



June 2014

# Headwaters Foundation, Inc.

## Confidential Document Shredding Business Continues To Grow Thanks To The Headwaters Foundation



Thanks to the Headwaters Foundation we were able to purchase a reconditioned baler (\$7,650) and install the necessary wiring for the baler (\$1,665) to use in our confidential document shredding program. This baler allows us to save space in production area one where the documents are processed. In addition, we are paid a higher price per ton of baled paper. The Foundation also provided funding (\$3,508.40) for 12-65 gallon carts and 20-95 gallon carts that are distributed to local businesses for collection of confidential documents. Currently there are 77 participants who are involved in the confidential document shredding program...this includes pick up and material handling, sorting documents by color and texture as well as removing all staples and metal, shredding the documents, and baling the shredded paper. Since we began operating our confidential document shredding program in 2006, we have shredded 2,298,479 pounds of paper, participants have been paid \$175,818 in wages, and our shredding revenue has been \$278,685. Most importantly, more participants are learning a new skill, gaining self-confidence, and earning a pay check.



### Kiran's Fund



*Josephine and her mother, Madelynn - their family has benefitted from Kiran's Fund*

The Kiran James Bessire Memorial Fund was established by his family to help other families of children with special needs with expenses that arise and are not typically covered by other programs and services. So far this year Kiran's Fund has paid for mileage for grandparents to take their grandchild to play group, provided funds for two nights in a motel for a homeless family who was waiting for W-2 funding, and paid for part of a car repair so a mother could drive to work. We are planning to purchase a video camera so families can record their children for medical appointments at Marshfield Clinic. Kiran's Fund continues to touch the lives of many families in the tri-county area of Forest, Oneida, and Vilas. We thank Kiran's family and friends who are making an important difference in the lives of families in Headwater's Birth to 3 Program.

*Thank you Headwater's Foundation!*

**established to benefit the participants served by Headwaters, Inc.**

## Director's Report



In the nine months that I've been at Headwaters, I've been so impressed with how much community support the organization has, and in so many ways. The generosity of the community is so evident on a weekly basis. Headwaters is truly fortunate to have such great

supporters and partners in this community! And, as you'll read about on these pages, that support makes a significant difference in the lives of the people with special needs that Headwaters serves on a daily basis. This is our opportunity to show you our gratitude and to tell you about the very tangible ways your support has made people's lives better in some way. You'll read about the work opportunities you've helped develop, and about the families whose needs have been met by the Foundation providing them with a piece of equipment or helping with a bill they otherwise couldn't afford.

Many of you may not know that my first day of work for Headwaters was at last year's annual golf tournament. On my very first day, I was able to experience the generosity of our community and meet many of the people who believe in the work of Headwaters - I can't think of a better orientation. I do hope you'll come out and join us for this year's 29<sup>th</sup> Annual Headwaters Foundation Golf Tournament - a very fun and worthwhile event!

Jennifer Felty, Director  
Headwaters, Inc.

## Foundation Begins Scholarship Programs

In March 2013, the Headwaters Foundation began a pilot scholarship program. This program provides funding for up to ten participants who are eligible for services Headwaters offers and are unable to obtain funding from other sources. The scholarship provides funding for one additional day of service for an eligible participant. Since its inception, two participants received funding totaling \$1,922.00 so they could receive additional days of service at Headwaters, Inc. Recently, a 19 year old transition student began attending Headwaters. His mother wanted her son to attend Headwaters two days a week during the summer. Because he is currently not eligible for funding, she would have to pay for the two days of services. When his mother learned about the scholarship program offered by the Headwaters Foundation, she was so happy that she started to cry. She said that without the scholarship from the Foundation, she would have had to stretch her monthly budget and go without so her son could attend Headwaters another day. She expressed her heartfelt thanks to the Headwaters Foundation for their assistance!

In early 2014, the Foundation Board expanded the scholarship program to include providing tuition for up to five participants from Headwaters, Inc. per semester who would like to attend classes at Nicolet College, but do not have funds to pay for tuition. Classes currently offered are Soft Skills and Employability Skills.

# HEADWATERS FOUNDATION



# twenty-ninth

## ANNUAL GOLF TOURNAMENT

*Save this Date!!*

## Monday, August 11, 2014

Shot Gun starts at 8:00 a.m. & 1:00 p.m. at the Rhineland Country Club. Tee, Door & Flight awards.  
SCRAMBLE - 4 Person - Shot Gun Start. Entry Fee \$95 Per Person. Includes golf, carts, prizes & dinner.  
Raffles and Auction following dinner. For more information, call Jon Konz at 715.365.3201



## Foundation President's Report



I've been a part of the Headwater's Foundation since 1985, and I'm continually amazed over the quality of people we have working here. Last year, we were sad to see our Director, Mary Hardtke, retire. Yet, we are excited about our new Director, Jenny Felty.

This year we were able to purchase a baler. Currently, we have 77 participants who are involved in our confidential document shredding program. This includes pick up and material handling, sorting documents by color and texture, as well as removing all staples, shredding the documents, and baling the shredded paper.

Our participants take pride in their work and do a great job! When I think about the baler and all the other activities at Headwaters, I am reminded of my first tour. Once you witness our participants in action along with our caring staff, it's hard not to become involved. I encourage all of you to take a tour of Headwaters as well. I promise, you'll have a newfound respect and love for our organization.

Thank you for all your generous support. We never take it for granted and appreciate the fact that without you, we wouldn't be here for our participants.

Sincerely,

*Dennis Herrmann*

President  
Headwaters Foundation, Inc.



## Headwaters Foundation

*Incorporated in 1985, the Headwaters Foundation is a tax exempt 501(c)(3) private foundation whose sole mission is to provide financial support to benefit the programs of Headwaters, Inc.*

*Gifts to the Foundation ensure that Headwaters will always remain a viable service for the many individuals with disabilities who come for services from throughout Forest, Oneida, and Vilas Counties.*

*The Headwaters Foundation allows individuals the opportunity to make lasting tributes to benefit others, offering a wonderful way to affirm supporters' values and priorities. Honoring loved ones through charitable giving is often an especially meaningful act of paying tribute to someone special.*

## Headwater Foundation, Inc. Legacy Society

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.**

### Legacy Society Named Funds

A Named Fund is a contribution or group of contributions that total a minimum of \$5,000 or more given in the name of a person, foundation, business or organization. When gifts made to a Named Fund do not yet total \$5,000, it is referred to as a Named Fund in Process. When cumulative gifts exceed \$5,000, it is referred to as a Named Fund Established.

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.

#### Named Funds

BMO Harris Bank  
Herrmann, Dennis & Kate  
Hobbs, Elmyra  
Kiran James Bessire Memorial Fund  
Knights of Columbus-Father Dodge Council 7827, Woodruff  
LaSalle St. Securities, LLC  
Loduha, Andrew, Lisa & Lace (In memory of Gary C. Loduha)  
Powers, John & Kathy  
Sherman, Lon, Ginny, & Shelia  
Smith, Dr. Martin & Kathryn

#### Named Funds in Progress

Hardtke, Mary & Ken  
Barbara Sironen - In Memory of Eric Gavin Amaral

For additional information please call:  
**Jennifer Felty, Director Headwaters, Inc.**  
**1441 E. Timber Drive • P.O. Box 618**  
**Rhineland, WI 54501-0618**  
**715.369.1337**

**Donations may be made  
through our website  
[www.headwatersinc.org](http://www.headwatersinc.org)**

*HEADWATERS offers VALUE...  
for the individuals served through  
its programs and for the  
community itself.*

**Headwaters Foundation  
P.O. Box 618  
Rhineland, WI 54501**

**Return Service Requested**

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54501  
PERMIT NO. 364**

## Headwaters Foundation, Inc.

*When you give a gift to Headwaters in your will, you leave a legacy that will last and grow. A gift to Headwaters will make your resources count for years to come. By designating Headwaters in your will or insurance policy, you help guarantee a positive future for people with disabilities. Your gift will continue the important work that you, as a supporter started...your gift will leave a legacy for the future.*

### **To Headwater's Supporters:**

**Your generosity has a way of touching many lives. Headwaters will strive hard to earn your continued respect and support. It is people like you who make the difference in the lives of people with disabilities and children with special needs.**

**Jennifer Felty, Director  
Headwaters, Inc.**

### **Headwaters Foundation, Inc. Board of Directors**

#### **Officers**

**Dennis Herrmann, President**  
Licensed Principal, LaSalle St. Securities, LLC

**Ron Bosi, Vice President**  
PGA Golf Professional

**Andy McMillion, Treasurer**  
Inside Sales Representative, Nortrax Equipment

**Kasha Herrmann Flanders, Secretary**  
Financial Consultant, LaSalle St. Securities, LLC

#### **Directors**

**Joseph Brauer** Director, Rhineland/Oneida County Airport

**Jeffrey Cummings** Plant Manager, Red Arrow Products

**Joe Duchac** Owner, Northway Sales - Northway Property Management

**Jennifer Felty** Director, Headwaters, Inc

**Amy Laxton** Branch Manager/Retail Lender, Nicolet National Bank

**Pat Marquart** Plant Manager, Printpack

**Tom Peterson** Retired Business Manager, Headwaters, Inc.

**John Stauner** President, James Lake Farms, Inc.

