



HEADWATERS HI-LITES

Fall/Winter Newsletter 2012

Serving Forest, Oneida and Vilas Counties Since 1969

Headwater's RAM Crew

Since 1991 Headwaters has contracted with the Wisconsin Department of Transportation to provide the custodial care and landscape maintenance services at eight sites located throughout Oneida, Vilas, Forest, and Lincoln counties. The goals of the RAM Program are to provide the best maintained roadside facilities in the nation and to provide maximum employment opportunities to people with disabilities. Headwaters' four RAM Supervisors train and supervise 14 individuals with disabilities on their custodial and landscape maintenance crews. Services provided by Headwaters RAM crews include cleaning the buildings (including minor repairs and painting) and mowing the grounds. Rehabilitation for Wisconsin (RFW) works with the WisDOT and Headwaters to ensure that quality services are provided at each site. When RFW inspected all of the waysides maintained by our RAM crews this summer, all waysides were at 100 percent. In addition,



the Forest, W-4 Cavour site which we maintain received the RAM Hall of Fame Award. This award acknowledges the outstanding efforts of RAM crews. When Ross C. was asked why he likes working in the RAM program he stated, "I like hard work; mowing grass...and you can't go wrong with the boss." The next time you drive past a wayside or rest area in Wisconsin remember the team of people who work cooperatively behind the scenes to keep our rest areas and waysides clean, safe and in good working order. In addition, keep in mind that the RAM Program employs individuals with disabilities and this employment opportunity has allowed them to achieve greater independence and self-sufficiency within their communities. Many of the individuals with disabilities have moved to other jobs in their community due to the work experience and training they received by working at RAM Program sites.

Personal Achievement

Submit your Nomination for Headwaters Personal Achievement Award by November 1, 2012. (nomination form inside)



From the Director...

Headwaters had an extremely busy summer. There were ten summer students who attended Headwaters for the summer. Seven returned after attending last summer and three were new summer attendees. It is always sad when we have to say good-bye, but we wish them a successful school year and we hope to see them next summer. For all those who made tool boxes, please use them. Keep up those carpenter skills.

On April 26, 2012, members of the Headwaters Board of Directors and Headwaters Foundation Board of Directors, along with Headwaters' management team, met to develop a strategic plan for 2012-2015. Kristin Hill facilitated the planning process. Three areas were identified to move Headwaters forward: Influencing Funding Priorities, Developing the Future Workforce, and Telling Our Story. Headwaters' management team, along with staff, have put together a list of activities that will build on these three areas and move Headwaters forward with more innovative programming.

Education is one of the top priorities at Headwaters as we continue to work on our strategic plan. Two managers and I had the distinct pleasure of taking a one week course with Dr. Glenis Benson. Dr. Glenis Benson obtained her Ph.D. from the University of Wisconsin, Madison and conducted both her doctoral and master's research with people who have Autism Spectrum Disorders (ASDs). Dr. Benson has been a Senior Advisor to the United Nations for the Middle East, Director of the Autism Program and Assistant Professor in Pediatrics at USD. Prior to meeting with Dr. Benson, we all read the book, "Lost at School" by Dr. Ross W Greene. Dr. Greene's premise is "all children want to do well." "Lost at School" takes you through a Collaborative Problem Solving Model that helps children with behavioral challenges. Dr. Benson skillfully modeled how this Collaborative Problem Solving (CPS) Model works and how we can use it in all phases of our professional and private lives. We are now in the process of training all staff in this CPS model and hopefully we will be able to provide training to others who work with challenging behaviors.

Headwaters continues to work with the school districts and Nicolet College in providing courses at Nicolet College for people with intellectual disabilities. Our second Soft Skills Course started on September 10th. Headwaters has also designed curriculums for auto detailing and custodial maintenance. These 12 week classes will be offered at Headwaters. Anyone who is interested in working in these areas can contact Headwaters for more details. We are implementing more intensive programs so people with disabilities can build a resume that includes classroom experience in the area of their interest along with on-the-job-training and apprenticeship programs.

Pat Kurtz and Don Sturm have retired after 35 years of service. Sharon Winter resigned her position to work within the Catholic community in a different capacity. We will miss them all, but wish them the best of luck in the future.

Brian Soland, Executive Director of Catholic Charities Bureau, will retire in January, 2013. Alan Rock has been named the next Executive Director of CCB. More information will be reported in our next newsletter.

*Mary Hardtke, Director
Headwaters, Inc.*



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

Day Services

Every Friday morning at 9 a.m. participants eagerly gather in the classroom to begin "Dance Class." Participants bring in their favorite music to share or dance to the music provided by the teacher, Julie Bruyette. Julie says that everyone enjoys talking about the different bands and their music and how much music has changed over the years. Dance class is just one of the special interest classes offered this year. Others include quilt making, gardening, scrap booking and card making, and photography. RCS (Recreation, Community Use, Social Behavior) was on the move with numerous fun and educational activities; such as, Wilderness Cruise, Wildwood Wildlife Park, wagon rides, picnics, and shopping at local flea markets and stores.



Dancing with "Our Stars"

A group of participants also attended the Oneida County Fair. In fact, Steve Butler, who has been a participant at Headwaters since 1996, entered a beautiful drawing of "Red's Sawmill" and won a Blue ribbon! Steve donated his picture to the Pioneer Park Museum for everyone to enjoy.



Amber P waters plants during gardening class



David H enjoys creating cards and scrapbooking

Birth to 3

The Birth to 3 program has been taking advantage of a special fund established by the family of Kiran Bessire, a child who was served by our Headwaters Birth to 3 Program. The fund, established in Kiran's memory, provides money that can be used for special family and child needs that cannot be met by other programs. So far, the money has been used in a variety of ways:

- To provide formula for a baby who is allergic to and cannot digest the usual varieties of formula and whose family had run out of the non-allergenic kind needed before they were due to receive more. We were able to provide enough formula until the family could contact the doctor for a prescription so that they could receive enough.
- To purchase a specialized chair for a child who cannot sit properly without the support of her chair, which the insurance company denied.
- To purchase weighted blankets for children with sensory issues who were not able to sleep well.
- To purchase gift cards for Goodwill for a family with a toddler and new baby so they could purchase needed clothing for the cooler weather.
- To purchase an emergency food supply for a family whose food had been stolen and who had already used the local food pantry for the month.
- To provide respite child care for a child whose mother does not have family in the area and cannot leave her child with sitters who are untrained in the specialized care she needs.

Every time we are able to do something special that is needed for a family, we think of Kiran and his family. We are very grateful for the wonderful way Kiran's family chose to honor his memory.



Ellie enjoying her new chair



HEADWATERS FOUNDATION 27TH ANNUAL CHARITY GOLF CLASSIC

The Headwaters Foundation 27th Annual Charity Golf Classic was held on August 13th at the Rhinelander Country Club. There were 86 people who enjoyed a beautiful day of golfing. This year the charity golf tournament was dedicated to Kiran James Bessire whose family established the Kiran James Bessire Memorial Fund to support

Headwaters' Birth to Three Program. Proceeds from this year's golf tournament will be used to purchase diapers, formula, clothing, medical equipment, gas cards for families, and provide licensed nursing care to medically fragile children so their family may attend to their personal needs. Tournament winners include; A Flight (Tie): Joe Sturzl, Scott Spencer, Kass Schoppe, Bart Lamers and Steve Agnoli, Domanic Agnoli, B. Erickson, and J. Brown. B Flight: Joe Flanders, Kasha Flanders, Tom Laxton, Amy Laxton.



Championship Flight winners (pictured left to right): Jim Bloch, Don Loeser, Jess Spiegelhoff and Dan Labodda.

We would like to thank our major sponsors: LaSalle St. Securities, BMO Harris Bank, and Ministry Health Care; the 73 - \$100 hole sponsors; and the very generous merchants and individuals who donated items for the auction. As a result of the tournament, \$16,000 was raised!

\$100 HOLE SPONSORS!!

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Emily and Joe Bodensteiner, grandparents of Kiran Bessire, were recognized for the establishment of the Kiran James Bessire Memorial Fund at the golf tournament banquet. Maureen Juras (center) who is the Manager of Headwaters Birth to 3 Program poses with Emily and Joe.

Community Employment

Community Employment staff had a busy and exciting summer. Katherine Garrison, Community Employment Manager, attended a week long Job Developer Boot Camp in Madison. She had the opportunity to learn how master job developers establish relationships with employers. This training taught her how to develop an analysis of job skills, screen candidates with disabilities who would make a good job match, and provide job training and fading of supports.

Staff also attended training on Collaborative Problem Solving which is a more accurate, compassionate, productive understanding of challenging behaviors. Through this training community employment staff, along with other employees, started a book club to better understand this model and begin to implement this into everyday practices.

We continue to work closely with the Division of Vocational Rehabilitation. We are currently working in 29 counties where we provide services including assessments, job development, and job coaching. Two staff attended a service providers meeting in Hayward to review the progress of job development, changes, referrals, and closures. We said "goodbye" to one of our DVR Counselors in the Rhinelander location. While we will no longer work with him through DVR, we hope to continue our relationship with him in his new role at the Aging and Disability Resource Center (ADRC). While we said "goodbye" to one, we welcomed Patty Noland who is the new Director for the Division of Vocational Rehabilitation in the WDA 6 area. Community Employment staff had the opportunity to meet with Patty to review the new DVR specs.

Headwaters' staff provided training in communication to the team members at Goodwill. The plan is to expand this training to many Goodwill locations across the northern part of the state. This allows the team members the ability to enhance their relationships with their co-workers and have a better understanding of how to interact with people who may think and learn in a different fashion than themselves.

We have expanded our relationship with VRNA (Vocational Rehabilitation for Native Americans) and GLITC (Great Lakes Inner Tribal Counsel). We signed a new contract that will allow us to provide the same services for their consumers.

The Community Employment staff would like to thank all the businesses in the community who have opened their doors and helped employ the consumers we work with. Without the support of our local businesses, we could not have such a successful program.



Amy W places clothes on hangers at her job at Goodwill

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.

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:

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(715) 369-1337**

www.headwatersinc.org



NAMED FUNDS

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Mary & Ken Hardtke
Barbara Sironen (In Memory of Eric Gavin Amaral)
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Thank you to
Drs. Foster and Smith
for sponsoring our picnic!

NEW Members Elected to Boards

Joseph Brauer was appointed to the Board of Directors of Headwaters, Inc. by Catholic Charities at their annual meeting in January 2012. Joe is the Airport Director of Rhinelander/Oneida County Airport. He currently serves on Headwaters Foundation and previously served on the Headwaters Board from 2000 to 2005. He is Past President of Wisconsin Airport Management Association, Rhinelander Area Chamber of Commerce, and Vice President of Rhinelander Area Chamber of Commerce. Joe is a great supporter of Headwaters, Inc. He has written grants and worked with area Representatives on behalf of Headwaters, Inc.

Amy Laxton was appointed to the Headwaters Foundation Board of Directors at their October 26, 2011 meeting. Amy is a mortgage lender at Mid-Wisconsin Bank in Rhinelander and is very excited about serving on the Foundation Board.

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Pat & Don Recently Retired after
35 Years of Service



Pat Kurtz



Don Sturm

Special Friends

We would like to take this opportunity to thank some special friends who have donated their time and talents to enhance the lives of the participants and staff of Headwaters, Inc.

- *Ann Eno and Tom Gadzalinski who volunteer in our Day Services Program*
- *Doctors Foster & Smith who sponsor a Summer Picnic for all participants and staff!*
- *"Team Printpack" who completed the final phase of painting the outside of our buildings in September.*
- *The team from Community Impact who renovated the landscaping in front of the Headwaters building.*