



HEADWATERS HI-LITES

Fall/Winter Newsletter 2008

Serving Forest, Oneida and Vilas Counties Since 1969

Community Integration...Choices That Educate, Inspire, and Are Fun!

Participants have a variety of programs to choose from in Headwaters' Community Integration Program. These programs are: RCS (Recreation, Community Use, Social Behavior), FCPH (food preparation, clothing care, personal maintenance, home living), Older American, and Sensory. The following is a brief description of each segment of the programs:

RCS (Recreation, Community Use, Social Behavior)

Mary Freudenberg, Program Assistant, coordinates this active, on-the-go *recreational* program. This summer the participants enjoyed numerous field trips including Jim Peck's Wildlife Park, Northern Lights Playhouse, Children's Museum in Eagle River, Wisconsin River Cruise, Kovac Planetarium, Northwoods Petroleum Museum, Three Lakes Winery, Double "K" Trolley, Northwoods Wildlife Center, Vilas County Historical Museum, and visits to area parks. They also enjoyed swimming at the YMCA, bowling, fishing, and going to the Rhinelander District Library. The goal of *Community Use* is for participants to learn how to pay bills, identify various signs (stop/go, yield, walk/do not walk), learn the location of various area stores and businesses and the products/services they offer. Several tours were taken at the post office, grocery stores and florists. Learning proper *social behavior* is taught by going to various businesses and practicing good manners. Participants are taken to restaurants and shown how to order from a menu, pay for their food, and eat their food properly.

FCPH (food preparation, clothing care, personal maintenance, home living)

When you walk through Headwaters and smell the wonderful aroma of home cooking, you will find Judy Loew, Program Assistant, teaching the very popular *food preparation* class. Judy teaches menu preparation, selection/purchasing of nutritious food, and cooking delicious meals. In addition to *food preparation*, participants are taught how to care for their clothing (using the washing machine and dryer), *personal maintenance* (good hygiene, brushing their teeth, washing their hair and face, and taking care of their nails). In *home living* classes participants learn how to keep their home in good order by vacuuming/washing floors, dusting furniture, and cleaning dirty dishes.

Older American Program

The Older American Program is offered to participants who are 45 years or older and want to enjoy slower paced activities. Cheryl Hass, Program Assistant, supervises the many choices available, such as watching a movie, preparing and enjoying a snack and coffee, reminiscing about the past, and going for lunch at the Senior Center. They recently started an Advice Column where questions are posed to the group. A recent question submitted was: "Dear Older Americans: Who Should be Elected President of the United States?" They polled the Older Americans who dared get political... the outcome of their poll is posted at Headwaters.

Sensory Program

The Sensory Program is offered to those participants who need help improving their fine and gross motor skills and/or improve their ability to self-help. An individualized plan is developed and an Occupational Therapist is used as a consultant to set up sensory diets for each individual in the program. We recently purchased specialized equipment; such as, ladder lights, an activity wall, a touch screen computer monitor, acrylic mirrors, laser stars, weighted blankets, glider rockers, and a recliner for the sensory program with funds donated by Saint Mary's Hospital Ministry Fund (\$3,000), the Stephen G. Martin Memorial Fund (\$1,000), and Barbara & Harold Nehring (\$364.97). Special thanks to them for their generosity.

From the Director..



Providing possibilities for people with disabilities has always been our mission at Headwaters, Inc. Our goal is to help people develop the confidence needed to learn new work and life skills, try new experiences, and to give people an opportunity to make choices.

In 2009 Headwaters Inc. will be celebrating their 40th anniversary. We have a proud history of providing quality services to individuals with disabilities. As an agency, we have participated in many workgroups, committees, and partnered with many agencies and businesses for the betterment of services for people with disabilities. In

February of 2006 Governor Jim Doyle announced his goal to expand the Family Care Program in Wisconsin. According to the State, this program will give the people we serve better choices about where they live and what kinds of services and supports they need to meet their needs.

I would like to take this opportunity to encourage our readers to go on the internet and type in "Family Care." This is the new long-term redesign for Wisconsin. If you have a family member or you care for a person with a physical disability, developmental disability, or frail elderly you will want to learn more about this new initiative to expand managed long-term care in Wisconsin. By 2011, Governor Doyle is asking all counties to be involved in "Family Care." The new system will eliminate waiting lists and reorganize our long-term care system to meet the needs of our most vulnerable population. The way we do business will change and educating ourselves before those changes occur will help create a smooth and seamless transition.

I would also like to take this opportunity to introduce Jill Galarowicz. Jill is the Manager of our Sensory Program and The Caring Connection. Jill has an associate degree in nursing and she is also a social worker. Jill will be case managing, working with an Occupational Therapist on sensory diets, and developing therapeutic activities to assist our participants who suffer from early dementia or Alzheimer's. Headwaters is very fortunate to have a person with a medical and social work background join our team.

Headwaters' Transportation Department has been extremely busy this year. Julie Deaton, Transportation Coordinator, is receiving training to become a certified Mobility Manager. She has been coordinating and partnering with tri-county agencies to implement a more efficient and effective transportation system for people with disabilities and the elderly in the tri-county area. Headwaters is one of four agencies in the United States that will receive technical assistance to help rural communities enhance economic growth and development by improving transportation services throughout the tri-county area.

Open House a Great Success

An Open House was held at the First Congregational Church on September 5th to reintroduce The Caring Connection Adult Day Services to the community. This program is a State-licensed adult community-based respite care program designed to meet the needs of mature adults with memory loss who need minimal assistance with daily activities. Jill Galarowicz, Manager of The Caring Connection, reports the Open House was a great success. Several individuals and families learned more about the program. In addition, two ladies expressed their interest in volunteering for the program. For more information about this program or to volunteer, call Jill at 369-1337.



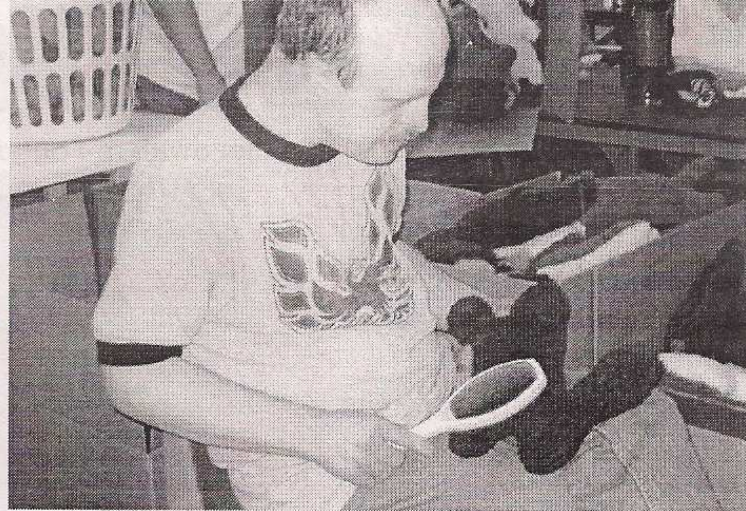
"The program was a blessing to our family. It was the best thing that could have happened to this community."

(Quote from Judith Durkee, whose step-father attended The Caring Connection.

Jill Galarowicz, Manager of The Caring Connection, and Robert Musson enjoy a lively conversation.

Stuffed Dogs Around the World Happy

If you're a dog owner, you know how much fun your dog has playing with their beloved toy. The participants who work in Headwaters' Production Area 2 are excited knowing the Berber dog toys they create add to a dog's happiness. Deanna Barlow, Production Supervisor, says Headwaters supplies Drs. Foster & Smith with approximately 1,500 stuffed Berber dog toys every month. She further explains the process of how these dog toys are made: The Berber fabric pieces, which are cut out in various shapes (bear, rabbit, bone, dog) and purchased from Jacquart Fabric Products, are sewn together, inside out. Participants then turn the fabric right side out, stuff the toy with fiberfill, and insert a squeaker. After the final seam is sewn shut, any lint is brushed from the toy before the final product is shipped to Drs. Foster & Smith where they



John Ratliff brushes lint from the toy

are sold in their catalog and on their internet website. Drs. Foster & Smith and their staff are avid supporters of Headwaters and people with disabilities. In fact, they were presented with the Headwaters Foundations' 2007 Partnership Award. This award recognizes a business that provides significant sub-contract work to Headwaters and goes to great lengths to help people with disabilities remain employed at Headwaters.



**Eric Harrison and Scott Dillon
stuff fiberfill into the sewn fabric**

Birth to Three

Birth to Three Program recently welcomed a new Service Coordinator, Sharon Winter. Sharon is a social worker who has worked in the medical field for 20 years. The other Service Coordinators include Nancy DeWitt, Cory Dart, and Kristine Szot, who work with a variety of children with special needs and their families in Forest, Oneida and Vilas counties. Nancy was selected as part of our areas' 2008-2009 Health Wisconsin Leadership Institute's Community Teams Program. This is a result of her work with Oneida County's Mental Health Committee. The team will be working to improve access to mental health services in our area. We have been collaborating with the Forest County Potawatomi. Cory teamed up with their health department to provide screenings at Child Development Day. Kris, who is also a Special Educator, completed a course that will help her in her work with children, especially those with Autism.



HEADWATERS FOUNDATION 23RD ANNUAL CHARITY GOLF CLASSIC

The Headwaters Foundation 23rd Annual Charity Golf Classic was held on Monday, August 11th at the Rhinelander Country Club. Over 80 people enjoyed a beautiful day of golfing to raise funds for people with disabilities and children with special needs in Oneida, Vilas, and Forest counties. Special thanks to major sponsors LaSalle Street Securities, M & I Marshall &

Ilsey Banks of Eagle River and Rhinelander; \$1 million "hole in one" sponsors Dr. Irv Schiek and Catholic Charities Bureau; "hole in one #5" sponsor Rhinelander GM; the 52 hole sponsors, and the generous merchants and individuals who donated items for the auction. Tournament winners include: A Flight: Jim Levandowski, Tom Stuckert, Gary Goska and Denise Jentzen; B Flight: Dennis Passmore, Roger Day, Gene Gaber and Bruce Stefonek.

**Pictured Right: Championship Flight Winners
(left to right): Arlyn Loomans, John Hannaford,
Dale Bronson and Tony Hansen**



SPECIAL THANKS TO OUR HOLE SPONSORS!!

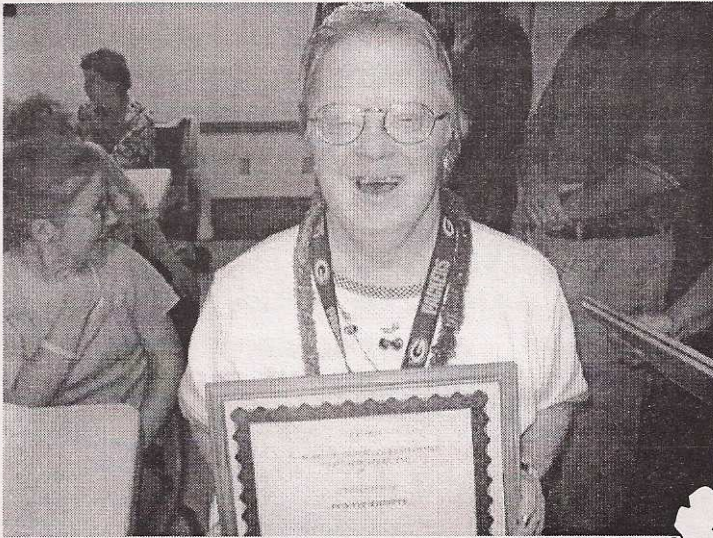
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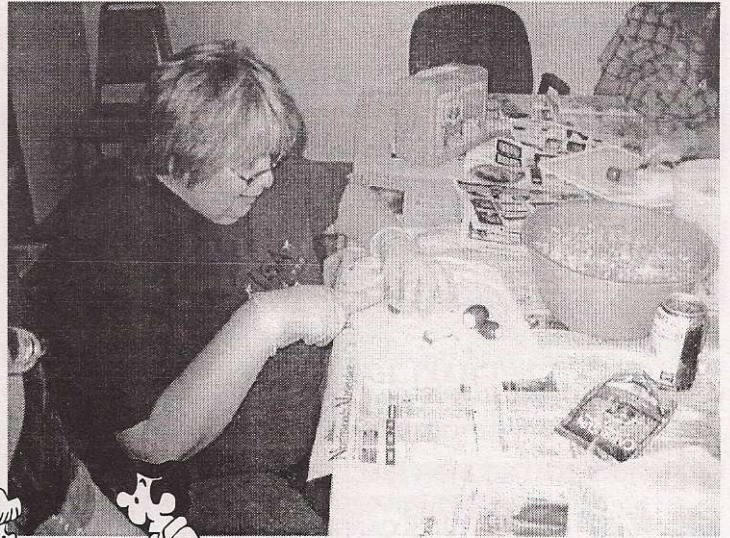


Summer Picnic

The Summer Picnic was held on a beautiful summer day! Participants, their family members, and staff enjoyed a fun day of games, delicious food (which was prepared in our Food Preparation Class) and rockin' music hosted by our very own DJ's, Nancy and Adam!



Bonnie Richter was one of the 17 participants who were recognized with an award for their years of distinguished service. Bonnie has been a participant at Headwaters since 1982.



Bobbi Jo helps with the preparation of potato salad for the picnic in our Food Preparation Program.



Special Gift

A living, growing legacy benefiting the environment for years to come has been planted at the entrance of our Nature Trail in honor of Don Koszarek. Don's sister, Kathy, purchased the flowering crabapple tree as a Christmas present for her brother. Don has been a participant of Headwaters for 36 years. In addition to working in our confidential document shredding program, Don receives training in food preparation, clothing care, personal and home maintenance in our Community Integration Program. Don enjoys going to the library, traveling, and is an avid Packer fan.



Mary Hardtke and Don Koszarek stand in front of the Flowering Crabapple tree planted in Don's honor.

Memory Walk

Team "Caring Connection/Headwaters" participated in the Memory Walk for the Alzheimer's Association held on September 27th in Rhinelander which raised over \$14,000. Pictured are team members Ashley Kurtz (holding Griz), Alice Kubiske, Mary Hardtke, Jill Galarowicz, Deb Rezac, Veronica Brown, Jolene Schirmacher and Musky and Lady in the foreground.



Mary Grieco, Chris Ruehling, and Patrick Marquart were appointed to the Board of Directors of Headwaters, Inc. by the Charities Bureau in February 2008. Mary is a semi-retired journalist and very active in her church and the Rhinelander community. Mary says, "I firmly believe in and admire Headwaters' mission." Chris, the Vice President of Business Banking at River Valley Bank in Eagle River, is also very involved in her community, volunteering for various Eagle River Chamber of Commerce functions and the Eagle River Revitalization Program. Chris says, "having a daughter with special needs who attends Headwaters, I feel I could offer suggestions that may benefit the organization." Patrick, the Plant Manager of Printpack, cites the reason he is serving on our board is his interest in making peoples' lives better.

John Stauner, owner of James Lake Farms, was elected to Headwaters Foundation in August 2008. John operates a cranberry farm and has vast business experience. Welcome to all our new Board members.

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A Special Thank You from Doctors Foster & Smith

The participants and staff of Headwaters, Inc. were recently treated to a special "THANK YOU" luncheon by Doctors Foster & Smith. Director Mary Hardtke was contacted by Marco Modic, Human Resource Director of Foster & Smith, inviting the participants and staff to a "cook out and picnic" as a way of saying thank you for doing business with them. A delicious catered luncheon was provided by "Aah...! Katering & Konsulting", games were played, prizes awarded, and everyone was given a shirt and cap by the wonderful staff of Foster & Smith. Natalie Schneider, a participant, summed it up for all of us by saying, "On behalf of everyone at Headwaters I would like to thank you for the good food and the good fun today. We want to thank you for giving us work throughout the year and we look forward to working with you in the years to come."

**DOCTORS
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Charitable giving is an important tradition for many people.

Giving gifts for the benefit of others offers a wonderful way to affirm your values and priorities.

Honoring a loved one through a charitable gift is often an especially meaningful act of paying tribute to someone special, while assuring that worthwhile values continue to influence the world around us.

Memorial and tribute gifts allow individuals to thoughtfully remember family members and friends who have been such a vital part of their lives.

*the end of the year
is a time for reflecting
on the past
and
planning for the future.
It is also a time
for reviewing
important financial
matters, including
charitable gift
considerations
to share with others.*

An opportunity to continue supporting the work of **HEADWATERS** is extended to individuals by inviting you to become a member of the "Legal Society" of the **Headwaters Foundation, Inc.**

A "Named Fund" is a group of contributions that total \$5,000 or more given in the name of a person, foundation, business or organization.

A "Named Fund" may be added to at any time and grow to any amount. Named Funds will be recognized on the Honor Wall located in the entrance at Headwaters, Inc.

For additional information on the Headwaters Foundation, Inc. or other opportunities for gifts, please contact:

**MARY HARDTKE, DIRECTOR
HEADWATERS, INC.
1441 E. TIMBER DRIVE
P.O. BOX 618
RHINELANDER, WI 54501-0618
(715) 369-1337**



NAMED FUNDS

Elmyra Hobbs

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M & I Marshall & Ilsley Bank of Eagle River

Lon & Virginia Sherman

Dr. Martin & Kathryn Smith

NAMED FUNDS IN PROGRESS

Mary & Ken Hardtke

Barbara Sironen (In Memory of Eric Gavin Amaral)

WISCONSIN STATE COUNCIL KNIGHTS OF COLUMBUS

**Approves \$6,667 toward the cost of a new shredder
for our confidential document
shredding program.**



Community Employment Services

Community Employment Services began a new contract with Smith Barney this year. We employ two individuals at this site who do light janitorial work two days a week. The program currently has six contracted sites where individuals earn at least minimum wage or greater.

**Kathy Rouse enjoys cleaning
at Smith Barney**

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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.

HEADWATERS, INC. WISH LIST

New GM Cargo Van for RAM
(Rest Area Maintenance Program)
New Computers
Digital Camera
Money toward a new Shrink Wrap Machine
Two Recliners for the Sensory Program
Money for Program Supplies
for The Caring Connection

Behind the Scenes

Mary Hardtke congratulates Maureen Juras on her 20 years of employment at Headwaters, Inc. Maureen is a Case Manager and the Manager of the Birth to 3 Program.



All the staff of Headwaters, Inc. are commended for their dedication and commitment to the people we serve.



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.



Headwaters is proud to be a United Way agency