



HEADWATERS HI-LITES

Fall/Winter Newsletter 2014

Serving Forest, Oneida and Vilas Counties Since 1969

Learning About Ourselves and Exploring Our Community

This summer Headwaters was given two unique opportunities to grow. The Day Services Advocacy Group invited Cindy Bentley and John Shaw from People First Wisconsin to visit us.



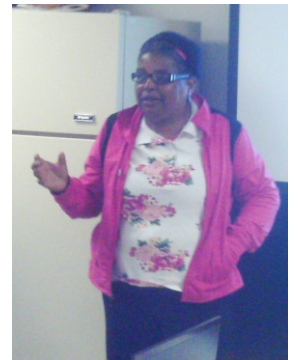
Cindy Bentley is a true inspiration and energized us to act and think out of the box. Her book, "Cindy Bentley: Spirit of a Champion" celebrates her life -- it is the story of one of Wisconsin's most inspirational leaders and activists. Born with an intellectual disability as the result of fetal alcohol syndrome, Cindy Bentley spent much of her childhood in an institution. During her

presentation, we learned what gives Cindy her champion spirit and how we too can strive to change. Today Cindy advocates for other people with disabilities and helped to start People First Wisconsin, which is a statewide grassroots non-profit self-advocacy organization run by and for people with disabilities. Through education and advocacy, People First Wisconsin helps people to start and support local groups and to work together with self-advocates across Wisconsin on issues that are important. They collaborate with other advocacy groups in Wisconsin to encourage change and to be an important part of the decisions that affect people with disabilities in Wisconsin.

People First Wisconsin is committed to challenging the institutions, social policies, and community attitudes that discourage individuals with disabilities from achieving their full potential. In the coming months we have identified several activities in the community and at Headwaters to teach the people we support to better achieve their full potential and be more active in their community.

Our second opportunity was working with leaders in the field of person-centered planning. We are embracing this concept at

Headwaters, Inc. with surprising and interesting results. The trainers were from California and provided many good ideas on implementation and energized us to visualize and realize this powerful tool for the people we support. We continue to keep in contact with them and they will return to Headwaters this fall.



These two learning opportunities are an important part of our on-going work to help the people Headwaters supports to create full, rich lives that reflect personal choice so they may be included in their communities in the way they choose.

Personal

Achievement

*Submit your Nomination for Headwaters Personal Achievement Award by
November 1, 2014. (nomination form inside)*

COMMUNITY EMPLOYMENT



Everyone deserves the right to work in the community. We serve people that have interests and desires in many different fields. From dishwashing to welding to owning their own business, the Community Employment team sets out to help individuals achieve their employment goals. Over the course of the year we have had several businesses that have helped people with their success. The Community Employment staff would personally like to thank Days Inn, Marinette Marine, Trig's Food and Drug, Tula's, YMCA of the Northwoods, Coffee Beans Etc., Wayne Nasi Construction, Kleenmark, Mary Hill Manor, Pembine Food Depot, Pembine High School, Rusty Nail, Bad Bones BBQ LLC, CCL Gardens, Goodwill, Detail Pros, Culvers, Doctors Foster & Smith, Phillip's Café, Town of Armstrong Creek, Rhinelander Public Library, Corner of the Woods, Wal-Mart, Oneida Village Inn, and Sportsman's Café.

Lisa performing work at her own business

BIRTH TO 3

Bruce Barton, American author, said, "When you are through changing, you are through." All of us deal with change daily. The children we serve turn three and leave our program. New children and their families enter our Birth to 3 program. Federal and State guidelines and requirements change, bringing changes in our practices. The biggest change for Headwater's Birth to 3 program this year came in the way of staff changes. Maureen Juras, Program Manager since 1995, retired in August. Her experience and wisdom will be greatly missed! Cory Dart, Service Coordinator since 2002, will be assuming her responsibilities. We are confident Cory will do a great job. Stephanie Bartelt joined our team as a Service Coordinator in May. She comes to us as a graduate of UW Stevens Point with degrees in Family Life Education and Nutrition. She is a



Savannah, Mareta & Alaina pose for a picture with their puppy Ava

wonderful addition to our team! The Birth to 3 team consists of Service Coordinators, an Educator, and speech, occupational, and physical therapists serving Forest, Oneida, and Vilas counties.

Savannah and Alaina are twins who have been enrolled in Birth to 3 since they came home from the hospital as premature infants. Mareta was enrolled in the Headwater's Early Head Start Home Visitation Program until she turned three. She starts 4K this year!

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

STAFF CELEBRATIONS

This summer a special luncheon was held for Julie Deaton, John Aimone, and Karla Jackson to celebrate their years of dedicated service – John – 30 years and Julie and Karla – 25 years. John Aimone started working at Headwaters as a Van Driver and Work Activities Aide in the Firewood Program and shortly thereafter was promoted to Supervisor of the Firewood Program. In 1991 Headwaters began the Auto Reconditioning Program and John supervised this program until it was discontinued in January 2014. John continues



Left to Right: Julie, John & Karla

to utilize his talents in the Production Program. Julie Deaton has worn many hats during her 25 years at Headwaters. She began her employment at Headwaters as a Special Client Aide/Van Driver. Over the years she has worked as a Production Supervisor, Safety Coordinator, and Transportation Coordinator in addition to her van driver duties. Julie also assumed the additional duties of case manager and in September of 2013 was named the Production Manager. Karla Jackson began working as the Administrative Assistant for Al Pascutti in 1989. After a few months, she assumed the additional responsibilities of coordinating the human resources services, policies, and programs for the organization. Karla says she has been blessed to have worked with three amazing Directors – Al Pascutti, Mary Hardtke, and Jenny Felty. Earlier this year, Karla decided it was time to retire and in October she and her husband, Carey, will become “snowbirds” – spending the winters in Florida and returning to the Northwoods in the spring.



Maureen Juras

HAPPY RETIREMENT - MAUREEN JURAS

After 26 years of dedicated service at Headwaters, Maureen retired in August. 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 Birth to 3 Program which she managed until her retirement. She and her husband, Joe, plan to do a lot of traveling including spending some of the winter months in the southern states.

REST AREA MAINTENANCE-AWARD WINNING TEAM



Headwater's RAM crew: back row left to right: Scott Bath, Billy Dippel, Alex Bloom, Chad Palmer, David Strid; Supervisors Dale Whittaker, John Boyer, Carl Wilson Front row left to right: Jim Osborne, Jamie Iskerka-Dutton, Heather Pratz, Amy Weiting, Lance Bocek

Tom VanBeek of the Wisconsin Department of Transportation presented the **Governor's Appreciation Award** to Headwater's Rest Area Maintenance (RAM) crew on September 4th. Headwaters has contracted with the Wisconsin Department of Transportation to provide custodial care and landscaping maintenance services at seven 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. Headwater's four RAM supervisors train and supervise 16 individuals with disabilities on their custodial and landscape maintenance crews. Services provided by Headwaters RAM crews include cleaning and buildings (including minor repairs and painting) and mowing the grounds. Rehabilitation for Wisconsin (RFW) works with the Wisconsin Department of Transportation and Headwaters to ensure that quality services are provided at each site. Congratulations!

The Frugal Bugle Award "trumpeting RAM fiscal management achievement" was awarded to Headwaters, Inc. - Forest County, Lincoln County, Oneida County, and Vilas County Waysides by Rehabilitation For Wisconsin (RFW) for their outstanding "Extra Work" site enhancements while executing adherence to RAM budget parameters.

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.



HEADWATERS FOUNDATION 29TH ANNUAL CHARITY GOLF CLASSIC

The Headwaters 29th Annual Charity Golf Tournament was held on Monday, August 11th at the Rhinelander Country Club. There were 85 people who enjoyed a fun day of golf. This year's tournament raised funds to support the expansion of the Foundation's Scholarship Program. This Scholarship Program was established to provide funds for individuals with intellectual

disabilities who are eligible for the services Headwaters offers and are unable to obtain funding from other sources. In early 2014, the Foundation Board expanded the scholarship program to include providing tuition for participants from Headwaters, Inc. 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. We would like to thank our major sponsors: BMO Harris Bank, LaSalle St. Securities, Ministry Health Care, Rhinelander Honda, and Mary and Ken Hardtke; the 72 hole sponsors; and the very generous merchants and individuals who donated items for the auction. As a result, \$17,400 was raised for the Foundation's Scholarship Program.



Championship Flight winners (pictured left to right): Gary Cirilli, Todd Anderson, Tim Kulhanek, Josh Thompson

\$100 HOLE SPONSORS!!

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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:

**JENNIFER FELTY, DIRECTOR
HEADWATERS, INC.
1441 E. TIMBER DRIVE
P.O. BOX 618
RHINELANDER, WI 54501-0618
(715) 369-1337**

www.headwatersinc.org



NAMED FUNDS

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Powers, John & Kathy
Sherman, Lon, Ginny & Shelia
Smith, Dr. Martin & Kathryn

NAMED FUNDS IN PROGRESS

Barbara Sironen (In Memory of Eric Gavin Amaral)

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



NEW Members Elected to Boards

Steven Agnoli and Lon Sherman were appointed to their first term on the Board of Directors of Headwaters, Inc. by Catholic Charities at their annual meeting in January 2014. Steve is the Regional Manager of Wisconsin Public Service and has been involved with many community organizations in a variety of capacities. Lon is a retired Administrator from the University of Wisconsin-Whitewater. He and his wife, Ginny, have a daughter who attends Headwaters. CCB also appointed Jeffrey Cummings to his second term on Headwaters' Board of Directors. Jeff is currently the President of the Headwaters' Board of Directors and also serves on the Headwaters Foundation Board of Directors.



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Blue Ribbon Winner

This summer the Day Services Program had a first – we entered the Ugliest Lamp Contest at the Oneida County Fair. The idea was originally pitched by a staff person and we immediately embraced the concept. A small group devised a plan to ensure awfulness – we bought the ugliest lamp we could find, enhanced it with unrelated, mismatched decorations and slogans to bring awareness to our on-going mission of inclusion. To top it off we added a wheelchair for effect. The final result -- Blue Ribbon!! Our “beautiful” lamp is on display in our meeting room for everyone to enjoy. Our lamp may have won “Ugliest”, but we think it's remarkable.