



HEADWATERS HI-LITES

Fall/Winter Newsletter 2015

Serving Forest, Oneida and Vilas Counties Since 1969

The Power of Association

We've been learning recently about how to go about getting the individuals we serve with disabilities here at Headwaters, more connected and involved in their community. As part of this, we've been working to match the people we serve and their interests to needs that non-profit organizations in our community have, and the results of these efforts have been inspiring.

We've learned a number of things, including how much people are truly capable of when we give them the chance. It's wonderful to see how much satisfaction and pride they have in helping others, too. There is this "association" that happens that can be really powerful. One of the definitions of the word associations is 'connection or cooperative link between people or organizations'. That's really what we see happening, with benefits for everyone involved.

Some examples of the volunteer work that Headwaters supports people in doing include a group of 3-4 people doing Meals on Wheels meal delivery for a route every Monday. It also includes a small group going to the NATH House to move donated items to storage, and to prepare a meal once per month. Another example is supporting a woman to volunteer at St. Mary's Hospital every Friday doing various things while there. For several years now, Headwaters has supported a small group to

volunteer at the Rhinelander Area Food Pantry one day per week. Headwaters also supports someone to help prepare food once per week for the animals being helped at Wild Instincts.

These opportunities in themselves have helped the people who participate in them to grow and learn all kinds of new things. They also have an opportunity to show others around them, who may not normally interact with people who have disabilities, they can contribute just as much to their community as anyone else. The staff supporting these individuals also have a valuable opportunity to see the people they're supporting shine in ways they never thought possible. It's our hope at Headwaters that in supporting the individuals we support in these activities, that they'll develop connections that will last a long time and that will lead to other more exciting associations in their lives.



Personal Achievement

*Submit your Nomination for Headwaters Personal Achievement Award by
November 13, 2015. (nomination form inside)*

COMMUNITY EMPLOYMENT



Community Employment is booming! The job market is looking up and businesses are in need of help. Luckily, we have numerous qualified workers ready to fill vacant slots. We are currently providing services in the counties of Marinette, Florence, Forest, Vilas, Oneida, Langlade, Lincoln, Price and Taylor. We want to continue growing so that everyone looking for assistance with finding employment will have the opportunity to do so. On behalf of Community Employment, we would like to thank the following businesses for their support and dedication: America's Best Value Inn, Catholic Charities Bureau, CCL Gardens, Conway True Value, Culvers, Days Inn, Detail Pros, Dinky Diner, Forest County Potawatomi Community, Golden Harvest, Goodwill, Kleenmark, Lafetta's, Lake of the Torches, LDF Smoke shop, Marty's Place North, McDonalds, Minocqua Library, Niagara Senior Center, Nicolet Technical College, Northwoods Family Dental, Northwoods Wildlife Center, Oneida County Senior Center, Pembine/Beecher/Dunbar High School, Rhinelander Fire Department, Rhinelander Police Department, Rhinelander Public Library, Rusty Nail, Sportsman's Café, St. Mary's Hospital, Sylvan Industries, The Claridge, Trig's Smokehouse, Trig's, Tulas, Western Connection, YMCA of the Northwoods.

Jonathan working at Trig's



Wendy Woodall

STAFF CELEBRATIONS 25 YEARS

Wendy has been employed at Headwaters, Inc. for 25 years. She started as a Special Client Worker on November 19, 1990. Throughout the years she was instrumental in developing the first Prevocational Classes and Skill Development Classes. Wendy is currently the Production II Supervisor. There has been a lot of changes in the past 25 years. She has worked for 3 Administrators and 3 Direct Supervisors. Wendy is dedicated and loyal to Headwaters, Inc. She gets along well with all participants and staff. She goes out of her way to help whenever she can. Wendy says working at Headwaters, Inc is a very rewarding career. She takes pleasure in watching the participant's blossom and become more independent. Wendy loved working at Headwaters, Inc. and plans to continue working here until she retires in 10 years.
THANK YOU WENDY FOR BEING SUCH A WONDERFUL EMPLOYEE!

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

Eileen Persike was appointed to her first term on the Board of Directors of Headwaters, Inc. by Catholic Charities at their annual meeting. Eileen is the Star Journal newspaper editor and has been involved with many organizations. CCB also appointed Joseph Brauer to his second term on Headwaters' Board of Directors. Joseph is currently the Vice President of the Headwater's Board of Directors and also serves on Headwaters Foundation Board of Directors.



2015 HEADWATERS, INC. BOARD OF DIRECTORS

OFFICERS

JEFFREY CUMMINGS, PRESIDENT
PLANT MANAGER
RED ARROW PRODUCTS

JOSEPH BRAUER, VICE PRESIDENT
AIRPORT DIRECTOR
RHINELANDER/ONEIDA COUNTY AIRPORT

STEVE AGNOLI, SECRETARY/TREASURER
REGIONAL MANAGER, WPS

DIRECTORS

MARY GRIECO
RETIRED NEWSPAPER EDITOR

NORMA JOHNSON
OWNER
EMPLOYMENT OPTIONS

EILEEN PERSIKE
NEWSPAPER EDITOR

JOHN SCHIEK
ATTORNEY
O'MELIA, SCHIEK & McELDOWNEY

LONNIE SHERMAN
RETIRED ADMINISTRATOR, UW-WHITEWATER

2015 HEADWATERS FOUNDATION BOARD OF DIRECTORS

OFFICERS

R. 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
AIRPORT DIRECTOR, RHINELANDER/ONEIDA COUNTY AIRPORT

JEFFREY CUMMINGS
PLANT MANAGER, RED ARROW PRODUCTS

JOE DUCHAC
OWNER, NORTHWAY SALES -NORTHWAY PROPERTY
MANAGEMENT

JENNIFER FELTY
DIRECTOR, HEADWATERS, INC

PAT MARQUART
PLANT MANAGER, PRINTPACK

TOM PETERSON
RETIRED BUSINESS MANAGER, HEADWATERS, INC.

JOHN STAUNER
PRESIDENT, JAMES LAKE FARMS, INC





HEADWATERS FOUNDATION 30TH ANNUAL CHARITY GOLF CLASSIC

The Headwaters 30th Annual Charity Golf Tournament was held on Monday, August 10th at the Rhinelander Country Club. There were 59 people who enjoyed a beautiful 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, Mary and Ken Hardtke, and Wal-Mart; the 64 hole sponsors; and the very generous merchants and individuals who donated items for the auction. As a result, \$18,000 was raised for the Foundation's Scholarship Program.



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

\$100 HOLE SPONSORS!!

A-1 Septic
Acacia Lane Dental
Advanced Barrier Extrusions
Agnoli, Steve & Michele
Argonne Lumber & Supply
Aspirus-Rhinelander Clinic
Bodensteiner, Emily & Joe
Borel Auto Body
Carlson Funeral Home
Catholic Charities Bureau
Country Fireplace
CoVantage Credit Union
Culvers
Cummings, Jeff & Lorrie
Danco Heating & Cooling
DeByle's
DeLap, Rocky
Doctors Foster & Smith
Duchac Family
Employment Options
Eno, Ann & Woody
Eversco Ltd
Expera Specialty Solutions

Falstad, David
Felty, Jenny & Craig
Fercello, Gerald
1st Class Ventures, Inc.
Flanders Realty Group
Hadley's Office Products
Hannaford, John
Hodag Express
Hodag Honda
Holperin, Jim & Kathy
Island Bay Printing
James Lake Farms
Juras, Maureen
Kass Konz Foundation
Lampert's Lumber
Lurv's Kozy Korner
Musson Brothers
Northland Accounting
Northwoods Auto Techs
Northwoods River News
Office Enterprises
Oldenburg Group

O'Melia Schiek &
McEldowney
Pomp's Tire
Powers, John & Kathy
Priebe Law
Printpack
Rapid Cab
Real-Shelter Properties
Red Arrow Products
Riopol, Gerry & Michele
Ripco Credit Union
River Valley Bank
Roberts Irrigation
Schiek, Dr. Irv
Schiek, John and Kathy
Shoeder's RV & Marine
Spectrum Therapy
Stifel Nicolaus
Stoxen Pharmacy
Trueflight Manufacturing
Wipfli

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

Bath, LeRoy & Carol
BMO Harris Bank
Dieken, Earl & Jeanne
Hardtke, Mary & Ken
Herrmann, Dennis & Kate
Hobbs, Elmyra
Kiran James Bessire Memorial Fund
Knights of Columbus-Father Dodge Council 7827, Woodruff
Kuczmarski, Carl & Joanne
LaSalle St. Securities, LLC
Loduha, Andrew, Lisa & Lace (In memory of Gary Loduha)
Powers, John & Kathy
Sherman, Lon, Ginny & Shelia
Smith, Dr. Martin & Kathryn
NAMED FUNDS IN PROGRESS
Barbara Sironen (In Memory of Eric Gavin Amaral)

2015 Annual Picnic





HEADWATERS, INC
1441 EAST TIMBER DRIVE
P.O. BOX 618
RHINELANDER, WI 54501-0618

NON-PROFIT ORG
U.S. POSTAGE
PAID
RHINELANDER, WI
54501
PERMIT NO. 364

Return Service Requested



The buzz about the Oneida County fair begins in Day Services immediately after the snow melts. This year we entered the unusual garden container contest. We decided on an idea and the fun began. We worked on our project and finished in time to get the needed plants to finish our entry. We were very happy with the final result. The teamwork and staff support again produced a winning entry! We used this platform to encourage respect and inclusion for all people. Our container entry had the saying, "Never ignore someone with disabilities you never know how much they will color your world". We used the different colors to represent people with different abilities. Our entry won 1st place this year, which makes this our second 1st place win at the fair!

Blue Ribbon Winner

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.