



# HEADWATERS HI-LITES

Fall/Winter Newsletter 2010

*Serving Forest, Oneida and Vilas Counties Since 1969*

## HEADWATERS GOES HI-TECH

Headwaters now has an up-to-date technology program, thanks to a generous \$4,000 donation from the Wisconsin State Knights of Columbus. New computers and monitors have been installed along with several adaptive aids designed for the special needs of our participants. One of the adaptations is a "joystick" mouse for



*Sharon Winter, Rehabilitation Services Manager, teaches computer skills to Shannon E*

participants with minimal hand control. There is also a "motion detecting" device which will allow people to move a cursor with head motion. On-screen keyboards work with the joystick or the motion detecting mouse alternatives. There is also a key guard adapted keyboard, an alternative keyboard for participants with low vision, a large roller-ball mouse alternative, a large push button mouse alternative, a touch activated monitor and an articulating arm which will allow staff to position a mouse or keyboard to accommodate the needs of individual participants. Finally, we have purchased digital cameras which will be used by participants in various programs. One of the cameras has an articulating arm and independent controls which will allow participants in wheelchairs and/or difficulty with hand movements to do photography.

Specialized programs are being installed in computers, including a simplified e-mail program and a "talking" e-mail program for people with reading difficulties. Other programs designed to improve various real life skills are being researched for purchase

in the near future. Our staff are in the process of designing classes, as a new Day Services program option, for those who do not have basic computer skills.

Participants and staff alike are excited about the new equipment and programs. Headwaters is proud to be able to offer yet one more opportunity for people with autism and intellectual disabilities to improve their real-world skills and independence.

# Personal

## Achievement

Submit your Nomination for Headwaters Personal Achievement Award by November 1, 2010. (nomination form inside)



## From the Director...

It has been a great summer! I would like to thank the parents who trusted us with providing services for their son or daughter during the summer months. These are just some of the comments we received from the parents: "My sons last day will be Monday, August 30th. He has had a great summer again this year." We are very pleased with our daughters' summer and very impressed with how our daughter was treated with dignity and respect. School hasn't always been positive for our daughter but her experience at Headwaters has been great." We hope all of our students have a great year and hopefully we will be able to serve them again next summer. It was great working with families and the various school systems.

The potential we see for these students is phenomenal. We thank everyone for sharing their experiences and talents with us. We gain so much knowledge from our families and the school districts.

Our consumers were able to show off their work skills thanks to the City of Rhinelander. This summer Headwaters contracted with the City of Rhinelander to provide lawn care and cleaning for the Rhinelander Logging Museum. Compliments poured in from many community members. We heard that our work crews were well organized and worked hard. A heart-felt thank you to the staff and volunteers at the Logging Museum. They made our work crew feel so important and good about their accomplishments. We look forward to working with Rhinelander Logging Museum next year.

The Wisconsin State Knights of Columbus provided Headwaters with funding to purchase adaptive computer equipment for our computer lab. Our consumers are very busy learning how to operate this equipment; some are even teaching me. I was told by one young man it takes older people a little longer to catch on to this new stuff. I have to agree!

Volunteerism is alive and well in our communities. The "Discipleship Alive" program from Appleton spent two days at Headwaters painting, cleaning, washing windows and screens, stenciling our bathrooms, and weeding our landscape. Youth from Nativity of Our Lord Church spent a day helping our consumers with different projects. These young people are incredible.

Printpack in Rhinelander helped Headwaters accomplish a huge project this summer. "Printpack Cares" is a corporate initiative set up in 30 communities to help not-for-profit organizations. They donated the equipment, bought all the paint, and 13 volunteers from Printpack spent a full day repainting the back of the work building. Questions from some of our consumers were: "Why are people so nice to us?" and "Did this cost Headwaters a lot of money?" Everyone knows that our funding has declined greatly over the last five years. Having corporations like Printpack come forward and do these acts of kindness just gave us all another Christmas.

I also want to say "Thank You" to Doctors Foster & Smith. Unfortunately our big delivery truck is almost ready to be sent to the junk yard. The cost of repairs is more than the truck is worth. Thanks to Doctors Foster & Smith for covering the transportation of their products that we package for them. Everyone would also like to thank Doctors Foster & Smith for sponsoring our annual summer picnic for participants and staff. Everyone enjoyed a delicious lunch, games, prizes, and special gifts. The participants enjoyed making new friends with the staff of Doctors Foster & Smith and a great day of fun!

Our annual building inspection was done by Catholic Mutual. Our buildings and grounds are in good condition and there were no recommendations made by the inspector. Fire suppression training was done by our local fire department and we met the time requirements on all of our fire drills. Our programs are operating smoothly and our consumers were involved in many community jobs, community programs, and our summer projects were accomplished. We are feeling rather good about ourselves even in these tough economic times. It's people in our communities that keep lifting us up and inspiring us. I have been living in the Northwoods for almost ten years. I get up each morning and still feel like I'm on vacation. I've been so blessed to be a part of the Northwoods communities.

Please remember flu season has arrived. Headwaters will again have our buildings sanitized, but we need everyone entering and leaving the building to remember to wash their hands. We again will have our consumers and staff washing hands entering and leaving the various programs. We can bleach and sanitize a million times, but the most effective way of keeping out flu bugs is washing of hands. We were extremely successful last year, so please take time and talk about hand washing. Thank you!

*Mary Hardtke, Director  
Headwaters, Inc.*

## Headwaters Awarded Grants for Transportation

Headwaters was recently awarded five buses totaling \$188,157. These funds are distributed through the Wisconsin Department of Transportation's Section 53.10 Elderly and Disabled Transportation Capital Assistance program grant. Delivery of these vehicles funded through this grant cycle will take place in 2011 and 2012. Headwaters has been awarded these grants since 2002 and to date has received \$1,498,000 in grant money for vehicles serving the tri-county area. Our partners in the grant are Oneida County Department on Aging, Vilas County Commission on Aging, Forest County Commission on Aging, Opportunities Unlimited, Lac du Flambeau Band of Lake Superior Chippewa Indians, Koinonia Treatment Facility, and Lakeland Retirement Foundation.

Each year since 2008 we have received a grant from the Wisconsin Department of Transportation for the New Freedom Regional Voucher Program. This program provides funds for individuals with disabilities to purchase vouchers for cab rides in the Minocqua, Arbor Vitae, and Woodruff areas through DISCAB Company.

Headwaters was one of the four agencies in the nation to be awarded the Rural Passenger Transportation Technical Assistance Program grant from Community Transportation Association of America (CTTA). CTTA hired LSC Transportation Consultants of Denver, Colorado to develop a transportation plan for the tri-county area. The plan was completed in early 2010. Julie Deaton, Mobility Manager for Headwaters states, "we are hopeful this plan will be implemented in early 2011. It will provide much needed public transit services for the tri-county area."



Julie Deaton, Mobility Manager, loads Tom Jensen onto our new bus

Additional transportation news includes: Julie Deaton was elected Vice Chair of Wisconsin Rural and Paratransit Providers (WRAPP). WRAPP is an organization that provides transit training to Wisconsin transit providers. Headwaters' van drivers are being trained to obtain their Commercial Driving License.

## Birth to 3 Program

There have been a few changes in the Birth to 3 Program this year. We are learning more about the coaching model of providing services to children and families. This involves showing parents how to work with their children throughout their day so they can learn and develop new skills. We received stimulus money which enabled us to meet with all of the therapists, Service Coordinators, and Educators. We are using webcasts, books, and a State facilitator to learn and develop our skills in coaching families.

We also have a new Service Coordinator - Sarah Cogar. Sarah is a social worker who had previous Birth to 3 experience in Langlade County. Sarah lives in Rhinelander and is working primarily in the Lac du Flambeau/Minocqua areas. Welcome to Headwaters, Sarah!







# HEADWATERS FOUNDATION 25th ANNUAL CHARITY GOLF CLASSIC

The Headwaters Foundation 25th Annual Charity Golf Classic, which was dedicated to the memory of Chuck Reeves this year, was held on August 9th at the Rhinelander Country Club. There were 111 people who enjoyed a beautiful day of golfing to raise funds for people with disabilities and children with special needs in

Oneida, Vilas, and Forest Counties. Tournament winners include: A Flight: (tied) R. Ross, J. Druke, J. Endberg, D. Knotts and Tom Obrodovich, Bob Desutter, Gary Goska, Tom Dunthy. B Flight: Deb Wiess, Mike Wiess, Bill Wiess, Jim Wiess. Ladies Flight: Michele Riopel, Becky Priebe, Julie Prah, and Cherie Laham. Championship Flight winners are pictured left to right: Gary Cirilli, Tim Kulhanek, Rocky Delap, and Pat Marquardt.

We would like to thank our three major sponsors: LaSalle St. Securities; M & I Marshall & Ilsley Banks of Rhinelander and Eagle River, \$1 million "hole in one" sponsors Dr. Irv Schiek and Catholic Charities Bureau, the 61 \$100 hole sponsors, and the very generous merchants and individuals who donated items for the auction. As a result of this tournament, we raised \$11,255 for Headwaters' programs.



Championship Flight winners are pictured left to right: Gary Cirilli, Tim Kulhanek, Rocky Delap, and Pat Marquardt

## \$100 HOLE SPONSORS!!

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# Learning is FUN

Headwaters' Recreation, Community Use, and Social Behavior Program (known as RCS) are popular programs that make learning fun. Mary Pearson, Program Supervisor, says, "We focus daily on the participant's abilities." Every day participants are out and about in the community (library, local stores, and swimming at the YMCA) and monthly they plan special trips; such as, Lake George, Kovac Planetarium, Nicolet College, Wildlife Sanctuaries, Museums, Restaurants, Canoeing, and miniature golf. Goals and objectives are: appropriate social skills (manners, taking turns), money skills (purchasing/returning items), ordering from a menu at a restaurant, and community safety.



Chris Rolain enjoys the serenity of nature on the Wilderness Cruise



A bird perches on a snack stick while Brandy explores the Bird House at Jim Peck's Wildlife Park

## Doctors Foster & Smith - Headwaters' Faithful Friends

Everyone at Headwaters looks forward to our summer picnic - and thanks to the generosity of Doctors Foster & Smith who donated the delicious food, prizes, and gift bags it was a day which was enjoyed by participants and staff. In addition, Jake Kriesel, another friend of Headwaters, provided the musical entertainment which included karaoke - which always a popular event!

### 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.



Eric Harrison having fun



Kris Dieken enjoys a game



Group Karaoke fun

# NEW Members Elected to Boards

John Schiek was appointed to the Board of Directors of Headwaters, Inc. by Catholic Charities Bureau in February 2010. John has been an attorney in Rhinelander since 1974 and is employed by O'Melia, Schiek & McEldowney. He is active in the Chamber of Commerce, local Bar association, and State Bar Association Boards. Kasha Herrmann was elected to the Board of Directors of the Headwaters Foundation in March 2010. Kasha was born and raised in Rhinelander. She graduated from Rhinelander High School and continued her education at the University of Iowa. After college, she worked for Governor Tim Pawlenty of Minnesota and later became a Financial Consultant with AG Edwards and Sons in Scottsdale, Arizona. Last October she moved back to Rhinelander to work as a Financial Consultant at LaSalle St. Securities. Kasha says one of the reasons for getting involved with Headwaters is because she has witnessed her father, Dennis Herrmann's involvement over the years and she shares his enthusiasm for Headwaters. She states she looks forward to Headwaters continued growth and service to the community.

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## 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  
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Lon & Virginia Sherman  
Dr. Martin & Kathryn Smith  
John & Kathy Powers

### NAMED FUNDS IN PROGRESS

Mary & Ken Hardtke  
Barbara Sironen (In Memory of Eric Gavin Amaral)

## Keys to Successful Employment



Kris Solsrud makes sure a cart is available for shoppers at the Wal-Mart store in Rhinelander

In these tough economic times, Headwaters Community Employment Program has been working hard to find individuals jobs of their choice and give them the follow-along support needed for their success. The Community Employment Program is currently serving 15 individuals from the Department of Vocational Rehabilitation and 12 individuals who were referred by the Human Service Center.



John Ehlinger cooking burgers at Burger King



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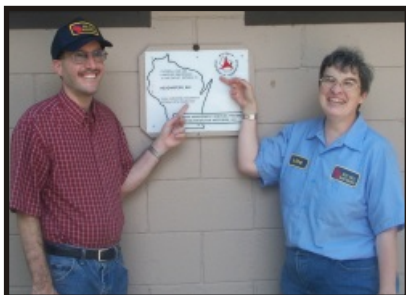
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## Working in the Community



*Jonathon Erickson and Scott Dillon are part of a team of participants who do landscape maintenance at the Logging Museum in Rhineland.*

*Billy Dippel and Lisa Behm are proud of the work they do cleaning way-sides in the Rest Area Maintenance Program.*



## Production

Work opportunities for people with disabilities include confidential document shredding, sewing uniforms (pants and caps) for the Wisconsin Department of Corrections, sewing dog toys and shrink wrapping products for Doctors Foster & Smith, and packaging products for Trueflight Manufacturing. A new contract with Fishing Hot Spots to assemble data chip packages was added this year.

Headwaters is available for businesses to meet all their packaging and assembling needs. In addition, our well-known Auto Reconditioning Program is accepting appointments for your car or truck to have it cleaned inside and out. Our confidential document shredding program is offered to companies as well as individuals. Individuals may bring their documents to Headwaters during the work week, Monday-Friday, from 8 a.m. to 3 p.m. For more information, call Headwaters at 715-369-1337.



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