

The Workplace

November 2015

Haunted House celebrates ten years

A big thank you to **Danette Schille and Audrey Nordine** for organizing the Haunted House which took place on Friday and Saturday, October 30 and 31. Danette estimates at least 700 people attended over the two nights. She'll know more after she's counted up the canned food brought in. Admission was a non-perishable food item which will be donated to Feeding South Dakota.

The Haunted House has expanded over its ten year history, from one area in the Learning Institute, to the gym, and to this year, where it took up much of the building. A highlight this year was the Storybook Land Gone Bad.

More than 60 volunteers helped scare visitors on Friday and Saturday evenings. Thank you to all the employees and people supported who helped. Our thanks also to students from Beyond the Books, Teen Up, Stevens High School, West Middle School, St. Thomas Moore, and Douglas school's ROTC.



Yikes! Who is that? A scene from the Haunted House that took place on Friday and Saturday evening.

BH Services receives Exceptional Rating

Custodial crews at Ellsworth Air Force Base had their annual evaluation recently. On the Contractor Performance Assessment Report, they received a "very good" rating in one of five categories and "exceptional" ratings in all four others. Their overall rating was "exceptional." Congratulations BH Services!

New home at Antelope Ridge

Five people served by Black Hills Works have now moved into the Antelope Ridge housing development located in Box Elder. It will soon be home to three more. One of the new residents is **Al Weber**, who along with his roommate **Dorothy Ribble**, moved from a group home. Both are very happy with the new arrangement. Michelle Aman says she visited Al and Dorothy in their new home. She asked Al what he liked best about it. He told her it was the quiet. "Listen," he said. Michelle says, "I said, I don't hear anything and Al said 'exactly.'" She says Al told her, "I am so satisfied."

Al Weber, one of the new residents at Antelope Ridge, shows off his catch. Direct Support Professional Jennifer Hidde accompanied him fishing.



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

Nutrition class

A new year ... a new you!

The Wellness Works Committee is offering an introduction class to good nutrition in December. It's perfect timing, as we all think about our health and fitness goals for the new year. The class will be taught by certified health and fitness coach Lori Ellis. And we have a variety of times available which we hope will fit everyone's schedule.

RSC

Monday, November 30, 3:00-4:00 p.m.

Tuesday, December 8, 9:00-10:00 a.m.

BHWI

Wednesday, December 2, 7:30-8:15 a.m.

Working at Pizza Ranch

Sarah Ray has been employed at Pizza Ranch since Monday, June 22. Her duties include putting Parmesan cheese containers on tables and cleaning tables and chairs. Job Developer Amanda Harvey says Sarah has been very successful and is enjoying her job.



Sarah Ray poses in front of Pizza Ranch where she has worked since June.

Farewell Larry



Black Hills Works employees bid farewell to **Larry Thovson**, who served as Information System Manager at Black Hills Works since 1997. Larry died on October 29. Services were held on November 2.

BHW Employees are generous!

Together Black Hills Works employees raised \$6,747 for United Way of the Black Hills. Their generosity will help 35 local non-profits that work together to solve community problems.

Fitness Center is for everyone, including wheelchair users

More people who use wheelchairs are using the services at the Black Hills Works Fitness Center. **Kelli Blosmo** comes down to the fitness center every morning with her friends. **Shane Ruml** says Kelly's routine includes using the wind jammer exercising machine for 30 minutes, strength training and conditioning for 30 minutes, often with friends. She also often dances or plays Pac Man to build hand eye coordination and muscle control. Shane says Kelly is a great advocate for her own health and she spreads the word to others about how great she feels and how much fun she is having in the Fitness Center.



Kelli Blosmo and Abbie Wells work out with bands in the Fitness Center.

Casey Pourier receives letter from Governor



Suzie Cappa artist Casey Pourier received the following letter from Governor Dennis Daugaard.

Dear Casey,
While in Rapid City for the “Morning Fill Up” event at the Garage, Matt Ehlman gave me a beautiful Native American headdress painting that you completed. You are a very talented artist! I have decided to hang it in the South Dakota Department of Tribal Relations office.

I wanted to send a quick note to thank you for the painting and express my appreciation for your creative gift. If you are in Pierre, please stop by the Department’s office located at 302 East Dakota Avenue to view your work on display.

I wish you the very best and hope you will continue creating beautiful pieces of art.
Sincerely,
Dennis Daugaard

A gift in the mail Joyce Not Help Him

received a wonderful gift recently. This handmade shawl was made and mailed by Belen, a woman who was a parent/ counselor/ leader with a Youthworks group who volunteered in the Learning Institute this past summer. Joyce and Belen hit it off and had many long conversations that week, and Joyce made her new friend a bracelet. In return, Belen made the shawl for Joyce.



Three staff now qualify as CQL certified interviewer

Congratulations to **Jacki Schoenrock**, **Tara Blasius**, and **Amanda Diers** who are now a CQL Certified POM (Personal Outcome Measure) Interviewer.

The three attended an intense week-long training in Spearfish in June. Then a CQL reviewer observed them doing interviews with a person we support. They all passed the process and will now be doing POM interviews and entering the data in a national database.

Helen Usera named to AFGSC Civic Leader Program



Congratulations **Dr. Helen Usera**, who has been invited to be join the Air Force Global Strike Command (AFGSC) Civic Leader Program. AFGSC’s mission is to develop and provide combat-ready forces for nuclear deterrence and global strike operations. Civic Leaders advise,

guide and help communicate important Air Force issues to the public. They are part of a continuing and direct dialogue with the commander and other key decision-makers about the challenges of how to best maintain deterrence and global strike capabilities which undergird a strong national defense, given practical resource constraints.

Civic leaders provide timely, pertinent information about subjects important to the people they represent and are able to explain Air Force programs to others they come in contact with professionally and personally. Helen will serve a three-year term as a Air Force Global Strike Command Civic Leader.

NDEAM month celebration held

The Workforce Diversity Network team and Rapid City Society for Human Resource Management hosted a National Disability Awareness Month (NDEAM) breakfast on October 21 at the Rushmore Plaza Holiday Inn. Along with networking and information sharing, there was an awards program to recognize employers who have hired qualified individuals with disabilities. Honored were Pizza Ranch, who was nominated by Black Hills Works, Breadroot Natural Foods Co-op, and Ricks Body Shop.

Flutter presents theatre classes



Flutter Productions is now offering theatre classes at 3603 Range Road. Classes will be offered in the Flutter Production area at BHW unless otherwise noted, and they are open to people served, employees, and community members.

Monday 1:00-2:00 Theatrical Design

Participants will learn about set, costume and makeup design.

Tuesday 1:00-2:00 Performance Workshop

Participants will work on acting, performing, and learning about pieces from productions and theatre etiquette/rules/techniques.

Wednesday 12:45-1:45 Brain Injury Rehabilitation Program (open only to BIRC participants)

Participants will work on exploring their own story and turning it into theatre.

Thursday 10:30-11:00 Creative Play

Participants will play theatre improv games.

Thursday 1:00-2:00 Me, Myself and I

Participants will work on exploring their own story and turning it into theatre. Class held in the Retirement Room.

Friday 12:30-1:30 Play Writing

Participants will work on writing their own work.

Friday 2:00-3:00 Suzie Cappa Center Downtown

Participants will work on exploring their own story and turning it into theatre.

For more information on classes call Heather Pickering at 718-8338. If transportation is an issue and you have someone that is interested, please let Heather know. There's a possibility of arranging for a volunteer to assist in transportation.

Welcome to the BHW family

Congratulations **Alexi and Casey Kieffer** on the birth of daughter **Harper Rose** on October 9.



Congratulations **Cara and Travis Jordan** who welcomed their twins **Kayden and Kaylee** into the world on Saturday, October 3.

Happy Halloween from BH Services staff at Offutt



Black Friday
50% OFF
Suzie Cappa
Artists Artwork
10 am to 2 pm

In gallery items only. Does not apply to special orders, online sales, or guest community artist work.
Good 11/27/15 only.



suzie cappa
art center 722 St. Joseph Street
Rapid City, SD
605-791-3578

Flutter Productions story appears on NEA site

The National Endowment for the Arts is celebrating their 50th anniversary by posting stories of some of the many successful projects they have funded. When they asked for stories, Heather Pickering, Director of Flutter Productions, responded. Her wonderful story about how Flutter Productions came about was selected to be featured. You can read it at <http://arts.gov/50th/stories/heather-pickering>

Buddy Walk held



Darlene Running Bear and a friend at the dance that was held during the 2015 Ups Of Downs Buddy Walk Family Carnival & Dance held on October 24.



Power of B winners

Congratulations and thank you to **Amanda Diers, Brandy Scheller, Brittany Falk, and Julaine Onken**, our October Power of B winners. Amanda was nominated for filling in as a service coordinator while handling all her other responsibilities. Brandy was nominated for going above and beyond to make sure medications are administered. Brittany is being honored for her extra efforts to get Antelope Ridge up and running, and Julaine was nominated for stepping in to assist hospital staff when a person served was uncooperative when in need of medical assistance.

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.**

A Heartfelt Gathering

November Art Night

Friday 11/13 5pm to 8pm

Wine & Appetizers Artist Meet & Greet Music by Dan Alsup

722 St. Joseph Street
Rapid City, SD
605-791-3578
www.suziecappaart.com



Use it or lose it!

Time to check your vacation balance

Now is the time to check your vacation time to determine if you need to use any before the end of the year (12-31-2015). The most you can carry over into next year (2016) is the maximum you accrue in one year. For example, if you accrue 8 hours per month, you can't carry over 96 hours. Any unused hours over the maximum will be lost. It is your responsibility to check vacation hours needed to use. If you have any questions, please email or call **Marie Greenfield-Sahli, Payroll Manager, at 718-6251.**

Black Hills Works

2016 Holiday Calendar



New Year's Day	Friday, January 1
President's Day	Monday, February 15
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Thanksgiving	November 24 & 25
Christmas	December 25 & 26

BH Services

2016 Holiday Calendar



(For those working on federal contracts)

New Year's Day	Friday, January 1
Martin Luther King Day	Monday, January 18
Washington's Birthday	Monday, February 15
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Columbus Day	Monday, October 10
Veteran's Day	Friday, November 11
Thanksgiving	Thursday, November 24
Christmas	Monday, December 26

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.

Wisconsin Halloween



The folks at Wisconsin Apartments painted pumpkins the weekend before Halloween.

Magic Soup

2 cans low sodium chicken broth
3 cups low sodium V-8 or tomato juice
2 cans Italian diced tomatoes
1 small onion
1 package sliced mushrooms
3 carrots, peeled and sliced
1 zucchini, diced
1 yellow squash, diced
2 cups fresh or frozen green beans
1 can kidney beans, drained and rinsed
3-4 cups shredded cabbage
1 tsp. Italian seasoning
2 cloves minced garlic
Salt & pepper to taste

In a large frying pan, sprayed with cooking spray, saute garlic, onions, carrots, and mushrooms for five minutes. In a large crock pot, combine sauteed garlic and vegetables with remaining ingredients. Then cook on high for 3 to 4 hours, or until vegetables are cooked. Adjust ingredients according to your taste.

Nutritional information per 1 cup of soup:
57 calories, 11 grams carbs, 0 grams fat, 3 grams protein, 398 mg. sodium

Additional optional ingredients: For a thicker, hardier soup that is both filling and healthy, add two large skinless chicken breasts, diced.

(Thanks Darryl Keys of the Wellness Works committee for the recipe.)

For Rapid City employees

Healthy for the Holidays Weight Loss Challenge



Email Tammy Jaques to join

- ◆ Join the challenge for \$20 (due at your 1st weigh in).
- ◆ Weigh-in must be recorded between Monday, November 2 — Friday, November 6, 2015.
- ◆ Weekly weigh-ins will be available but are not required.
- ◆ Final weigh-in will be held between Monday, January 4 — Friday, January 8, 2016.
- ◆ Weigh-in must be done on the scale at RSC with Debbie Heintz and will be kept confidential.
- ◆ Results will be based on percentage of weight lost.
- ◆ Weekly prizes will be given away for those who choose to weigh in weekly.
- ◆ The first place winner with the highest percentage of weight loss will take 70% of the pot (from entry fees). Second place will receive 20% and third place 10%.



Out & About: November

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 WWE Casper WY	2 WWE Casper WY Holiday Concert Dahl Free 12:00 pm Monday Night Football 5:30 pm \$ 15.00 Buffalo Wild Wings	3	4 Wacky Wednesday Bowling 9:00 pm – 11:00 pm \$6.00	5 Out to Eat Black Hills BBQ 5:30pm \$20.00	6 Double Date Night (Dinner & Movie) 5:30 pm \$25.00	7 Watiki Adventure 11:00 am \$8.50
8 Learning Forum: Up, Up & Away Journey Museum 2:00 pm \$10.00	9 Holiday Concert Dahl Free 12:00 pm Monday Night Football Buffalo Wild Wings 5:30 pm \$15.00	10	11 Wacky Wednesday Bowling 9:00 pm – 11:00 pm \$6.00	12 Movie Night (TIME TBA) \$7.50	13 Anonymous Art Exhibition Dahl 6:00 pm Free Hairball Deadwood Mountain Grand 8:00 pm 25.00\$	14 Saturday Art Adventures Dahl Free 1:00 pm – 3:00 pm
15 Holiday Crafts Journey Museum 2:00 pm – 4:00 pm \$10.00	16 Holiday Concert Dahl Free 12:00 pm Monday Night Football 5:30 pm \$15.00 Buffalo Wild Wings	17 Dutch Oven Cooking Outdoor Campus West Free 5:30 pm -8:30 pm *Advanced Registration Required *Waiver Required	18 The Browns Concert Civic Center Free 7:30 pm Rush Game Civic Center Free 6:35 pm	19 Arcade Night 6:00 pm – 8:00 pm \$15.00	20 Rush Game Civic Center Free 7:05 pm	21 Mines Buddies Suzzie Cappa Event 10:30 am-12:00 pm Free Holiday Art Market Dahl 11:00 am FREE
22 Arts & Crafts at RSC Winter Decorations! Supplies Provided Free 2:00 pm	23 Monday Night Football 5:30 pm \$15.00 Buffalo Wild Wings	24	25 Movie Night (TIME TBA) \$7.50	26	27 Holiday Express 1880 Train Keystone 2:30 pm \$28.00	28 Rush Game Civic Center 7:05 pm Free Festival Of Lights Parade 5:30 pm
29 Wildlife Sanctuary Spearfish 12:00 pm \$10.00	30 Storybook Island Christmas Lights 7:00 pm \$5.00					

Flu vaccine myths

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



It's that time again; time for your annual flu vaccination. The Centers for Disease Control (CDC) recommends an annual flu vaccination for every person 6 months of age or older. Still, many people continue to worry about the risks of vaccination. It is such an important and simple preventive measure for everyone,

that I will address common influenza vaccination concerns.

Myth #1: I took a flu shot and I got the flu. It is impossible to get the flu from influenza vaccine. Unlike a few other vaccines that contain an active virus, the influenza vaccine does not contain any complete viruses, dead or alive. You might have become ill with another virus, or even influenza, coincidentally at the time you received your vaccine. Also, because the influenza vaccine takes about two weeks to reach its full effectiveness, it is possible to contract influenza during that time.

Myth #2: I'm allergic to the flu vaccine. This is possible, but extremely rare. True allergic reactions cause side effects within minutes or a few hours at most. In most cases, individuals who believe they are allergic to the vaccine can receive a supervised smaller dose at the doctor's office to ensure they tolerate the vaccine well. They can receive a full dose later.

Myth #3: The flu vaccine doesn't work. Studies show a 71% reduction in flu-related hospitalizations among adults of all ages and a 77% reduction among adults 50 and older. Giving flu vaccine to pregnant women is 92% effective in preventing hospitalization of newborns for flu. Flu vaccine in children reduces pediatric intensive care unit admissions for flu by 74%. All that said, not every strain of influenza virus is present in the annual vaccine so vaccination isn't perfect.

Myth #4: I received a flu shot and I got stomach flu. The illness people call stomach flu usually consists of nausea, vomiting and diarrhea. This isn't influenza, a lung infection, and the flu vaccine does not protect

you against this illness, which is usually caused by a different type of virus or a bacteria.

With the first sporadic influenza cases now showing up in South Dakota it's time for you and your family to receive the annual influenza vaccine. Protect yourself, your family and your community and get vaccinated!

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

Welcome new employees

Rodney Mason	OPC
Nicole Carrier	Antelope Ridge
Randy Sheppard	Echo Works
Katy McPherson	BHWI
Amy Butts	CH-Allen
Tori Eddington	Black Gap
Deanna Keller	Edwards C
Brittany Stanton	John's
Faye Pate	RSC
Angela Heinen	Fir
Brandie Gehrke	Antelope Ridge
Jacob Swier	Hampton
Yvonne Wohlhueter	BHW nursing
Terrell Black Eyes	Edwards D
Veronica Bearden	Fir
Martha Riebe	CH-Allen
Lesley Whipple	Fir
Heather Bryans	Fir
Krystena Sanger	John's
Ellen Stevens	John's
Sandra Stands	CH-Centennial
Grace Winchester	Hampton
Allyssia Yellow Hawk	Hampton
Susan Roth	St. Cloud
Kelsey Krueger	Hampton
Shauna Blair	Quincy
Brandi Buskohl	Minnesota
Diana Rahn	Edwards D
Jennifer Hidde	Antelope Ridge
Patricia Johnson	CH-Centennial
Aeslie Schanche	St. Cloud
Susan Varga	CH-Allen
Sheri Magnuson	CH-Centennial
Connie Jo Walters	Parkview

Happy Birthday!

Tyler Deyoe	1
Diana Rahn	2
Edwin Nelson	3
Mallory Buxton	3
Tina Leavelle	3
Courtnei Schafer	5
Robin Murner	6
Shanna Niswender	6
Ruth Bearing	7
Michelle Mechaley	7
Grace Winchester	7
Jodie Ebert	8
Candy Bice	8
Shaun Archer	10
Felicidad Pritchard	11
Deloris Frank	12
Pam Nelson	14
Anthony Smith	15
Youngjae, Kim	15
Juliann Findell	17
Paul McElwain	17
Annette Thomas-Ward	17
Adonica Little	19
Kim Jones	20
Darryl Keys	20
Brandy Scheller	20
Sandra Redden	20
Floyd Myers	20
Amy Smith	21
Elizabeth Kellerman	21
Danielle Sabrowski	21
Sheila Huether	22
Trisha Michael	22
Loyd Gale	23
Daniel Hern	24
Shawn Snellgrove	24
Anthony Tate	25
Melissa Curttright	25
Lori Miller	26
Jerry Potter	26
Patti Boardman	28
Michael Hacker	29
Justin Schafer	30
Teresa Kjos	30
Delrita Lunderman	30
Brittany Stanton	30

Happy Anniversary!

Brian Boesen	20 years
Melissa Evenson	23 years
John Gordon	10 years
Melissa Konrad	4 years
Bob Kringen	34 years
Kathy LaForest	29 years
Lissa Marotz	22 years
Gene Mason	13 years
James Platt	17 years
Brad Saathoff	13 years
Georgett Steele	19 years
Shelley Wilson	29 years
Karen Constantino	3 years
Michele Benda	9 years
Shaina Rommel	6 years
Patti Boardman	5 years
Jake Wiedenmeyer	4 years
Tara Delzer	3 years
Judy Alvarez	3 years
Amanda Todd	3 years
Robin Deboer	3 years
Dianne Hartson	3 years
Vanessa Ehlis	3 years
Candy Bice	2 years
Alyssa Salmon	2 years
Floyd Myers	2 years
Kara Mahoney	2 years
Antwaun Brewer	2 years
Theresa Zimmerman	2 years
Renee Small	2 years
Heather Nagel	2 years
Karen Young	25 years



The Best and Worst Restaurant Salads

If you think you're getting a light, healthy bowl of greens when you're eating out at favorite restaurant, you may want to take a closer look. While many restaurant salads are low in calories and loaded with healthy ingredients, others are diet disasters packed with calorific ingredients like fried chicken, full-fat cheese, and creamy dressings that are overflowing with hidden fat, calories, and sodium.



Chili's

Thumbs up: Chili's Grilled Chicken Salad. Chili's Lighter Choices menu serves up several healthy picks and the Grilled Chicken Salad tops the list. With 38 grams of protein, this hunger-busting salad is guaranteed to keep you full for hours. If that weren't enough, black beans, tomatoes, and corn relish deliver a bonus 5 grams of filling fiber plus plenty of satisfying complex carbs. One serving is a respectable 430 calories. But, if you'd like to trim its 22 fat grams and 1,010 milligrams of sodium, ask for your dressing on the side and skip the cheese.

Thumbs Down: Quesadilla Explosion Salad. Don't let the grilled chicken fool you. Chili's most popular salad clocks in at a gargantuan 1,410 calories. Complete with quesadilla wedges, it serves up 89 grams of hidden fat (of those, 26 are saturated). Sodium-wise it's a nightmare too, with nearly 2,400 milligrams worth.

Outback Steakhouse

Thumbs Up: Outback Steakhouse Shrimp Caesar Salad. While it's not exactly diet food, the Shrimp Caesar Salad provides 712 calories and 53 fat grams, slightly better than our Thumbs Down choice. Ask for a side of tomatoes to bulk up the veggies. By requesting your dressing on the side and using only a small amount, you'll lighten it up even more.

Thumbs Down: Aussie Chicken Cobb Salad with Crispy Chicken. Think salad is a healthy alternative to steak? Not when the word "crispy" is in the description. In addition to fried chicken, this bowl is weighed down with bacon, eggs, croutons, and two different kinds of cheese. Order yours with the honey mustard dressing and you'll find yourself staring down a staggering 1,285 calories, nearly 100 grams of fat, and more saturated fat and sodium than most of us need in an entire day.

Ruby Tuesday

Thumbs Up: Ruby Tuesday Sliced Tomatoes with Balsamic Vinaigrette. While Ruby Tuesday's Garden Fresh Salads deliver upwards of 700 calories, there is a diamond in the rough. The Sliced Tomatoes with Balsamic Vinaigrette from their Fit & Trim menu clocks in at a mere 52 calories and 1 gram of fat. Pair them with an order of Barbecue Grilled Chicken for a protein-rich, low-carb meal that packs only 302 calories and 5 grams of fat.

Thumbs Down: Carolina Chicken Salad. Weighing in at 1101 calories, 46 grams of fat, and 1057 milligrams of sodium, fried chicken, bacon, full-fat cheddar cheese, and croutons make this the most caloric salad on the menu. Instead, get your produce from Fit & Trim menu where you'll find loads of fresh veggies that you can pair with a calorie-controlled portion of protein like the Petit Jumbo Shrimp Scampi.

Information taken from <http://www.cookinglight.com/eating-smart/smart-choices/best-restaurant-salads>

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



American Cancer Society
Great American Smokeout®
November 19, 2015

Today's the day you get on track to beat cigarettes.
For help crossing the finish line, call us.

1.800.227.2345
cancer.org/smokeout

