

Headwaters, Inc.

jump! Start

2014 Annual Report

DIRECTOR'S REPORT

In the past we've told you about the partnership Headwaters has with Nicolet College, the Northland Pines and Rhinelander School Districts, The Human Service Center, and the Division of Vocational Rehabilitation, to develop college classes for people with intellectual disabilities. This partnership has grown into what is now called Jump! Start, and here's a description of the program:

“Jump! Start is an innovative approach to inclusive post-secondary education for adult learners with intellectual disabilities who require more than the traditional level of support to be successful in a college environment. The program is based at Nicolet College and is designed for transition students between the ages of 18 - 21 who have an active IEP and deferred graduation or adults with an interest in lifelong learning seeking academic, occupational, and special interest courses for credit or audit.”

Jump! Start offered two classes last fall semester, and this spring semester there are four classes being offered, with more participation in the classes than ever before. Jump! Start is one of just a few similar programs in the state, and we couldn't be more proud to be a part of supporting people with intellectual disabilities to be in college and to broaden their career opportunities.



Headwaters' Work Services has been steadily increasing shredding business, with the help of the new paper baler that was purchased in 2013. This is providing even better work training opportunities for the people we serve at Headwaters. We're also doing more outside maintenance work for Wisconsin Valley Improvement (they maintain the Wisconsin River boat landings and other structures). That work, along with the Wayside Area Maintenance we do, makes for some very busy summers at Headwaters!

Community Employment staff at Headwaters are busier than ever before with expansion to Florence and Marinette Counties. Our primary funding partner for these services, the Division of Vocational Rehabilitation, asked if Headwaters would consider offering services to this area and we're happy to say the expansion is going well.

Headwaters' Day Services also expanded programming to include coordinating more volunteer opportunities for participants, and by developing activities that support participants being more engaged in the community. The people with disabilities we serve are spending more time being engaged in meaningful community activities, and we're working to continue this trend.

Kind regards,
Jenny Felty

Mission Statement

We believe all people deserve the right to achieve their fullest potential. Therefore, we exist for the purpose of providing individualized services that are designed to maximize each person's daily living and vocational skills in order to be integrated into the community to the fullest extent possible.

ANNUAL AWARDS

Headwaters' Annual Awards were presented on December 19, 2014. Trig's received the Employer of the Year Award. This award recognizes a business that has been very supportive of Headwaters Community Employment Program and has hired and assisted in the training of people with disabilities. Ross Connon received the Personal Achievement Award which was given to an individual who has overcome significant barriers to employment and demonstrated outstanding personal achievement in the work place and in the community.

TRANSPORTATION

During 2014, Headwaters, Inc. operated six routes to transport 96 participants who reside in Forest, Oneida and Vilas Counties to/from the Center five days a week. After arrival, the vehicles are used by the Community Integration Classes, Supported Employment, Classes at Nicolet College, etc. A total of 139,322 miles were logged on these vehicles in 2014. Headwaters, Inc. accepted delivery of a 2014 accessible bus from the Section 53.10 Elderly and Disabled Transportation Capital Assistance Program grant. This bus can carry 12 ambulatory and 2 wheelchair riders. The grant is administered by the Wisconsin Department of Transportation (WisDOT). WisDOT covered 80% of the cost of the \$50,621 bus and Headwaters, Inc. paid the 20% local match requirement.

DAY SERVICES

The Day Services Program had an excellent year! The classes included but were not limited to: Person Centered Planning, Photography I and II, Community Integration, Book Club, Independent Living Skills, Crafts, Getting Fit, World Science, and Self Advocacy.

Day Services attended trainings on autism, seizures, person centered planning and ethics to name a few. We learned and implemented new ideas and techniques. Several presenters came to Headwaters including, John Shaw and Cindy Bentley from People First Wisconsin. We continue to expand our commitment to community involvement by volunteering at several new sites this year. Some of our best experiences were, Meals on Wheels and the NATH house and the Musky Tournament. We helped with the annual dinner for the Chamber of Commerce dessert auction and the annual bell ringing for the Salvation Army. Our fun outings for the year were pontoon boating on Boon Lake. These experiences offered fun and educational experiences for all involved.

Person Centered Planning class was implemented to encourage and support our clients during their staffings, not only does this include a new form but many new thought provoking questions. This class will help them have an improved understanding of their needs and wants and how best to present those during their staffings or moving forward through their lives. Advocacy class was off and running immediately! The group learned about self advocacy and how to ensure their rights are known. Some techniques were explored including speaking up for yourself, responding to bullying, and what is going on in Wisconsin and how this state is evolving. The skills practiced in this class will continue to develop as we increase our understanding of communication and collaborative progress.

Last but not least a group of students went to the Self-Determination conference at the Kalahari in Wisconsin Dells. This was a huge piece to the advocacy movement that our students were able to participate in. There were breakout sessions with specific areas of interest but also fun activities like the open mike karaoke night. The group learned a lot about themselves and others and will remember this experience for a long time.

The informational gathering and discussions provided by these classes and experiences will lead us forward into 2015 with renewed energy and focus on community and inclusion!

PRODUCTION

In 2014, 104 people with disabilities were employed by Headwaters, Inc. These employees earned a total of \$77,053, which directly contributed to the tri-county economy. While employed and earning a paycheck, they are also developing work skills. Petco has purchased Doctors Foster and Smith. Production I and II continue to receive orders from Petco. A new scanning room has been built in the Production II area. Several of participants are trained and ready for new scanning contracts.



RECYCLING FACTS

Each ton of recycled paper saves 17 trees, 380 gallons of oil, 3 cubic yards of landfill space, 4000 kilowatts of energy and 700 gallons of water. Therefore, it is much easier and cheaper to make paper out of paper than out of trees.

Americans discard 4 million tons of office paper every year. That's enough to build a 12 foot high wall of paper from New York to California. That equals approximately 782 million trees worth of paper thrown away annually.

BIRTH TO 3 PROGRAM

2014 was a year of transition for the Birth to Three program. Maureen Juras, Program Manager, retired in August and Cory Dart assumed her responsibilities. We served 147 children in Forest, Oneida, & Vilas counties throughout the year. In addition, 8 families received home visitation with our Early Head Start collaboration.

Our focus continues to be implementation of the primary provider model. Team meetings are held regionally & we also come together as a large group on a monthly basis. We are working on team building & reflective practice with assistance from Kelly Von Oepen, Birth to Three Administrator & Karen Williams, State ReSource personnel.

Our collaborations within the tri-county area remain strong with staff involvement in the Vilas County FRC, Forest County FSN, tri-county CST initiatives, LdF Head Start, Family & Child Head Start, Collaborating Partners, Northwoods Breastfeeding Coalition, Forest County Potawatomi Community Health, NICU meetings, & regional Birth to Three meetings.

The Kiran James Bessire Memorial Fund has remained a wonderful blessing to our program giving us the ability to assist families. This year we assisted families with emergency hotel costs, auto repairs, travel expenses for medical appointments, sensory items, high chairs, & pack & plays for safe sleep.



Headwaters is proud to be
a United Way agency

COMMUNITY EMPLOYMENT – PROVIDING WORK OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

During 2014, the Community Employment Program served 92 individuals and placed 42 (46%) in jobs with hourly wages ranging from \$7.25 to \$ 22.00 per hour. A new service that we began offering in 2014 was Benefits Analysis. With a referral, individuals have an opportunity to see how their benefits will be impacted and by how much, if they chose to work in the community. The primary outside funding sources are the Human Service Center and the Division of Vocational Rehabilitation.

A total of 50 people were new admissions to our program during the year while 52 files were closed. Of the 50 new referrals, 4 were referrals from Great Lakes Inter Tribal Council. We also completed a total of 10 benefits analysis.

We continue our services in Oneida, Vilas, Forest, Florence and Marinette Counties. We plan to continue our growth over Northern Wisconsin.

Job sites include: Al's Furniture, Appearance Plus, Bad Bones BBQ, CCL Gardens, Coffee Beans, Corner of the Woods, Dan's Dog eared books, Dandy Dog, Days Inn Claridge, Detail Pro's, East Side Auto, Foster and Smith, Florence Library, Golden Harvest, Goodman High School, Goodwill, Kleenmark, Marcoullier's, Marinette Marine, Maryhill Manor, National Guard Armory, Nicolet College, NWTC Job Center, Oneida Village Inn, Paws –N-Claws, Phillip's Café, Rhinelander District Library, Rhinelander Ice Arena, Rusty Nail, Pembine Food Depot, Pembine/Dunbar/Beecher High School, Precision Lumber, Snow River Products, Sportsman's Café, St. Augustine's Church, Stifel Nicolaus, Thunder lake Cranberry Marsh, Town of Armstrong Creek, Trig's, Trig's Smokehouse, Tula's, Wal-Mart, Wayne Nasi Construction, Western Connection, YMCA.

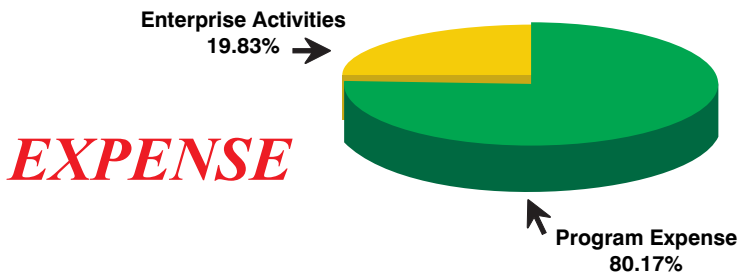
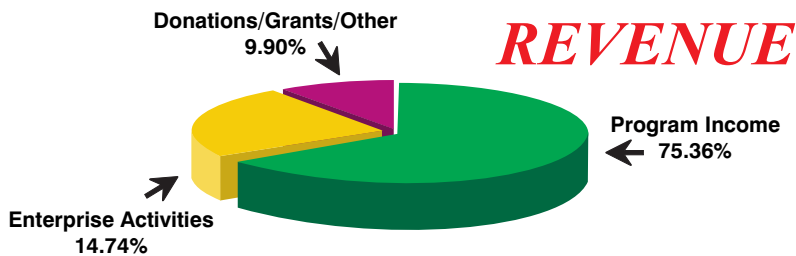




HEADWATERS, INC.
1441 EAST TIMBER DRIVE
P.O. BOX 618
RHINELANDER, WI 54501-0618

Return Service Requested

NON-PROFIT ORG.
 U.S. POSTAGE
PAID
 RHINELANDER, WI
 54501
 PERMIT NO. 364



**2014 HEADWATERS, INC.
 BOARD OF DIRECTORS**

OFFICERS

JEFFREY CUMMINGS, PRESIDENT

Plant Manager
 Red Arrow Products

JOSEPH BRAUER, VICE PRESIDENT

Manager
 Oneida County Airport

JOHN POWERS, SECRETARY/TREASURER

Manager/Partner
 Doctors Fosters & Smith

DIRECTORS

MARY GRIECO

Retired Newspaper Editor

NORMA JOHNSON

Owner, Employment Options

JOHN SCHIEK

Attorney, O'Melia, Schiek & McEldowney

STEVE AGNOLI

Regional Manager, Wisconsin Public Service

LONNIE SHERMAN

Retired Administrator, University of
 Wisconsin-Whitewater



Headwaters, Inc. is a non-profit agency
 of Catholic Charities Bureau of the
 Diocese of Superior; the agency is primarily
 funded by the Human Services Board
 of Forest, Oneida and Vilas Counties.

