



HEADWATERS HI-LITES

Fall/Winter Newsletter 2013

Serving Forest, Oneida and Vilas Counties Since 1969

Welcome Jennifer Felty - New Director of Headwaters Inc.



2013 seems to be the year of transition for Headwaters.

Among all the usual transitions throughout the year, Director Mary Hardtke retired in August after 13 years leading Headwaters. Catholic Charities hired Jennifer Felty to replace Ms.

Hardtke, and Jennifer began with the organization in mid-August. In September 2013, Headwaters said farewell to Mike Piazza, Production Manager, who retired from the organization after 39 years. Both Mary and Mike were honored with retirement parties to celebrate all they accomplished during their time with Headwaters and to thank them for their dedicated service to the organization.

The collaboration between Headwaters, Nicolet College, and the local school districts to develop college courses for people with intellectual disabilities has strengthened considerably over the last year. Exciting developments including Nicolet College offering two classes for people with intellectual disabilities at the college in the spring and then one class in the fall. Also, representatives from all of the collaborating agencies gathered together to participate in a planning session related to the project that was facilitated by a representative from Nicolet College. From that initial planning session, small work groups have been meeting to work on parts of the

plan, and the larger group gathered again in mid-August to follow up. There will be on-going meetings with both the small groups and the larger group to continue to develop this exciting program that will open up many new opportunities for people with intellectual disabilities in our region.

Headwaters has also been working with UW-Whitewater's Center for Innovation & Business Development to assist the organization in identifying possible new revenue streams and to develop better marketing strategies in general. This work correlates directly to the Headwaters Strategic Planning goal of expanding revenue streams. UW-Whitewater is able to provide these services through a grant they have, and we're very grateful to be able to benefit from their expertise.

One of the other Headwaters Strategic Planning goals was "Telling Our Story," and to that end Headwaters staff have given or participated in 130 tours over the past year—most of the tours were at Headwaters, but they also included Headwaters staff and participants touring other area businesses. There have already been a number of great things that have happened as a result of these tours, as people get to see first-hand the valuable work that Headwaters does.

*Jennifer Felty, Director
Headwaters, Inc.*

Personal Achievement

*Submit your Nomination for Headwaters Personal Achievement Award by
November 1, 2013. (nomination form inside)*

COMMUNITY EMPLOYMENT



Ross enjoys his new job at Trig's Smokehouse

It isn't easy finding employment in today's job market. After working for over two years at a local business, Ross lost his job due to the business closing. At that time it seemed there wasn't another job that would fit his interests and skills. But while some businesses are slow, others are booming. Recently, Trig's Smokehouse was looking for a person to assemble boxes for them. Because Ross already had the skills he learned from assembling boxes at Headwaters, we knew this would be a great opportunity for both Ross and Trig's Smokehouse.

Ross began with a four week temporary work experience. During that time, he mastered the skill of making several different types of meat boxes. At the conclusion of the temporary work, the Manager recognized that Ross was such a great asset to the team and was able to hire him as a permanent employee. Ross is now able to work independently at his job because of the wonderful support system he has developed with his supervisors and co-workers.

This turned out to be a win-win situation for Ross and Trig's Smokehouse. The community employment staff at Headwaters holds such high value to the businesses in the area. While times are tough, we have found many businesses willing to open their doors to help people with disabilities. We would like to thank Trig's Smokehouse for providing such a wonderful opportunity for Ross. In addition we would like to thank Days Inn, Goodwill, America's Best Value Inn, Indianhead Connection in Medford, Doctors Foster and Smith, YMCA of the Northwoods, Robert's Repair, Sportman's Café; Rocky's Roadhouse, Kleenmark, Dandy Dog, and Carquest and Cars LLC in Crandon.

PRODUCTION

In July Headwaters secured a new contract with the Wisconsin Valley Improvement Company to maintain two boat landings with bathrooms at the Nekomis Reservoir and Rice Reservoir. The job includes maintaining the grounds and cleaning the restrooms. The Oneida County RAM (Rest Area Maintenance) crew is covering these sites this year. We are also looking at three additional sites for next year - Rainbow, Spirit, and Lake Mohauksin Reservoirs. We are thankful to the Wisconsin Valley Improvement Co. for this opportunity.



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

NEW Members Elected to Boards

Norma Johnson was appointed to her first term on the Board of Directors of Headwaters, Inc. by Catholic Charities at their annual meeting in January 2013. Norma is the owner of Employment Options which she began 18 years ago and has four locations. The main focus in the Rhinelander office is providing caregivers for persons with intellectual disabilities. Norma received the Catholic Charities Good Samaritan Award in 2007. CCB also appointed Mary Grieco and John Schiek to their second term on Headwaters' Board of Directors. Mary and John continue to be great supporters and advocates for Headwaters, Inc.



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HEADWATERS FOUNDATION 28TH ANNUAL CHARITY GOLF CLASSIC

The Headwaters Foundation 28th Annual Charity Golf Classic was held on August 12th at the Rhinelander Country Club. There were 92 people who enjoyed a beautiful day of golfing. This year the tournament raised funds to support the Foundation's scholarship program. Currently there is an eight year waiting list for people with intellectual disabilities to receive services. The

scholarship program was established to provide funds for individuals with intellectual disabilities who are eligible for services Headwaters offers and are unable to obtain funding from other sources. We would like to thank our major sponsors: BMO Harris Bank, LaSalle St. Securities, Ministry Health Care, Rhinelander Honda, and Walmart; the 78-hole sponsors; and the very generous merchants and individuals who donated items for the auctions. As a result, \$18,177 was raised.

Tournament winners include: A Flight Winners: Dennis Herrmann, Ken Schoppe, Mike Koch, John Fixmer; B Flight Winners: Jeff Plouff, Dorie Dumpprope, Kim Denis, Scott Denis; and Championship Flight Winners: Dan Labodda, Jim Bloch, Bill Kenealy, and Jesse Spiegelhoff.



Championship Flight winners (pictured left to right): Dan Labodda, Jim Bloch, Bill Kenealy, and Jesse Spiegelhoff.

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DAY SERVICES - SUMMER FUN AND LEARNING

We were delighted to have seven students attend Headwaters this summer. One of the students, Aaron, told us the best part of summer was the shopping skills he learned along with playing the Wii. We started a new "Technology and Theater" class this summer and taught two photography and gardening classes.

Several of the pictures taken during the photography classes were entered in the Nicolet Gallery contest and one received an Honorable Mention. We will be entering more photos into two more upcoming shows.

This year the gardening class explored "straw bale gardening." It was a huge success! In the spring the class sowed the tomato seeds. Once the plants were large enough, they transplanted them into the straw bales. The "Getting Fit" class assisted with watering the plants. As a result, we have 18 tomatoes on the three plants. Once the tomatoes are ripe, the gardening group will make a tomato salad to present to our new Director, Jennifer.



Mary Bishop, Eric T, and Jim O.

A water safety class was incorporated into our "Getting Fit" class. They learned the proper way to help someone in distress, practiced swimming techniques, and what to do in a crisis situation. The teacher also stressed the importance of remaining calm, throwing a safety device, and getting help.

Several educational trips were made around the community that included the Rhinelander Airport, Tomahawk Antique Boat Show, Oak Leaf Salvage, a presentation by a Beekeeper, and an awesome Wilderness Cruise.

The Nicolet College Employabilities Skills class held their completion ceremony in May. Each student presented their binder and spoke about their experiences in the class.

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.



CELEBRATIONS

Happy Retirement Mary Hardtke and Mike Piazza



Mary Hardtke

Mary Hardtke began as Director of Headwaters in February, 2001 and in 2013 she decided it was time to retire. Mary is looking forward to spending time with her husband, Ken, and their two children's families which includes five grandchildren, as she relocates to the Roberts, Wisconsin area.



Mike Piazza

Mike has the distinction of working at Headwaters the longest - 39 years. Mike started with Catholic Charities Bureau at the Woodvale Group home in Lake Tomahawk, managing the facility with his wife, Sue. He came to Headwaters in 1974 as Work Services Assistant and later became Work Shop Manager.

During that time, he also supervised Woodvale and was a relief worker until 1995 when the home closed. In 1987 Mike assumed the additional duties of case manager at Headwaters and in 1995 was named Production Manager.

Happy 25th Anniversary Maureen Juras



Maureen Juras

Maureen celebrates her 25th year of working at Headwaters in September. Maureen began her career at Headwaters as a Special Education/Case Manager in 1988. In 1994 she assumed the position of Community Living Supervisor and a year later became the Director of the Infant Development Program (Birth to 3 Program) which she continues to manage.



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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www.headwatersinc.org



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

*Thank you to Drs. Foster and Smith
for sponsoring our picnic!*





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BIRTH TO 3

A guiding principle of the Birth to 3 Program is that children learn best through play and other life experiences. Below are pictures of Wyatt enjoying summer in the Northwoods!



WYATT



Leah's first day of school



Sometimes it's hard for us to say good-bye, but we also wanted to share this picture of Leah on her first day of school. We wish her the very best!