

Progress Notes



Providing residential and support services to persons with disabilities since 1971.

July, 2005

Annual Meeting / Board Changes

DRCC elected new board officers at its Annual Meeting on June 2nd. Mickey Ferguson, president; Nancy Lane, vice-president; and Dennis Ramberg, secretary/treasurer. Outgoing board members Tony Mancuso, Debra Oliver, and Jeff Johnson were acknowledged for their service to DRCC.

Ellen Quinn, Kent Oliver, and Katie Bridges were elected to the DRCC Board of Directors at the Annual Meeting. Ellen works for St. Louis County, serving as Public Information Officer.

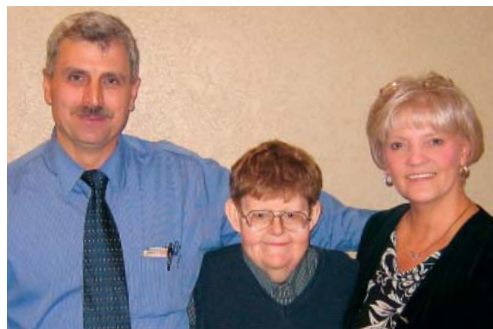
Kent, along with his wife Debra, owns and directs Oliver Management Company – developing and managing properties. Katie Bridges works part-time in the cafeteria for the Duluth School District and also receives support services from DRCC.



New Officers: Mickey Ferguson, President; Dennis Ramberg, Secretary/Treasurer; Nancy Lane, Vice President.



New Members:
Ellen Quinn, Kent Oliver, Katie Bridges (not pictured).



Departing Members:
Tony Mancuso, Jeff Johnson, Debra Oliver

Managing our Resources

Within the current political environment (both in Minnesota and nationally), funding resources are being stretched. This is true for human services, education, health care, and other government programs.

At a time when financial resources are becoming more limited, it is important to make sure we are being good stewards of the money we receive. The majority of the money DRCC receives comes from taxpayers, through the Medicaid program. Below is a summary of how we utilize the money we receive.

As with most service-oriented businesses, our greatest cost is staff salaries and benefits. Of the money we receive 77% is directed toward

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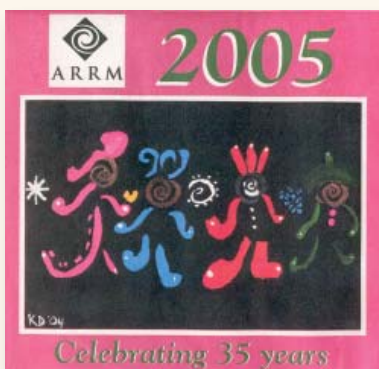
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A place of their own

Michael Magariner and his mom Pat are excited about their new home. Michael receives support services through DRCC's *In Home Family Support Program*. Through the Northern Communities Land Trust, Pat and Michael were able to purchase a brand-new 3 bedroom/2 bath home with a garage for \$50,000.00 below market value. Pat has never owned a home and it was always her goal to have a place that she owned. Pat and Michael enjoy their new home and are appreciative of being part of the Land Trust program.



"Bag Art"

Kathleen Driscoll, who shares a home with two other women at *DRCC-Merritt*, was one of 10 artists selected to have their artwork displayed on participant bags at this year's annual ARRM conference. Each conference attendee receives a bag filled with conference materials. The SOHO art group from the Range Center in Chisholm, Minnesota selected the 10 finalists.

Kathleen is an accomplished artist and is very involved in the UDAC art program. She enjoys all sorts of mediums, but is primarily interested in painting.

Speaking of art... DRCC recently renovated basement space at *Oneota* into an art space where people can participate in a variety of art projects. DRCC staff are available to assist clients in exploring a variety of mediums and activities such as collage, painting, drawing, chalks, tie-dying, scrapbooking, and stamping to name a few. We also have staff working with clients interested in making movies and clay animation.

Employee Milestones



The work of DRCC is carried out by its many dedicated staff. We are again recognizing staff who have reached a milestone anniversary over the first six months of the year. Without exception, the following employees have shown a commitment to the people they work with - staff and clients, loyalty to DRCC, and a desire to make lives better.

25 YEARS

Karen Lehto started working at *Triplex* in May of 1980, and has been Program Director there since August of 1986. She grew up in Orr, Minnesota and has a bachelor's degree in Sociology from the University of Minnesota-Duluth. She says she "enjoys the job and the clients" and that the "twenty five years have gone very quickly." A few years ago Karen moved to a new home in the country, which she enjoys with her husband and two cats. In her spare time, Karen enjoys gardening, archeological digs, camping, hiking, snowshoeing, and time at her cabin.

20 YEARS

Rod McKenzie started at *Hillside* in March of 1985, and continued there for 16 years, being Program Director for most of that time. He is currently Program Director at the *Wheeler* program. He has a bachelor's degree in sociology from the University of Wisconsin-Superior. Rod offers these observations on his years of service: "Make sure you are the cause of more smiles than frowns, and before you go doing those things you think a staff person is supposed to do, stop and ask yourself how you would like it if some-

one approached you that way. Find time to think about it." Rod's interests include music, antique collecting, and camping in his motor home.

Mike Hagge has been working for DRCC sporadically in various positions and programs since 1975, and consecutively since 1985. He is currently a Program Manager. He has a bachelor's degree in history from Mankato State University. Mike's interests include mountain biking, kayaking, traveling on the cheap, photography, and film, not necessarily in that order. He currently lives alone, but considers himself "between wives".

15 YEARS

Julie Kubala started her employment at DRCC in 1990 first as a Program Implementor, and later as Program Coordinator at *Riverside*. She became Program Director at *Duplex* in 1999, seeing that program through its transition to "*La Verne*" in 2000. Julie has many interests, including books, scrapbooking, and numerous charitable causes. She lives in Superior with her husband Joe and their cats Maizie and Tiger Lily.

Larry Gomer has been working as a part-time RN at *Thalassic* since February 1990. Larry brings a sense of humor to his work and is referred to as Larry Gomer Sir as he has earned the respect of all the strong-willed women he works with.

Pam Heinzen began working in March 1990 as Program Coordinator at *Thalassic* and became Program Director in November 1998. She is a happy young grandmother of two. She enjoys camping, traveling, four-wheeling, motorcycling and snowmobiling.

Paul Birch started working part-time at *Jetney* in May of 1990. He next worked as a full-time Program Coordinator at the *Soft Hands* program and then became Program Director of *Woodland*. He later returned to *Soft Hands* as a Program Coordinator. Paul is, "thankful for all the opportunities for personal growth...and for all the friendships that have developed over the years." When not at work, Paul has been spending a lot of time restoring his newly acquired home. He also enjoys singing (from karaoke to responsive psalmody), travel, the beach, and volunteering during the school year at the Newman Center.

Buck Erpestad has been a Program Manager with DRCC since June 1990. In his spare time he enjoys playing guitar, gardening, small house projects, film, traveling and walking.

Michele Hagglund works full-time nights at *Thalassic* in addition to running an excavating business and farm with her family. She especially loves her dog and the pigs.

10 YEARS

We have two employees who reached their 10 year anniversary.

Caroline LaFrinier
Program Director at Carlton

Lisa Buatala
Program Assistant at Aurora



Employee Promotions

DRCC is very appreciative of our staff and would like to recognize the following employee promotions over the first half of 2005.

The following employees have been promoted to Program Director:

Jason VanErt - Jitney

The following employees have been promoted to Program Coordinator:

Justin Francisco - Oneota

Kelly Alfini - Riverside

Paula Castro - Winona

Jonelle Sperling - IHFS-Range

DRCC'S SIXTH ANNUAL "Golf with the Stars"

Mark your calendars now to join us for our sixth annual "Golf with the Stars" fundraiser. This event will provide you with an evening of fun including dinner, an auction, and of course, night golf. The proceeds from this fundraiser are used to fund a variety of special needs/requests for DRCC's clients which would not otherwise be possible. Funds are used to help pay for special trips, to help pay for needed clothing or furnishings, to assist with recreational activities, and for other items not typically covered by DRCC's reimbursement.



The event will be held at the Big Lake Golf Club in Cloquet. It will start at 5:30 p.m. with a social hour, followed by dinner, an auction and golf. The golfing will not begin until it gets dark, about 1/2 hour after sunset. The club supplies lighted golf balls.

The golf will be a scramble format, with four golfers to a team. The cost for each golfer will be \$40.00. This includes the meal and golf. If you're interested in joining us for this fun experience please contact us at 722-8180.

**Mark your 2005 calendars – DRCC's 6th
Annual "Golf with the Stars"
will be August 26th.** ✓

COMMITTEE MEMBERS:

Deb Oliver, Kent Oliver, Dennis Ramberg, Angela Dougherty,
Tony Mancuso, and Laura Schacht

Thank You!

**A SPECIAL THANKS TO THE
FOLLOWING INDIVIDUALS AND
BUSINESSES WHO HAVE
CONTRIBUTED TO DRCC DURING
THE PAST SIX MONTHS.**

George and Dadee Reilly
Bob Rothenberger,
Roberts Home Furnishings
Brien and Nellie Mathews
Ray and Martha Moeller
Elsie LaFave
John and Janice Osbakken
Julien Berntson
Bob Chamings
Ray and Charlotte Rantala
Michael Sullivan
Marsha and William Driscoll
Charles and Judyth Babst
Dennis and Kari Ramberg
Doug White, LTC RX Providers
Joan and Jim Hayes
Judith and Gerald Bakken
Nick Ostapenko
Western Bank
Henry and Alyce Zabukover
Warren and Marjorie Spannaus

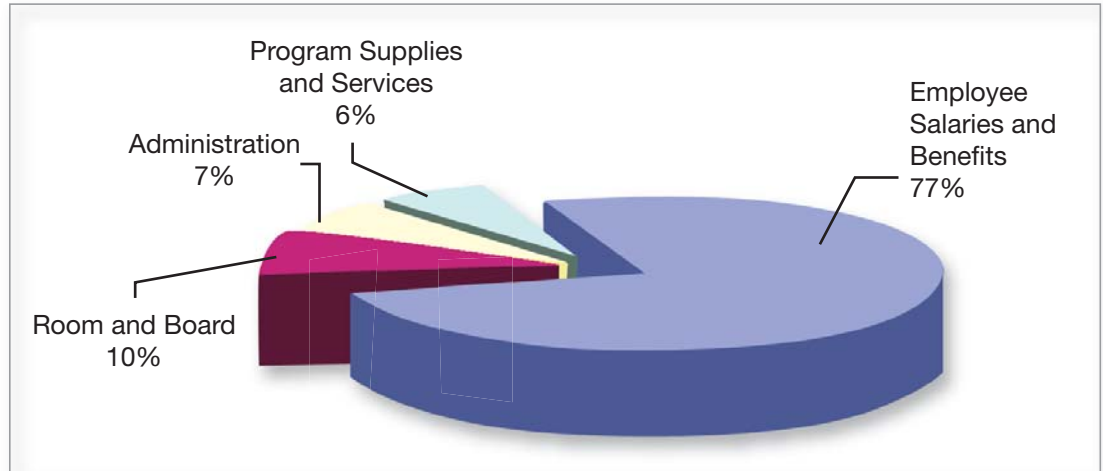
...Managing our Resources *continued from page 1*

staff salaries, benefits (health/dental insurance, vacation and sick leave) and all related payroll expenses such as social security (FICA), worker's compensation, and unemployment insurance.

Our second largest expense category is room and board costs (10%). This includes our mortgage/interest expenses, maintenance/repairs, utilities, food, and household supplies.

Programmatic supplies and services account for 6% of DRCC's expenses. These are items that are directly related to the individuals we serve, including community activities such as sporting events and movies, mileage reimbursement, and dining out.

Finally, DRCC spends 7% of its revenue on administrative costs. This includes administrative and office support staff salaries and benefits, payroll, billing and accounting services, office supplies and postage, as well as office building costs and related expenses.



DRCC's allocation of resources demonstrates our commitment to supporting individuals. When compared to industry standards, DRCC has a very high percentage of resources directed toward staff support and a very low percentage toward administrative expenses. This enables us to stay clearly focused on client services.

Great Training at a Low Cost

Each year, DRCC sponsors 6-7 workshops on topics of importance to our field. Experts from throughout our region of the country are brought in for day-long training. DRCC makes these workshops available at very reasonable prices to other providers and interested parties in our area. The income generated helps to offset the cost of the training for the DRCC employees who attend. We encourage as many staff as possible to attend. These workshops help our staff develop new skills, stay current with new trends/ideas in our field, and be revitalized.



Led by Michelle Hooey, DRCC has a Staff Training Committee that plans and arranges the training. They complete an annual assessment of staff's training needs and then work to locate the resources to meet the identified needs. They do an excellent job of arranging high quality training for employees. To view DRCC's 2005 Training Calendar log on to our website **drccinfo.org**



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MISSION STATEMENT

DRCC provides direct and supporting services to persons with disabilities.

These services assure that each person exerts the greatest possible control over their life, and provides an environment in which each person has an opportunity to develop relationships with others.



DRCC Board of Directors

Mickey Ferguson, President
Nancy Lane, Vice President
Dennis Ramberg, Secretary/Treasurer
Laura Schacht
Tim Grundtner
Tina Swartwoudt
Kent Oliver
Ellen Quinn
Katie Bridges

The Duluth Regional Care Center is a private, non-profit organization. Services are paid with a combination of funds from St. Louis, Carlton, and Lake County Social Services, the State of Minnesota and the Federal Medicaid Program.