Orchestral Winterscape Arts Center \$22.00 7:30 pm
6	7	8	9	10	11	12
Cookies & Cards Journey Museum 2:00 pm \$10.00	Monday Night Football Valley Sports Bar 6:30 pm \$15.00	Rush vs. Wichita Thunder Civic Center 6:35 pm Free	Holiday Concert 12:00 pm Free Dhal Fine Arts Center Wacky Wed Bowling \$6.00 9:30 pm		Rush vs. Quad City Mallards Civic Center 7:05 pm Free	Holiday Express 1880 Train Ride Keystone 11:00 am \$30.30
13	14	15	16	17	18	19
Ghost Dance Journey Museum 2:00 pm \$10.00	Monday Night Football Buffalo Wild Wings 6:30 pm \$15.00		Putz-N-Glo 6:00 pm \$10.00		Storybook Island Christmas Lights 6:30 pm Free	Ice Fishing Fun (no actual fishing) Outdoor Campus 2:00 pm Free
20	21	22	23	24	25	26
Movie & Wrapping at RSC 12:00 pm – 2:00 pm Training room 1 Free	Monday Night Football Valley Sports Bar 6:30 pm \$15.00		Holiday Express 1880 Train Ride Keystone 12:45 PM \$30.30	Christmas Cruise Viewing of the lights 6:00 pm Free		
27	28	29	30	31		
Rush vs. Colorado Eagles 4:05 pm Free		Snowshoe Hike Outdoor Campus 1:00 pm Free		Rush vs. Tulsa Oilers Civic Center 6:35 pm Free		



Volunteer News

Volunteer of the Month

Ellie Bernard is our volunteer of the month at Black Hills Works! Ellie has been so impactful in one of the people we serve lives, Erin. In taking one evening out of the week, to enjoy dinner, hang out, and have "girl time", Ellie has made a lasting difference. Hearing the stories that come back from the evening spent with her friend puts a smile on the staff's face, and most of all Erin. Thank you Ellie for stepping out, volunteering, and developing a caring friendship! You are amazing!

It has been a busy couple months since the last newsletter. Volunteers have given their time in a variety of ways. We ended the summer with a celebration with the Black Hills Works Show 'n' Shine Car Festival where volunteers brought their wheels to show off to the people we support and staff. Among the volunteers that served in the past months, we had the School of Mines Football Team who helped out Maintenance with rock removal and removing a juniper bush where another hydroponic greenhouse is now started with Gregson Gardens, and volunteers. Other groups have helped at the Suzie Cappa Art Center downtown and the Learning Institute, as well as, at our last two big events the Haunted House and the Gala! Thanks to Teen Up! And Beyond the Books for your support in these!

Again, THANK YOU!

Audrey Nordine, Volunteer Coordinator





Person Centered—Hang out with a person served, whether by going out to eat, into the community, teaching cooking skills, fishing and other outdoors activities, or simply being at their home. This is a huge need to create that line between community, and we want you to be a part of that! Timeframe is flexible (Sunday-Saturday; all times)

Art Partner—Whether you have a passion for art or not, we want you to help support our artists in their creativity in one of the Suzie Cappa Art Centers! Time frame is specific to location (Monday-Friday; day time hours)

Learning Institute Classes—Have a passion? A talent or hobby? Gone on a exotic vacation? Come share that with the people served at the Learning Institute by teaching a class! Anything from weather, your job, history, you name it...we want to learn about it. (Monday-Friday; 9:00-2:00)

Technology Support—Teach iPad, computer, smart phone, technology in a class or one on one with a person supported. Time frame is flexible, and specific to location (Sunday-Saturday; all times)

Sensory Partner—A variety of activities are available for this position. It's your chance to get creative by teaching a class, helping with cooking, supporting people we serve one on one in the evening portion of the Sensory Development Day Services. Time frame for these services is M-F 3:00-6:00.

Event Support—Help out with both Foundation events, as well as, events throughout the year like dances, holiday events, Out and About, home events, etc. Time is flexible and varies.

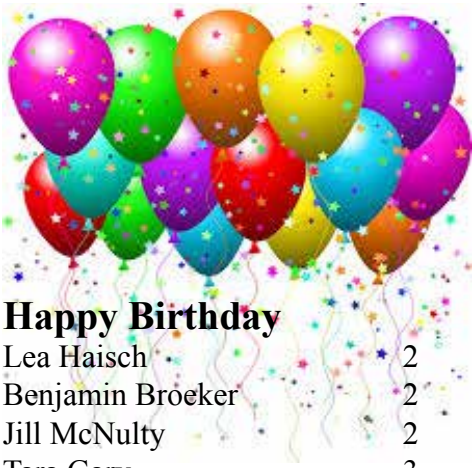
Annual Christmas Party—Our person served Christmas party is just around the corner. It will take place at the Ramkota Hotel on December 6th at 5:00. We are looking for a couple volunteers to support!

Contact Audrey Nordine, Volunteer Coordinator at

605-718-8328 or by email at anordine@bhws.com

for any of these opportunities, to inquire about applying to be a new volunteer, or to discuss ideas that you have for volunteering opportunities.

Application can be found at www.blackhillsworks.org/support-us/volunteer



Happy Birthday

Lea Haisch	2
Benjamin Broeker	2
Jill McNulty	2
Tara Gary	3
Todd Wicks	4
Sandra Ollila	5
Jolene Keegan	6
Brad Winter	10
John Walter	10
Katie Zwetzig	10
Chris Fliginger	11
Melissa Dodd	11
Joe Burmeister	13
Tianna Hurt	13
Brookley Garman	14
Carl Dixon	15
David Louie	17
Alisha Staller	18
Mary Wheeler	19
Robert Graham	19
Jason Smith	20
Terry Wilson	20
Robin Madsen	21
Bronson Odle	21
B.J. Strand	22
Trena Garlick	22
Deborah Mitchell	22
Brandi Buskohl	22
Bob Kringen	23
Sara Pekny	24
Natalie Dekay	24
Jina Osthus	24
Teri Alford	25
Summer Klescewski	26
Susan Roth	26
Paul Warren	27
Amanda Allen	27
Rebecca Spangler	27
Carol Ruggles	27
Stacy Morman	28
James Crisp	28

Victoria Hopperdietzel	28
Lisa Richmond	28
Rayandre Blackcrow	29
Katelynd Boyd	30
Sarah Holz	31
Kayla Wagner	31
Jennifer Black Feather	31

January

Keith Davenport	1
Susan Varga	3
Kerry Yantes	4

Employment anniversaries

Vince Horne	21 years
Taylor Nicolaisen	12 years
Janis Frank	11 years
Laura Smith	35 years
Gayle Steiger	35 years
Leah Drummond	6 years
Brenda Bonham	8 years
Vandal Devries	8 years
Patricia Naugle	1 year
Ladonna Wilson	5 years
Douglas Neisz	5 years
Teresa Kjos	5 years
Samantha Gorder	5 years
Taylor Bertsch	1 year
Julie Haataja	4 years
Amanda Harvey	4 years
Beth Ebright	4 years
Angela Miller	3 years
Rai Gonzales-Christensen	2 years
Helen Usera	2 years
Kayla Butts	2 years
Lisa Lotz	2 years
Taylor Neugebauer	1 year
Lana Mesteth	1 year
Melissa Delker	1 year
Ashley Deel	1 year
Lisa Noetzelmann	1 year
Deseray Baker	1 year
Jessica Halvorson	1 year