

January 2018

Volume 4, Issue 1

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

## Member Spotlight



Becky Lankow is our IAWP member spotlight for this issue of The Pulse. Becky has been a member of IAWP since 1985. One of her favorite memories was in 1996 when Wahpeton hosted the IAWP state convention. She had a lot of fun planning and hosting the “Life is a Beach” themed conference for more than 100 attendees.

Becky has been with Job Service for a total of 35 years. Over the years she has seen many changes in technology and how services are delivered. Going from a seasonal part time person stamping hundreds of envelopes in the back room to being the Office Manager has been a great and challenging

career for Becky. She loves helping people, building relationships, and making people feel welcome in their office. Becky says “my greatest accomplishment has been learning life lessons” such as treating people the way she wants to be treated. She has also worked part time at the local hospital as a greeter for 14 years.

Becky compliments the Wahpeton Job Service office on having a great team who will do whatever it takes to get the job done! They work well together and do their best to provide excellent customer service. She would like to personally thank Sandy

Eichhorn and Patty Zietlow for being “such awesome co-workers”. She also holds a special place in her heart for the ones who originally hired her and who became mentors and life-long friends, Harriet Fleenor and the late Charlie King.

Becky and her husband Gary have a beautiful blended family of six children and seven grandchildren. They are expecting another grandchild in mid-March bringing their family to 21. Their family adores spending time together and Becky enjoys attending crafts shows and listening to music.

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## Special Points of Interest

- Lunch n’ Learn “Tax Talk”, January 9th at 11:30am via IVN
- New chapter website will be available soon
- Funds available to help members with training and education expenses

## ANNOUNCEMENT: Training and Professional Development Funds Available

The Learning Tree Committee is announcing the availability of funds for training and professional development. There are two branches; Community and Professional Benefit, and Education.

Community and Professional Benefit branch (\$1,000 for calendar year 2018)

- ⇒ Must be a member
- ⇒ Awards will be on a first come, first serve basis
- ⇒ Applications will be available during January

2018 and then quarterly until funds are exhausted

⇒ Applicants are asked to begin their requests by completing the sentence, “If I could learn anything about Workforce Development, it would be...”

(Continued on page 3)



Break time and reading rejuvenates your mind; so take a break, and read *The Pulse* today!

## President's Coffee Chat By Tammy Barstad

Greetings fellow workforce professionals:

### Looking back at 2017:

It's been a busy year for the association and a productive one for the board. The strategic plan is reviewed and updated annually. This year, the board has chosen to focus our efforts on benefits for members.

It seems almost everyone likes M&Ms, the membership campaign kicked off with a bag of M&Ms for every Job Service employee and a few lucky state employees within a couple of other agencies. Membership has increased slightly over the past year.

Six committees were established in July, each with specific goals and tasks. The Communication committee works with Cindy Lynk to continue publishing an informative quarterly newsletter, share relevant articles and contribute information for the website. The Conference committee works with Susan Ogurek to plan for an annual training conference. The Membership committee works with Tammy Barstad to develop steps to expand membership. The retirement committee with Mike Misialek as the lead, will reach out to

retired members for tidbits to be shared in the newsletter. The Learning Tree committee works with Elaine Wentz to establish the process for members to gain access to professional development and training funds. The Training committee works with Sandy Eichhorn to set an annual training calendar of lunch-n-learns for members as well as Job Service employees.

Cindy Lynk and Deanna Saragosa carried out a successful fall training conference. The time was spent on teamwork, problem solving, and apprenticeships - using fun activities to bring points home for attendees. North Dakota Chapter members received lanyards prior to the annual meeting.

The newsletter has a new feature, the member "spotlight". This brainchild of Deanna Saragosa will provide insight in to the lives of the people we work alongside every day.

Changes at the international level are driving changes at the chapter level as well. There's a new logo as well as new membership categories and dues levels. Membership means you'll receive benefits at the international and state levels. Bookmark the international website here: <https://iawponline.org/>.

### Looking forward to 2018:

Board elections will be coming in the Spring. If you are interested in

participating on the board or a committee, contact a board member.

Nathan Kimball is updating the local chapter website. The new look will be more modern with a brighter look and features that provide easier navigation. Watch for an announcement with a link to the new site in late January/early February.

Please take advantage of the complimentary lunch-n-learns available for you from IAWP. The next one is scheduled for January 9 at 11:30. H&R Block will present tax tips.

The board has set aside \$1,000 for members to use toward professional development, and \$500 for members and family of members to use towards formal education. An application process is being finalized, making these funds available shortly.

I want to express my gratitude to the board for the time and dedication they've put forth this year. They worked through some tough decisions and came through keeping you the members in the forefront. It's been a pleasure to get to know and work together with each of them. I'd also like to thank each persons who agreed to be on one of the committees.

Never doubt that a small group of thoughtful, committed people can change the world.

Wishing you and yours a Happy New Year.

## My 3 Words By Deanna Saragosa

[My 3 Words](#) is a different spin on a New Year's Resolution. According to Chris, you choose three words that will be your guide through the year ahead. In 2017, the three words I chose to focus on were relationship, organize, and finish.

Relationship was chosen because I wanted to build a relationship with my baby niece who lives in Illinois. I needed to form a different relationship with my two teenagers since I kept holding on to

them like they were still little kids. I had to accept them as young adults and change our relationship to reflect that. I also needed to build a stronger relationship with my mom and become a better daughter.

Organize was chosen so I can let go of things that I thought were sentimental but instead many were things that just caused clutter. And my third word was finish. I have a bad habit of starting things but never finishing them. Before I'd begin a project I'd tell myself "only begin if you plan to finish".

For me, my three words worked better

than a New Year's Resolution because it wasn't something that if I failed to stick with, then I failed. Instead, my three words became my mantra for 2017.

My three words for 2018 are running, finance, and create. I'd like to finish a 5k without stopping and take a trip to Seattle to see my cousin and run a race with him in September. I aspire to work on my finances and pay off debt. And lastly, I'd like work on some hobbies such as making dreamcatchers and other crafts that will fulfill my strong desire to create.

# Training and Professional Development Funds continued

*(Continued from page 1)*

- ⇒ Activities must benefit the applicants' professional development
- ⇒ Awards will be granted on a sliding scale based on number of years that the member has been an IAWP member
- ⇒ Activity must be completed by 12-31-18. Applicants must provide proof of completion in order to get reimbursed for actual costs

Education branch (\$500 for calendar year 2018)

- ⇒ Applications will be available January 2018 and quarterly after that time until the funds are committed
- ⇒ Types of training will be college-type classes
- ⇒ IAWP members and their family members may apply
- ⇒ Activity must be completed by 12-31-18. Applicants must provide proof of completion in order to get reimbursed for actual costs
- ⇒ There will be two awards, each up to \$250, depending on the cost of the classes
- ⇒ If awards are less than \$250 each, the

- committee will consider making awards until funds are exhausted
- ⇒ Awards will be granted on a sliding scale based on number of years that the member has been an IAWP member
- ⇒ If the activity spans two calendar years, IAWP would consider a portion of the costs

Applications are in the final stages of development and will be available soon.



## Embracing Simple May 23, 2016 by Christina Tiplea / filed under Intentional Living

It's no secret around here that I'm a huge advocate for self-development.

I love the idea of always trying to improve my life and work towards becoming the best version of me that I can possibly be.

It just so happens to be one of my greatest passions in life to help others do the same.

I've been a big fan of 30-Day challenges and the positive impact that they can make on your life. It's said that 30 days is enough time to solidify a new habit that you want to incorporate into your daily routine, or even to subtract a habit that hasn't been good for your

health or well-being.

Matt Cutts did a Ted Talk on this very subject that is totally worth the 3 minutes to watch and gain some inspiration from!

Read the [full article here](#).

**Want to be a winner?  
Complete at least one 30-day challenge and write up a summary for the next newsletter to be entered for a drawing.**



## Retiree Corner By Debb Scharosch, Soon-to-be Retiree from Central Office

After several months of consideration, February 28, 2018, will mark my last day of work at JSND. Having worked for 43 years, I cannot imagine what my days will look like once I am retired. However, I do have plans, which include spending time with my three grandchildren (the newest one is three-months old), lots of walks, yard work, and of course, lots of trips to

our second home in Arizona.

I am fortunate to say that I have had a wonderful career at JSND. I am proud to have had the opportunity to work with some very professional folks that care about what they do and truly want to make a difference. I will miss the friends I have made over the years and hope those

friendships continue long after my last stroll out the door as a JSND employee.

| FEBRUARY 2018 |     |     |     |     |     |     |
|---------------|-----|-----|-----|-----|-----|-----|
| SUN           | MON | TUE | WED | THU | FRI | SAT |
|               |     |     |     | 1   | 2   | 3   |
| 4             | 5   | 6   | 7   | 8   | 9   | 10  |
| 11            | 12  | 13  | 14  | 15  | 16  | 17  |
| 18            | 19  | 20  | 21  | 22  | 23  | 24  |
| 25            | 26  | 27  | 28  |     |     |     |

# Ramsey Solutions 7 Steps to Financial Peace

By Faye Wangen

At least ten years ago my husband and I learned about a new way of managing money. My husband had been listening to Dave Ramsey on the radio and suggested we might benefit from following his principles. We purchased his book, The Total Money Makeover, started reading a chapter at a time, but stopped at chapter four because we felt that we hadn't reached the concepts in the rest of the book. Needless to say we were wrong, but we did begin to budget our money which made a difference in our lives. We had tried budgets previously off and on through the years, but I had the idea that a budget meant we lived on bread and water as Dave would say.

The first step was setting up an emergency fund. That fund was used once and quickly refunded. Previously an "emergency" was charged on credit cards. It was amazing there didn't seem to be emergencies after this. Even though we still had credit card debt, when my husband went through weeks of cancer treatment in Rochester, MN a few years ago we paid cash for everything during that time, as well as, paying all of our bills on time. I accidentally used a credit card once thinking it was my flex card during these past years.

In 2014 we attended Dave Ramsey's class Financial Peace University where we learned how to manage money the way God and Grandma intended. From there we assisted in coordinating classes and in the past years we have been coordinating classes every fall and winter at our local church where over 50 families have benefited from the class.

Dave Ramsey's business has undergone changes also and is now called Ramsey Solutions. The concepts have remained the same with the seven steps to financial peace helping millions of people. Lessons include saving, relating to money, cash flow, dumping debt, the role of insurance, retirement, college planning, real estate and estate planning, and the great misunderstanding. Ultimately it is a path to changing your family tree and leaving a legacy.

It has been very rewarding to see class members embracing the concepts and positive feelings they experience as they begin to live a plan that works for them. During the nine week class many families are able to set up the emergency fund and begin to pay off some of their debts. Two families needed to purchase vehicles and actually paid cash. One family became totally debt free before

**"The first step was setting up an emergency fund. That fund was used once and quickly refunded."**

the class ended! What wonderful rewards we have received as a result of coordinating this class.

## Course Information

Learn how to manage money the way God and Grandma intended. Ramsey Solutions 7 steps to financial peace have worked for millions of people. Lessons include Super Saving; Relating With Money; Cash Flow Plan; Dumping Debt; Buyer Beware; The Role of Insurance; Retirement and College Planning; Real Estate and Mortgage Planning; The Great Misunderstanding

Join us on January 11th, 2018. The classes will run from 6:30 – 8:30 p.m for nine weeks with another week for graduation. Life time memberships can be purchased the first night of class for \$93. If you are a single mother or are unable to cover the cost, scholarships may be available. Free childcare services will be provided. Please indicate this when you sign up for classes.

Contact Duane or Faye Wangen at [duanewangen@yahoo.com](mailto:duanewangen@yahoo.com) or call 701-255-7700 if you need assistance or have questions. Signup can also be done at <https://fpu.com/1052909>.

# Majority of employees are unhappy at work, study finds

By: Jane Burnett, Oct. 16, 2017, Ladders

Nearly three-fourths of American workers are actively hunting for a new job, and the vast majority don't feel like they get enough recognition from their company, according to a new study that reveals the state of today's office workers.

The 2017 Mind the Workplace report, released by the nonprofit group Mental Health America (MHA)

and The Faas Foundation, surveyed more than 17,000 U.S. workers in 19 industries and found that 71% were either "actively looking for new job opportunities" or had the topic on their minds "always, often or sometimes" at work. Only 19% said they "rarely or never" think about getting another job.

Here are some of the study's findings on how employees say they're

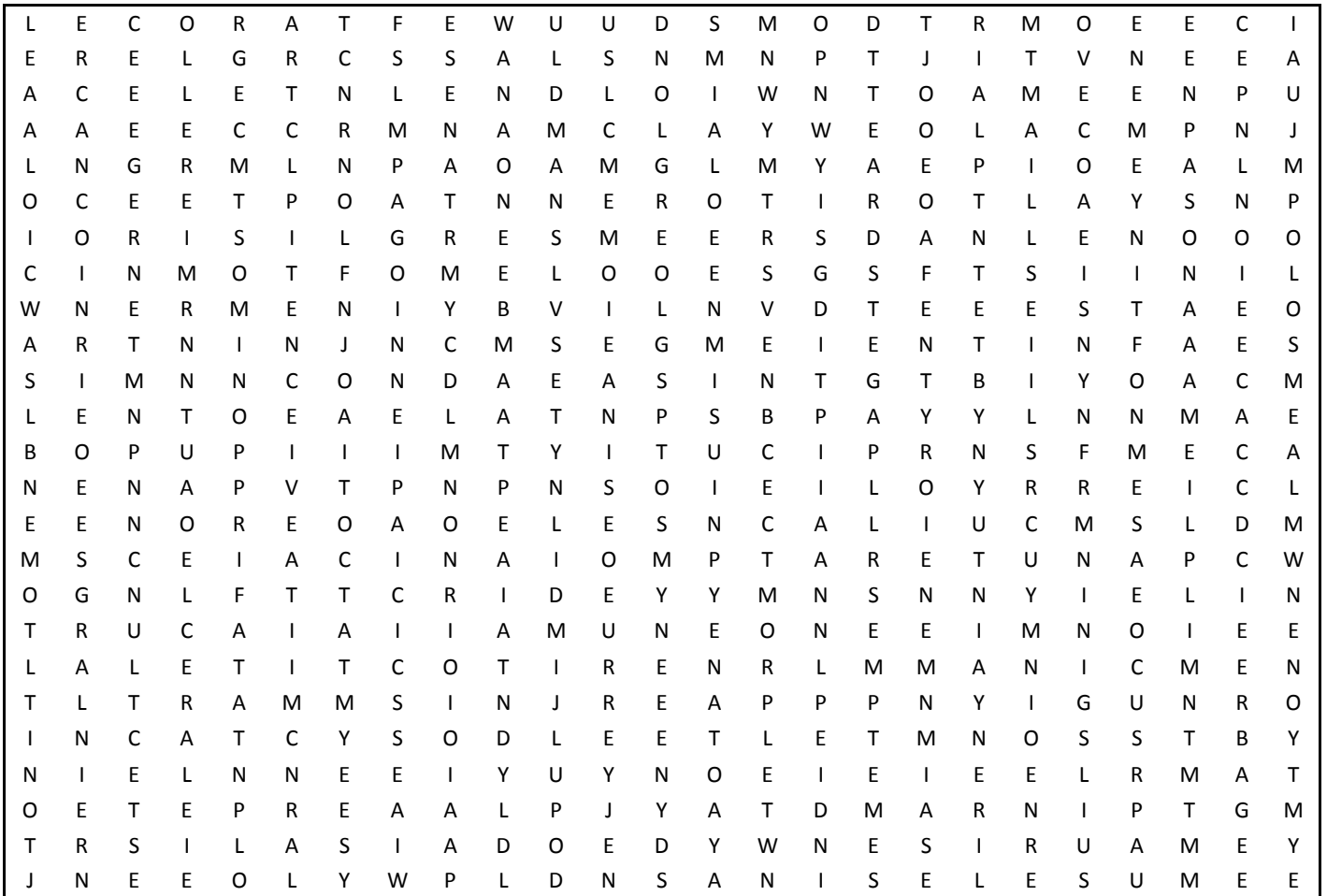
really faring:

**Professional recognition is hard to come by**

When it comes to feeling appreciated enough by their companies — either through salary or recognition — American workers are struggling. . . .

To read the full article, [click here](#).

# Unemployment Terms



Claimant

Benefits

Wages

Certification

Employment

Employer

Unemployment

Appeal

Resume

Claims

Earnings

Monetary

Reemployment

Severance

Unemployed

Separation

Determination

Nonmonetary

Eligibility

Adjudication

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**[ We're on the Web!  
[iawpnd.com](http://iawpnd.com) ]**

### Our Mission

*The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is dedicated to providing networking and professional development opportunities for members to seek solutions to workforce issues.*

### Our Vision

*To provide educational and training opportunities for our membership, to enhance the workforce development profession and to ensure the success of our respective agencies/organizations.*

The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is a non-profit professional organization. The North Dakota Chapter is part of the IAWP worldwide organization which represents more than 13,000 professionals who have a common interest in workforce systems. IAWP members receive the tools and resources they need to effectively contribute to the workforce development system. By providing relevant education, timely and informative communication and valuable findings of pertinent research, IAWP equips its members with knowledge, information and practical tools for success.

## Board of Directors

- Tammy Barstad, Pres ..... tbarstad@nd.gov
- VACANT, Pres-elect
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- Cindy Lynk, Exec Sec ..... clynk@nd.gov
- Susan Ogurek, West Rep..... sogurek@nd.gov
- Sandy Eichhorn, East Rep..... seichhor@nd.gov
- Elaine Wentz, Central Rep..... ewentz@nd.gov
- Mike Misialek, Retiree Rep ..... thelakeguy@yahoo.com
- Nathan Kimball, Webmaster ..... nkimball@nd.gov
- Merlin Beto, Past Pres

## Committees

### Communications:

Cindy Lynk, Deanna Saragosa, Pat Kelly

### Conference:

Susan Ogurek, Deanna Saragosa,  
 Brenda Cornell

### Membership:

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 Paula Jo Jesser, Dusty Hillebrand

### Retirement:

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### Learning Tree:

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### Training:

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