



# HEADWATERS HI-LITES

Fall/Winter Newsletter 2009

*Serving Forest, Oneida and Vilas Counties Since 1969*

**HEADWATERS, INC**

**1969 - 2009**

## **CELEBRATING 40 YEARS OF PROVIDING QUALITY SERVICE**

Present and past board members, staff, participants, and families gathered at Headwaters on June 4th to celebrate the organizations 40th anniversary. Speakers reminisced about the humble beginnings of Headwaters in 1969 when classes were held in the First Congregational Church and only 15 adults and children attended. Speakers included Brian Soland, Executive Director of Catholic Charities Bureau; Dennis Herrmann, President of Headwaters Foundation, Jim Kumbera, member of Headwaters' Board of Directors, Mayor Dick Johns and Past Presidents of Client Council Colin Marsicek and Natalie Schneider.

Just as many things have changed in the world since 1969, so has Headwaters. They have gone from serving 15 adults and children to serving over 120 adults with disabilities and 135 children, birth to three, and their families in the tri-county area of Forest, Oneida, and Vilas. In 1969 only basic programs were offered. In 2009 a variety of programs are offered that include Adult Day Services (daily living, sensory stimulation, community integration, recreation, and Older American). Work Services offers a variety of jobs; such as, packing, sorting, confidential document shredding, Rest Area Maintenance, sewing, and auto reconditioning. Community Employment offers job developing and job training. The Caring Connection is an adult respite program for adults with early dementia and Alzheimer's. The Birth to 3 Program provides services to children, birth to 3 years of age who have special needs.

Our mission of providing quality services for people with disabilities has remained constant over the past 40 years.



Joe F. and Amber P.  
are voted King and Queen of  
the Valentines Day Party

Don S. and Eric H. participate in Men's Enrichment Class





## From the Director...

I was amazed at the accomplishments and the awards Headwaters received in 2009, and the year is not over yet! The participants and staff have been working hard all year and have received recognition for their efforts. The State of Wisconsin State Use Board presented Headwaters, Inc. and Elbeco Incorporated, a fortune 500 clothing manufacturing company, with the 2009 State Use Partnership Award at a special ceremony in the State Capitol on July 9th. Headwaters teamed up with Elbeco and our sister company Black River Industries to sew correctional officer uniforms for the State of Wisconsin. David Lurio, President of Elbeco, flew from Pennsylvania to Madison to accept this prestigious award on behalf of

Headwaters and Elbeco.

Rehabilitation for Wisconsin (RFW) chose Headwaters, Inc. as their Feature Service Provider on their website ([www.rfw.org](http://www.rfw.org)). This recognition is acknowledged through RFW site inspections, comment cards, and letters from visitors stopping at the rest area sites.

The Alzheimer Association of Greater Wisconsin Chapter selected The Caring Connection (which is operated by Headwaters, Inc.) to be a recipient of the Memories in the Making Program. This is a therapeutic art program designed for individuals with dementia. The initial start-up cost/investment for a facility to implement the curriculum in their facility is \$2,500.00. Through the generosity of the Alzheimer Association, the Caring Connection received a starter kit of high quality art supplies and training for two facilitators to provide participants with a meaningful and purposeful activity free of charge. In addition, the Alzheimer Association provided additional training to the Caring Connection staff in using music therapy to enhance memory care. The Caring Connection also received a \$10,000.00 grant from the Helen Bader Foundation to continue to provide programming to families and caregivers who need time off from their care giving responsibilities.

Headwaters' Transportation Program received a grant for technical assistance through the Community Transportation Association of America (CTAA) of Washington D.C. to partner with other tri-county transit providers to implement a transit plan to serve all citizens of the tri-county area. The tri-county transit providers selected LSC Transportation Consultants out of Colorado to assist in the planning process. Three technical memos from LSC consultants have been reviewed and the final stage of this process is to select an appropriate plan to implement a tri-county transit system. Hopefully, we will complete this process by December of 2009.

Birth to 3 staff, along with many other agencies, held a 2009 Community Baby Shower in Forest County. Members of the Family Services Network of Forest County had the goal of connecting parents to both formal and informal social support. We all know that families form the core of a community. While the family provides the primary mechanism for the socialization of children, the surrounding community plays an additional crucial supporting role. Research indicates that children and families prosper in connected, supportive communities and suffer in the absence of community supports (Gabarino and Kostelny, 1992). The baby shower was extremely successful!

Community Integration, Recreation, and Day Service Programs surpassed all previous years' activities. Some of the activities included kayaking, apron making, swimming, fishing, picnics, grilling, playhouse assembling, touring the planetarium and Jim Peck's Wildlife Park, visiting area businesses, and attending plays.

Headwaters, Inc. was involved in another successful Mental Health Summit Conference in Eagle River in May. There is a lot of work involved in planning this summit, but over 100 people attended this year. We will be presenting on the success of this year's summit to the National Association of Social Workers in October.

Jim Hoegemeier, from the ARC-Wisconsin Disability Association, gave a presentation on Family Care. Headwaters will be holding another of Jim's presentation in 2010. Please watch for date and time in our next newsletter.

Headwaters welcomed John Powers and Alan Ruetten as two new members on the Board of Directors of Headwaters, Inc.

Headwaters 40<sup>th</sup> anniversary celebration was a huge success. A heart-felt thank you to everyone who participated.

*Mary Hardtke, Director  
Headwaters, Inc.*



## Birth to Three

Staff of the Birth to 3 Program is having a very busy year. In addition to working with the families on their caseloads and their usual participation in Child Development Days and health fairs, they have been involved in a number of other activities. They continue their work with the Northwoods Infant Mental Health Task Force. In this capacity, they made presentations on *Attachment and Foster Care* for foster parents in Vilas County and *Healthy Mothers, Healthy Children* for the Mental Health Summit held in Eagle River. They provided training for local child care centers on social-emotional development and establishing routines and appropriate activities for infant and toddlers. They also gave training on developmental milestones for the *Honoring Our Children* home visitation program for the Forest County Potawatomi.

Staff has also been working on State and local initiatives. One of our Service Coordinators was asked to serve on the Oneida County Mental Health Access to Care Leadership Group which is developing a collaborative system of care in our area. We are also working on the State Early Hearing Detection Initiative, which is promoting early identification and treatment for children with hearing losses, and on the Developmental Screening Initiative, working with local physicians to identify and refer children with special needs as early as possible through regular developmental screenings.

Finally, they have spent a lot of time learning the new State data base system, PPS. Every child in our Birth to 3 program must be entered into this system. At this time we are serving 101 children: 55 from Oneida County, 39 from Vilas County, and 7 from Forest County.

## Day Services - Learning and Having Fun

Headwaters' Recreation Program has offered numerous opportunities for participants to go on "field trips" which were enjoyable and educational. They traveled to Northern Lights Playhouse, Kovac Planetarium, Jim Peck's Wildlife Park, and White Pines Fun Park. They also went on the Wilderness Cruise, visited the library, ate picnic lunches at area parks, and fished in the beautiful lakes of Oneida County! One of the fun projects being taught in the Basic Living Skills Program is sewing aprons. Each participant chooses and provides the material for their apron and Judy Loew, Program Assistant, assists with the sewing. Participants also learned to grill and cook with fresh fruits and vegetables.

Chaz hooks "a big one"  
on a summer fishing trip







## HEADWATERS FOUNDATION 24TH ANNUAL CHARITY GOLF CLASSIC

The Headwaters Foundation 24th Annual Charity Golf Classic was held on Monday, August 10th 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 St. Securities; M&I Marshall & Ilsley Banks of Rhinelander and Eagle River; \$1 million "hole in one" sponsor Dr. Irv Schiek and Catholic Charities Bureau; "hole in one #5" sponsor Rhinelander GM; the 56 hole sponsors and the generous merchants and individuals who donated items for the auction. Tournament winners include: (tied) Gene Gaber, Mark Smith, Mike Piasecki, Bill Kowieski and John Stauner, Gary Gilbert, Jerry Bach, and Dave Lukas. B Flight: Deb Wiess, Mike Wiess, Greg Hansen, and Bill Wiess.



**Pictured Right: Championship Flight Winners**  
(left to right): Brad Garrett, Craig DeBerg, C J DeBerg, and Phil Day

## SPECIAL THANKS TO OUR HOLE SPONSORS!!

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Acacia Lane Dental

Advanced Accounting

Argonne Lumber

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Carpet City

Catholic Charities Bureau

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D J DeWitt & Company

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Fercello, Gerald

Finlan Law Firm

Foster & Smith

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Little Carpenter Playhouses

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Molon, Gwen & Robert

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River Valley Bank

Robert's Irrigation

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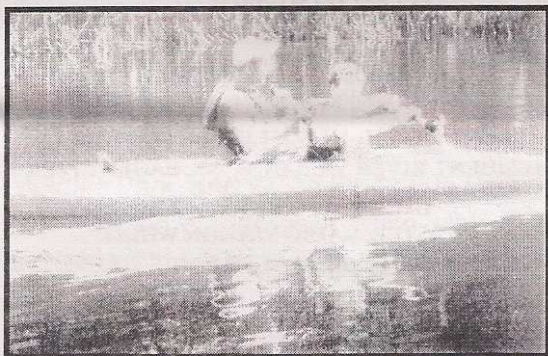




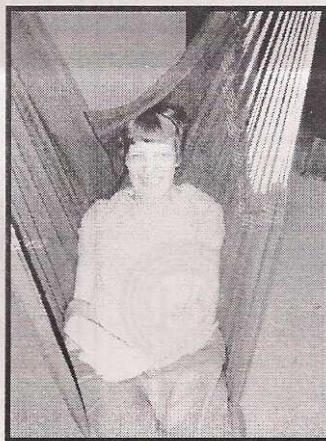
## Headwaters Awarded 2009 State Use Program Partnership Award

Headwaters, Inc. was awarded the 2009 State Use Partnership Award by the State of Wisconsin State Use Board at a special ceremony in the State Capitol on July 9th. Headwaters was one of six work centers, six private businesses, and three State agencies that received this prestigious award. This award recognizes Wisconsin State Use Program participants who have made outstanding contributions to the employment of people with disabilities across the state. Governor Doyle stated, "The State Use Program ensures that every individual with a severe disability in Wisconsin has the opportunity to experience the personal satisfaction and financial benefits that come from employment. The work centers, private businesses, and the state agencies being honored with partnership awards serve as models for the cooperative work that improves the quality of life for disabled people across the state."

Headwaters, Inc. along with their sister company Black River Industries, partnered with Elbeco Incorporated to contract with the State of Wisconsin to sew correctional officer uniforms. Elbeco is one of the largest manufacturers of professional uniform apparel in North America and is privately owned and operated by the Lurio family. David Lurio is the President of the company whose headquarters are located on Reading, Pennsylvania.



Nick G. enjoys Kayaking



Jean

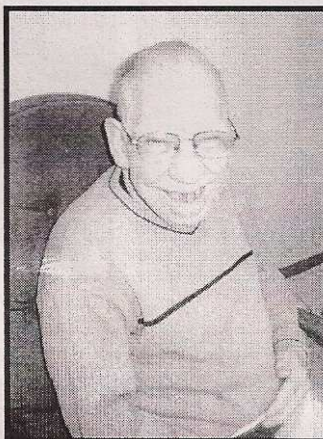


Marisa M. and Jill G.  
"Glam It Up" for I Love Lucy  
look-a-like contest

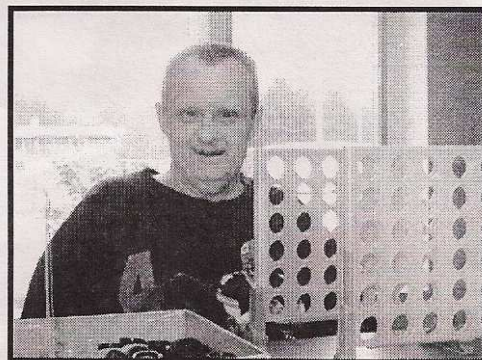
## HAPPENINGS AT HEADWATERS



Warren



Orville



Tom T. enjoying a game of Connect Four



## NEW Members Elected to Boards

John Powers and Alan Ruetten were appointed to the Board of Directors of Headwaters, Inc. by Catholic Charities Bureau in February 2009. John is a Manager and Partner of Doctors Foster and Smith in Rhinelander and very active in his church. Alan is the President of Associated Bank in Rhinelander and is a member of the Rhinelander Rotary and serves as RACC Ambassador. John and Alan bring a wealth of leadership and business experience to our Board of Directors.

### 2009 HEADWATERS, INC. BOARD OF DIRECTORS

#### OFFICERS

**JOHN REINTHALER, PRESIDENT**  
VICE PRESIDENT OF INVESTMENTS  
HECK CAPITAL ADVISORS

**CHRIS KUEHLING, VICE PRESIDENT**  
VICE PRESIDENT BUSINESS BANKING  
RIVER VALLEY BANK - EAGLE RIVER

**TIM HINTZ, SECRETARY/TREASURER**  
ACCOUNT EXECUTIVE  
WISCONSIN PUBLIC SERVICE

#### DIRECTORS

**MARY GRIECO**  
RETIRED, STAR JOURNAL EDITOR EMERITUS

**JAMES KUMBERA**  
DIRECTOR  
ONEIDA COUNTY ECONOMIC DEVELOPMENT CORP.

**PATRICK MARQUART**  
PLANT MANAGER  
PRINTPACK

**JOHN POWERS**  
MANAGER/PARTNER  
DOCTORS FOSTER AND SMITH

**ALAN RUETTEN**  
PRESIDENT  
ASSOCIATED BANK



### 2009 HEADWATERS FOUNDATION BOARD OF DIRECTORS

#### OFFICERS

**R. DENNIS HERRMANN, PRESIDENT**  
OWNER, LASALLE ST. SECURITIES

**RON BOSI, VICE PRESIDENT**  
GOLF PRO, RHINELANDER COUNTRY CLUB

**ANDY MCMILLION, TREASURER**  
INSIDE SALES REPRESENTATIVE, NORTRAX EQUIPMENT

**GARY COPPENGER, SECRETARY**  
RETIRED PLANT MANAGER, PRINTPACK

#### DIRECTORS

**JOSEPH BRAUER**  
MANAGER, ONEIDA COUNTY AIRPORT

**JOE DUCHAC**  
OWNER, NORTHWAY SALES

**MARY HARDTKE**  
DIRECTOR, HEADWATERS, INC.

**MIKE HAUSER**  
ACCOUNTANT/CPA - OWNER, NORTHLAND ACCOUNTING

**CHRIS KUEHLING**  
VICE PRESIDENT, RIVER VALLEY BANK, EAGLE RIVER

**BILL MITCHELL**  
BROADCASTER, RADIO STATION WHDG

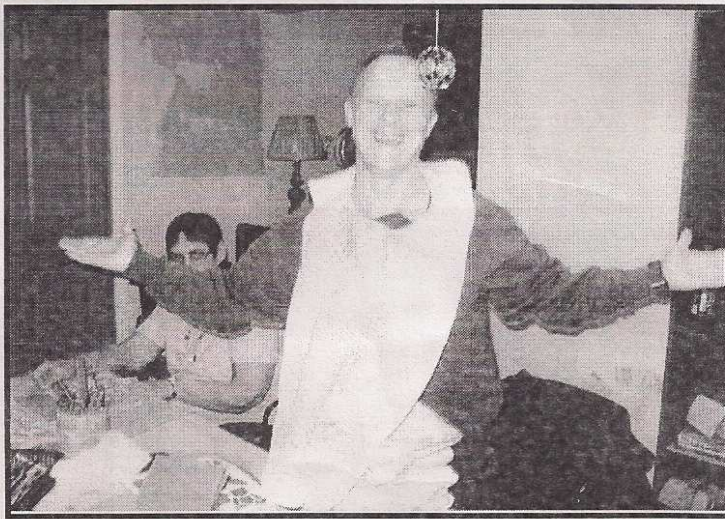
**TOM PETERSON**  
RETIRED BUSINESS MANAGER, HEADWATERS, INC.

**JOHN REINTHALER**  
VP OF INVESTMENTS, HECK CAPITAL ADVISORS

**JOHN STAUNER**  
OWNER, JAMES LAKE FARMS



Ben S. works on eye and hand coordination in Sensory Program



"Good Time Joe"



## Charitable Giving

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.

*For many  
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.*

## A Living Legacy

An opportunity to continue supporting the work of HEADWATERS is extended to individuals by inviting you to become a member of the "Legacy 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  
LaSalle St. Securities  
M & I Marshall & Ilsley Bank of Rhinelander  
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 \$7,500 toward the cost of a new shrink  
wrap machine with heat tunnels  
for Headwaters' production program.**



**Amy W. works hard cleaning at the Rouman Cinema**

## Community Employment Services

Two staff members completed a six month class on Person-Centered Integrated Employment Planning. Certificates of completion will be presented by the Governor at the capitol in Madison on October 1st. During the last six months, nine assessments and one on-the-job evaluation have been completed. Currently they are job coaching 14 individuals referred by Human Services Center and 13 individuals referred by the Department of Vocational Rehabilitation. In addition, they have had the opportunity to work with two individuals from the Great Lakes Inter-Tribal Council.





HEADWATERS, INC  
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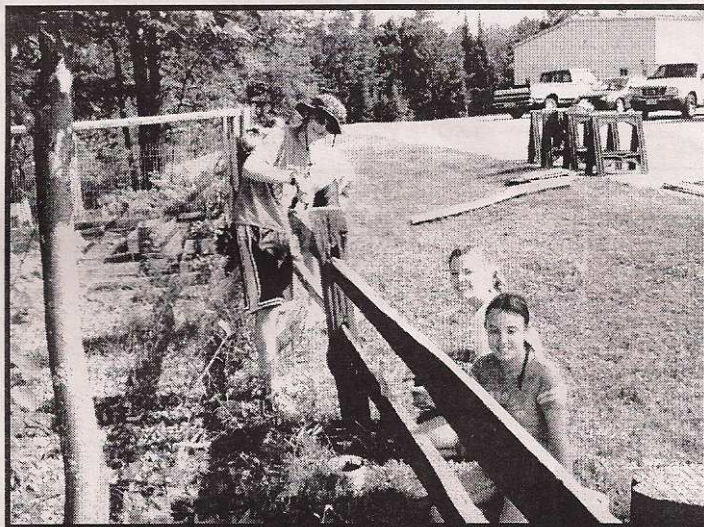
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## MISSION STATEMENT

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.

## Youth Lend a Hand

A special thank you to the young adults who volunteered their time and talents at Headwaters this summer by repairing benches, painting picnic tables, and re-staining the fence in our nature trail. They came from congregations in the Greenville, Kaukauna, Ripon, Cambridge, Lodi, and Mauston areas to spend a week at Cresnet Lake Bible Camp to participate in "Discipleship Alive." This is a unique camp for anyone in 7th - 12th grades plus college students and parents sponsored by Allasso Ministries of Greenville, Wisconsin.



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