



# NEWsworthy

A newsletter for the members of Minnesota NEW – National Eligibility Workers Association

## Summer Seminar 2006



Are you thinking Spring? Do you want to be re-energized? Be healthier? Get a fresh perspective on “you”? The Minnesota N.E.W. Chapter has just the perfect training event for you!

Our Summer Seminar, *A Healthy N.E.W. You*, will take place on Tuesday, May 23, 2006 at the Hampton Inn in Shoreview, Minnesota. We’re planning a wonderful day that promises to re-fresh you and enhance your work skills and performance. You won’t want to miss this one! See the exciting details on the enclosed Summer Seminar Registration form.

P.S. It’s not too late to nominate an outstanding eligibility worker for our second annual N.E.W. Horizons Award. Look for the details in this issue of *NEWsworthy*.



### MARK YOUR CALENDARS!!

The Minnesota N.E.W. Summer Seminar is scheduled for **May 23, 2006**. More information in the enclosed Summer Seminar Registration form!

31st Annual National Conference  
**August 20—August 23, 2006**  
Omaha, Nebraska

For details see: [www.nationalnew.org](http://www.nationalnew.org)

### QUOTES to PONDER ...

“Watch your thoughts,  
Your thoughts become your words,  
Watch your words,  
Your words become your actions,  
Watch your actions,  
Your actions become your character,  
Watch your character,  
Your character becomes your  
destiny.”

~ Author Unknown ~

## Nominations for N.E.W. Horizons Award Extended

Nominations for the N.E.W. Horizons Award have been extended to April 15, 2006. The N.E.W. Horizons Award is presented at the Summer Seminar and is given to an eligibility professional who exemplifies N.E.W.’s ideals of having a positive attitude, a dedicated team spirit, practical knowledge and skills, creativity in utilizing those skills, a sense of pride in the work we do, and a genuine desire to improve the lives of others. Nominations can be submitted by emailing: [donna.biederman@state.mn.us](mailto:donna.biederman@state.mn.us)

Emails should include the name of the nominee, the nominee’s job title, the county or agency where the nominee works, and why you feel the nominee should get this award.

# The Minnesota Chapter of N.E.W. Code of Ethics

*Code of Ethics: A set of rules or moral principles concerning acceptable standards and appropriate conduct of behavior for a group.*

As an organization devoted to professionalism in the workplace, N.E.W. asks that its members become familiar with and agree to abide by the following Code of Ethics. This code outlines five standards for members to “weave” into their daily interactions in both professional and personal settings. Some, like adhering to data privacy rules, are quite obvious. Others, though, may challenge or inspire us to behave differently than we had in the past: for example, admitting and taking responsibility for an error. As you review these, ask yourself: am I an exemplary professional? What am I doing well? Where can I improve?

N.E.W. will review the Code of Ethics at the Summer Seminar on May 23, 2006, and at that time, members will be asked to vote on whether they accept this as *their* code of ethics.

## Minnesota Chapter of N.E.W. Code of Ethics

In order to collectively implement the mission of the Minnesota chapter of N.E.W., members are expected to demonstrate a personal and professional commitment to the goals and standards of conduct listed below:

### **Serve the Public Interest.**

- Apply policies impartially and without judgment to ensure accurate eligibility determinations, and communicate policies and actions in a manner clients understand.
- Treat all colleagues, clients and other members of the public with respect, dignity, and courtesy.
- Refrain from practicing or otherwise condoning any type of discrimination based on race, color, gender, religion, sexual orientation, age, national origin, disability, or political belief.

### **Respect the Law.**

- Adhere to all applicable data privacy and confidentiality laws and policies.
- Decline gifts, payments or other favors from clients, outside agencies, or any other individual or organization of more than nominal value as compensation for work done within or outside the scope of one’s duties.
- Acknowledge any potential conflict of interest that may exist and request permission to be excused from employment activities when a potential or actual conflict of interest arises.

### **Demonstrate Personal Integrity.**

- Personal and professional activities should be carried out in a way to inspire public confidence, trust and respect.
- Social or financial relationships and commitments shouldn’t compromise professional performance or judgment.

### **Promote and Support Ethical Organizations.**

- Support the mission, goals, and policies of N.E.W.
- Support other related professional organizations that enhance and develop professional behavior.

### **Strive for Professional Excellence.**

- Admit and take responsibility for errors.
- Work to improve or change policies that no longer effectively promote self-sufficiency.
- Participate in educational opportunities that further understanding of cultural diversity.
- Seek and engage in training that enhances a variety of employment-related abilities and skills.

# Notes from the President

By Dale Carlson, President

Your Minnesota Chapter of N.E.W. is busy planning for the annual Summer Seminar. This year's seminar will be held on May 23, 2006 at the Hampton Inn in Shoreview. The theme is "A *Healthy N.E.W. You.*" Be sure to review the details in the enclosed registration form and send in your registration.

The Summer Seminar is a great opportunity to be a part of a national, professional association. You will be able to advance your knowledge and abilities and stay informed. Minnesota N.E.W. is open to all persons in the field of eligibility from directors to front line workers. The Summer Seminar is a time to network and hear new ideas and ask questions. We hope to see many of you in May.

Minnesota N.E.W. is still accepting nominations for the *N.E.W. Horizon's Award*. If you would like to recognize a co-worker for their dedication and contribution to our profession, please be sure to send your nomination to: donna.biederman@state.mn.us

We are in the process of updating our website at [www.mn-new.org](http://www.mn-new.org). We are creating a list-serve in order to communicate more quickly and frequently with our members. Be sure to check out the website periodically for updates.

**Wsfash...NEWSflash...NEWSflash...NEWSflash...NEWSflash...NEWSflash...NEWSflash...NE**

## **Top 10 reasons why you should join N.E.W.**

- 10.) You'll impress your supervisor and colleagues because you'll be "in-the-NEW" about important state-wide issues.
- 9.) It sounds important on your resume!
- 8.) You'll be the first to know what training opportunities N.E.W. has in store for you and your co-workers.
- 7.) You might make a "new" friend from another county.
- 6.) If your boss "catches you" on the net, you'll explain you were only checking out the latest on the Minnesota and National N.E.W. websites.
- 5.) You will appreciate attending the fantastic annual N.E.W. seminar, (and did we mention the freebies and door prizes?).
- 4.) You will receive complimentary life insurance of \$1000 while you are a member.
- 3.) The phrase "What's NEW?" will never mean the same thing again.
- 2.) The lunch at the annual N.E.W. seminar is delicious and better yet, you didn't have to cook it yourself.

And finally,

- 1.) NEW is wen spelled backwards, as in "WEN are you going to join N.E.W.?"



## AROUND THE STATE

by Melissa Ruth, DHS

When I started working as a Financial Worker in 1993 in San Diego, CA, I had never heard of N.E.W. In October of 2000, I started working for Dakota County. Some of the supervisors, our manager and quite a few of my co-workers were talking about bringing in a professional organization for financial workers. I thought WOW! I am a professional. Little did I know, N.E.W. had been around for a long time, even in California. I was offered the opportunity to be a part of it. I became a Charter Member of the Dakota County Chapter of N.E.W. and accepted a seat on the Board of Directors. For the last few years, I have been very active in many of the training events we have held and was the Chair of the Fundraising Committee.

I was fortunate that my supervisor at Dakota County, Dale Carlson, the President of MN N.E.W., was very supportive of my involvement. He encouraged me to volunteer for a seat on the Board of Directors for the State of MN Chapter of N.E.W. to help bring in new ideas and perspectives to the state. Not only did I become a board member, I was elected Treasurer. Now, as a financial worker with about 300 cases, I was wondering “where and how I was going to find time to be treasurer on top of my regular work?” I made the time! Being a part of N.E.W. brought me a new sense of responsibility towards myself, my co-workers and the communities that I was serving. Through in-house trainings at Dakota County and the sessions offered at the MN N.E.W. Summer Seminar last year, I learned that making time for myself, learning about the different cultures we have and the technology that we currently use and what is up and coming in Minnesota has guided me to better serve client needs.

I have been fortunate to have been a part of N.E.W. for the past 4 years in one way or another. I recently resigned my position with Dakota County and am now working at DHS at the MMIS Help Desk. I bring with me the experience and professionalism I gained as a financial worker and hope that the services I now provide to the 87 counties in Minnesota are still important to the communities we serve. I will continue to be able to be a part of N.E.W. because I believe it is important for all of us to take time for ourselves, learn new and useful information, remember that we are professionals and that what we do does make a difference!

I would like to share one last thing. At my first division meeting here at DHS, I heard a quote that really impressed me and made me think:

*“People know what they do;  
they frequently know why they do what they do;  
but what they don’t know is what they do does.”*

~Michael Foucalt



## Recycle Your Newsletter

Pass this newsletter on to a friend and/or co-worker. Encourage him/her to become a Minnesota N.E.W. member!

**Reminder!**  
**ReNEW your membership online at:**

[www.mn-new.org](http://www.mn-new.org)

### MN N.E.W. Board Members

<b>Dale Carlson, President</b>	651-554-5671
<b>Cheryl Hanks, Vice-President</b>	763-323-6095
<b>Melissa Ruth, Treasurer</b>	651-296-0314
<b>Donna Biederman, Secretary</b>	651-297-4923
<b>Jeff Birttnen, Past President</b>	651-430-4151
<b>Membership Co-chair</b>	
<b>Erica Buelow</b>	763-323-6031
<b>Membership Co-chair</b>	
<b>Kitty Brown</b>	612-348-5509
<b>Doreen Michals</b>	218-726-2018
<b>Karen O’Keefe</b>	320-656-6119