



Headwaters Inc.  
1441 East Timber Dr.  
Rhineland, WI 54501

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**Headwaters Inc. requires continued support from donations. Please consider giving to our great people and programs!**  
Your gift to Headwaters Inc. will help support and enrich our programs for people with disabilities and ensure long term security for the organization. Headwaters Inc. is a tax deductible 501(C)(3) Charitable Organization.

Enclosed is my/our check to Headwaters Inc. \_\_\_\_\_\$25 \_\_\_\_\_\$50 \_\_\_\_\_\$100 \_\_\_\_\_\$200 \_\_\_\_\_\$500 \_\_\_\_Other: \_\_\_\_\_

Please make your check payable to: Headwaters Inc. 1441 E Timber Dr., Rhineland, WI 54501

This gift is made: In Memory of/ In Honor of/ On Occasion of:

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*Thank you for your support, it is appreciated by all!*

*Currently serving Ashland, Bayfield, Florence, Forest, Iron, Langlade, Lincoln, Oneida, and Vilas counties.*

*Helping people for over 50 years!*



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# Headwaters, Inc.



## 2021 Annual Report

### Highlights

- Day Services continued to write letters and make phone calls to connect with friends who were not attending in person services.
- Production was keeping busy with drop off shredding and large purges from area businesses.
- Day Services connected with advocates across the state on weekly “virtual hangouts.”
- RAM crews began spring cleanup at sites in our tri-county area.
- Day Services participants enjoyed several fishing excursions. Charles M caught the biggest fish.
- Production was remarkably busy completing button orders for summertime community events.
- Day Services worked on a new summer project with the Food Pantry, filling lunch bags for the Hodag Food Wagon.
- Robert S displayed and sold his handmade quilts at the Rhineland Flea market weekly.
- Jump! Start resumed in person classes at Nicolet College.
- Day Services participated in weekly Salvation Army bell ringing in the community.
- All participants had a wonderful time at our annual Christmas Party.



*Charles M caught a fish while on a group outing*

### Day Services

Headwaters Inc. Community Based Day Services supports people in a wide range of meaningful opportunities to address individual needs, goals, and interests. Community Based Day Services are designed to maximize a person’s ability to manage everyday life activities in their community.

#### In 2021

- 70 individuals participated in skill building activities in the communities of Vilas, Forest, Oneida, and Ashland counties.
- Thirty-four of those individuals took part in volunteering at area Food Pantries, Churches, and Shelters.
- We partnered with a local church to provide a free Community Closet.
- Participants enjoyed accessing our local libraries, the YMCA and Hodag Dome, area parks and hiking trails and supporting local shops and restaurants.



*Robert S crocheted and sold his items at the Rhineland Flea Market*



*Krystal K relaxing on the rocks by Bond Falls, MI*

Letter from the Director

The honor is all ours! What an honor it has been to see the wonderful people at Headwaters Inc. enjoy meaningful services.

Headwaters Inc. endured some extremely challenging times with the pandemic in 2021. However, these challenges brought forth some of the most dedicated staff and inspirational team members. Our staff and the people we serve here have become a family through these challenging times. A family that supports one another to be the best version of themselves.

Our day program worked hard this year to re-establish volunteer opportunities that enhance the lives of the people served as well as the community. The opening of our very own Community Closet brought meaning and joy to so many people. The coordination of the people we serve to serve others at the NATH house and other community nonprofits made a lasting impact on our lives.

The production area at Headwaters Inc. continues to subcontract work for local businesses as well as provide confidential shredding. Headwaters Inc. has over thirty individuals receiving valuable employment skills training through this subcontracted work. This work builds skills that can be transferred to community employment through our growing community employment program. We are blessed to have worked with so many people to become assets to their community.

Headwaters Inc. in-home support program is serving more individuals living independently. This program has expanded to serve individuals one hour per week all the way to 24 hours per day through the new Community Supported Living service. In-home services allow the people we serve to be as independent as possible and enjoy their community.

As we transitioned leadership this year with our previous director moving back to her hometown, our team was able to work with Catholic Charities Bureau (CCB) affiliates to enhance programming and learn from one another. As the Interim Director and liaison from CCB, I was inspired by the dedication of the staff and the eagerness of the entire Headwaters Inc. team to build from their solid foundation. They are poised to make each day more meaningful than the last.

Thank you, Headwaters Inc. family, for inviting me to assist you in this transition to your new director and most of all for your inspiration to continue to serve wonderful people. We have been blessed to have the support of Catholic Charities Bureau, Mr. Alan Rock, and the CCB board of directors to guide us in this transition.

Thank you to the Headwaters Inc. Board of Directors for your insight and commitment this year. The Headwaters Inc. family is strong and will continue to provide meaningful services for many years.

Sincerely,



Amber Fallos  
Interim Director



2021 Headwaters Inc. Board of Directors

James Levandoski – President  
Nick Cirilli – Vice President  
Benjamin Opsal – Secretary/Treasurer  
Krystal Fochs  
Gail Strid  
Kim Swisher  
Toni Vandoren

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.

Work Services



Jeremy D and Holly R are working hard shredding papers after they have been sorted.

In 2021

- Work Services included 42 participants in the work area.
- 11 individuals worked out in the community.
- Participants cleaned at the National Guard Armory.
- Participants also worked on cleaning, building maintenance, and lawn care at 6 waysides in Forest, Oneida, and Vilas Counties.
- In addition, Headwaters maintains Wisconsin Valley Improvement sites in Lincoln County, several boat landings, the Wisconsin Department of Transportation, and their sign shop.

Supported Living Services

Residential/Supported Living Services are designed to maximize a person’s ability to manage everyday life skills in their homes and within their communities. These services can range from a few hours a week to 24/7 supports.

- In 2021 Supported Living Services served
- 10 Supported Home Care participants
  - 1 Community Supported Living participant
  - 3 - 24/7 residential participants.



Community Supported Employment

Headwaters Inc. Community Supported Employment supports individuals in a wide range of meaningful opportunities to address individual needs and goals. Community Supported Employment is designed to maximize the person’s ability to manage work activities in their community.

In 2021

- We served 67 individuals with meaningful employment, mostly in Oneida and Vilas counties.
- Over the course of the year, Community Coaches provided active, purposeful support and used strategies to build relationships and natural supports with employers.
- Individuals enjoyed being able to try different work experiences with employers to decide if they liked the job or wanted to try something new.



Erin D hard at work in the hospital