

LIFE LINES

Life By Design Celebrates 10 Anniversary in Style!

It was so exciting to celebrate Life By Design's 10th anniversary together at Majestic Oaks. The room was beautiful and when so many turned out in their finest dress, we knew that this celebration would be a night to remember.

It was wonderful connecting and reconnecting with everyone and amazing to see how many lives have been touched by Life By Design, Inc. From the speeches to the dancing, it really was a great evening.

A special highlight of the evening was a gift presented to Beth Hawkins and Linda Zeien from the consumers and several employees. It was a quilt made up of individual squares representing each person's self-determined life! Work on the quilt had been going on for a year and was somehow miraculously kept secret from Beth and Linda. No gift could have meant more than this beautiful representation of each person's life. There were few dry eyes when it was presented. We now proudly display this beautiful gift in our training room for all to see. Thank you for ten wonderful years and here's to looking forward to many more.



Anniversary Congratulations!!

8 years

Linda Zeien - Oct.
Ann Griffin-Lewin - Oct.

7 years

Laurel Eagles - Dec.
Nicholas Engbloom - Dec.
Brian Troff - Dec.

6 years

Diana Anderson - Oct.
Gloria Gasser - Dec.

5 years

Samuel Duncan - Nov.
Weston Johnson - Dec.

4 years

Melissa Barron - Oct.
Geila Hanson - Nov.
Jodi Mykkanen - Nov.
Wendy Rischmiller - Nov.
Pamela Jirasek - Dec.

3 years

Doris Cheruiyot - Oct.
Tracey Endsley - Oct.
Gordon Cody - Nov.

2 years

Anna Deluca - Oct.
Donna Greenlee - Oct.
JoAnn Frost - Nov.
Mark Ekholm - Dec.
Jamie Knopik - Dec.

1 year

Joseph Nowlan - Nov.
Trudy Walberg - Nov.

LBDI Employees Receive Wage Increase!

We are pleased to announce that all direct support employees received a wage increase in October 2008! The Minnesota Legislature authorized a 2% Cost of Living Adjustment (COLA) that required 1% be passed on to direct support staff as a wage increase, .5% be directed toward other employee compensation costs and the remaining .5% absorbed by agencies for increased administrative costs. **Although we could have kept the actual wage increase at 1%, we instead passed the entire 2% as a wage increase.** "Our employees are quality support professionals and deserve to be paid at the highest rate possible". Thanks to all who contacted their legislators to make this legislation possible. Please remember to thank them and continue letting them know about the valuable work that you do on behalf of people with disabilities. If you have any questions or concerns regarding the COLA, you may contact Minnesota DHS-2008 COLA POI Box 64967 St. Paul, MN 55164-0367 or E-mail Dhs@state.mn.us

Holiday Giving Tree Celebration

Each year Life By Design, Inc. sets up a tree in our Training Room to decorate with ornaments that each of us have the opportunity to fill out with things that describe “giving” gifts, donations, or service that we have given to others in need. For us the Giving Tree is a symbol of love and a celebration of giving to others. The tree is then brought to our annual Giving Tree Celebration on Thursday, December 18th, where everyone can add any final “giving” ornaments before reading each one aloud. It is always a moving experience to take this time to celebrate the true gift of giving.



How to participate: Donate and give whatever you wish - to anyone in need - any time between Thanksgiving and December 18th. Gifts or donations might be money, a gift, a card, a kind deed, a meal, food shelf items... the possibilities are endless. If you wish to give to charitable organizations, there are many: Red Cross, Goodwill, Salvation Army, Food Shelves, Toys for Tots, CEAP, senior centers, and more. Write down your gift or donation on a paper ornament (make your own or use one provided). Bring it in or mail it to the LBDI office and place it on the Giving Tree located in the training room.

Celebration: Join us on Thursday, December 18, 2008 from 4:00-6:00 pm at Faith Lutheran Church, located at 11115 Hanson Blvd. NW in Coon Rapids. We will be reading the “Giving Tree” ornaments, singing carols, watching a slide show, and enjoying refreshments.

Contact: Roma at the LBDI office (763) 757-3263 or your Coordinator if you plan to join us or have any questions.

Welcome, We're Glad You're Here!!!

Coordinators

Falon Boyd, Alexander Heutmaker, & Erin Leisz

Service Coordinators

Tim Martin & Sheila Monicken

Support Professionals

Nat Beedle, Nicole Dahlstrom, William Ebba, Susan Forcier, Gerard Forys,
Karen Healy, Adrian Held, Thomas Juntunen, Amanda Larson, Ellen
Madave, Katrina Martinson, Tulee Massaquoi, Haley Mills, Michelle Nellis,
Tracy Reilley, Alicia Ritter, Raquel Robinson, Tracy Rorman, Shelley Ross,
Beth Schroeder, Amanda Shockley, Mary Steinmetz, Marissa Stephens,
Don Tracy, Josh Trumper, Kimberly Westcott, Matthew Wiele



Have You Heard?

Time Sheets Due Early During the Holidays

Please note the revised due date and time for all time sheets are:

Payroll ending Sat Nov 22nd - Time sheets due to LBDI by 12:00 (midnight) on Sunday Nov 23rd
 Payroll ending Sat Dec 20th - Time sheets due to LBDI by 12:00 (midnight) on Sunday Dec 21st

Reminder: Time sheets may be faxed in, mailed in, or dropped off in the mailbox on the outside of the office building by the front door, or dropped off in the office (office closes at 12:00 noon on Friday). If you are in need of more timesheets or expense sheets please contact your primary coordinator for new supplies.

Did you move this year?

Have you updated LBDI with your new address?

Please complete a new W-4 as soon as possible. Either stop by the office to complete one or call and we can mail you one. You may also request one from you coordinator. Updated W-4's are due at the same time as the final timesheet in 2008 on Sunday, December 21st. **Please note that the US Post Office will not forward W-2's for 2008. If we do not have the correct address on file—you will not receive a W-2 in the mail.**

Mileage Reimbursement Change

Who would have ever thought that the price of gas would fall below \$1.70 per gallon.? It was \$1.69 this morning and has been below \$2 per gallon for several weeks. As you know LBDI increased the reimbursement rate to \$.40 earlier in the year to respond to the extraordinary gas price increases that were occurring. Everyone was encouraged to find efficiencies in driving but the actual number of miles used did not decrease. This has resulted in a much greater overall cost that was not in the budget. We are committed to reimbursing at a fair rate; however, that rate must be tied to actual gas prices. We have established a calculation based on a vehicle getting 15 miles per gallon. We will tie the reimbursement rate to a price range with automatic increases occurring when the next range is reached. We will document the gas price at the Holiday station, on 81st and University, at the beginning of each payroll. This will determine the reimbursement rate for that period. The specific price ranges for reimbursement has been sent to all employees in a separate mailer and should be kept as a reference.



Life By Design, Inc.

Holiday Season Dates & Hours

Payroll ending Nov 22
 Thursday, November 27, 2008
 Friday, November 28, 2008

Payroll ending Nov 22
 Wednesday, December 24, 2008
 Thursday, December 25, 2008
 Friday, December 26, 2008
 Wednesday, December 31, 2008
 Thursday, January 1, 2009

Time sheets due early Sunday Nov 23, 2008 (by midnight)
 Thanksgiving Day – closed
 Day after Thanksgiving - closed
 Time sheets due early-Sunday Dec 20, 2008 (by midnight)
 Christmas Eve – closing at 2:00 p.m.
 Christmas Day – closed
 Day after Christmas – closed
 New Year's Eve – closing at 2:00 p.m.
 New Year's Day – closed



Mission Statement

Life By Design, Inc. is committed to promoting the principles of self-determination in the lives of people with disabilities by listening and responding to families and individuals we support .

Values

We value each person's right to have a life that makes sense to him or her.

We value each person's inner wisdom and the right to be heard.

We believe that everyone should live in a place that is "home".

We believe that supports should be held to the highest standards.

We value and respect each employee of Life By Design, Inc.

We are committed to each employee's personal and professional growth.

We value the importance of relationships.

We value the collaboration and communication of all team members.

Life By Design, Inc. 
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