



HEADWATERS HI-LITES

Serving Forest, Oneida and Vilas Counties Since 1969

The Power of Association

In May, we held a series of meetings with guardians and family members of people served by Headwaters to talk about the changing landscape of services for people with disabilities in Wisconsin and around the country.

A number of people with disabilities and family members are aware of national activity aimed at redirecting day and work services: agreements between states and the Department of Justice to phase out sheltered workshops and move toward community jobs and other forms of community participation; lobbying by a number of advocacy groups to repeal the provision of Labor Law that allows payment of sub-minimum wages to some people with disabilities; and instructions to state vocational rehabilitation agencies that require funds for young people in transition to focus on community jobs or further education before placement in sheltered workshops or day services.

Family members say that individualized supports for community employment, volunteering, college and other community involvements are desirable for the people who can safely do these things with the resources available. They are happy for those people who have demonstrated that, with the right support, they can do all these good things. Their concern is that attending too much to those who are successful will lead to failures for family members who can't succeed in the community and need the structure, protection and relationships provided by sheltered work and day services. They also want to assure that the benefits of belonging and friendship that come with attendance at Headwaters are preserved.

The meetings with families were co-hosted by people that Headwaters serves who are exploring new possibilities. One attends the Nicolet College Jump! Start program and is enrolling as a student at

Edgewood College in the Fall. Another works at Trigs. A third is enrolled in regular studies at Nicolet College. A fourth is doing an internship in an early childhood program. Each co-host made a short presentation. Together they made these important points.

- Many younger people have different experiences than older people with developmental disabilities have had, including good opportunities to learn from their earliest years. Many of them have high expectations for themselves and for the services that support them. They want to work and make a contribution to their community. They are advocates for themselves.
- Each of them is now doing something that had seemed like a dream to them. Finding their way to move forward has meant overcoming fears and learning. It couldn't happen without positive people who believe in you, especially when it looks like you might fail.
- You can learn and get stronger from things that don't work out.
- Some people are prejudiced against people with disabilities. You can deal with what they try to do to you if you know there are people on your side. You can't let prejudiced people run your life.
- People have access to technology and forms of support that were not available to older people with developmental disabilities; this makes many more things possible.
- Each person is pursuing different interests with different goals. Jobs and studies need to be customized to fit.
- People can start with a small step and build on it. It's important to try because trying something new puts you in a place where you can learn what your next steps are.

(*Excerpted from O'Brien, John. "FOV Listening Groups Summary 1.1." May 17, 2016.)

The Fair

This year at the Oneida County Fair a few participants took a big step and showed off some of their talents. Several entered the Open and Senior Division Fair Competitions, giving it their best. And, boy, did it pay off! Rose R. won a blue ribbon in the Senior Division for her chocolate cake recipe. Bobbi Jo A. won a blue ribbon in the Open Division with her chocolate chip surprise cookies. Jamie I.D. placed third in the crocheted hat/scarf competition. Anna Moore took home a second place ribbon for her woven wall hanging in the Home Decoration category. Jake P. won first place for his wire sculpture and third place for his acrylic painting. Peter B. placed third for his sand art sculpture. Chaz M placed fourth in the Landscape Photography division and second for his sand art sculpture. Congratulations to everyone.



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

Nick Cirilli and Jim Levandoski were appointed to their first terms on the Board of Directors of Headwaters, Inc. by Catholic Charities Bureau at their annual meeting. Nick is an attorney with Cirilli Law Office and Jim is a banker with BMO Harris Bank. Both have been involved with other organizations. CCB also appointed Norma Johnson to her second term on the Headwaters' Board of Directors.

Karla Jackson was appointed to the Board of Directors of Headwaters Foundation. Karla worked as the Administrative Assistant/Human Human Resources for Headwaters, Inc. for over 25 years.

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HEADWATERS FOUNDATION 31ST ANNUAL CHARITY GOLF CLASSIC

The Headwaters Foundation 31st Annual Charity Golf Tournament was held on Monday, August 15th at the Rhinelander Country Club. There were 52 people who enjoyed a fun day of golf. This year's tournament raised funds to support the expansion of the Foundation's Scholarship Program. The 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. We would like to thank our major sponsors: BMO Harris Bank, LaSalle St. Securities, Rhinelander Honda, and Wal-Mart; the 58 hole sponsors; and the very generous merchants and individuals who donated items for the auction. As a result, over \$13,000 was raised for the Foundation's Scholarship Program.



Championship Flight winners (pictured left to right): Bill Kenealy, Jim Bloch, Dan Labodda and Jerry Cleary

\$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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NAMED FUNDS IN PROGRESS
Barbara Sironen (In Memory of Eric Gavin Amaral)

Personal Achievement

*Submit your Nomination for
Headwaters Personal
Achievement Award by
November 14, 2016.
(nomination form inside)*

2016 Annual Picnic



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

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Return Service Requested

COMMUNITY EMPLOYMENT



Culvers in Rhinelander is just one of the many businesses that have been working with the Community Employment program helping people become successfully employed. Community Employment staff can see that the job market is definitely on the rise, allowing more people the opportunities to become gainfully employed. There are always preliminary steps taken before placing someone in a job. Some people like to have a benefits analysis done prior to employment so that we can show them how their benefits will be impacted once they begin a job. Through the community employment program, we can also offer assistance with applications, resume writing, mock interviewing, cover letters and any other services to help people reach their highest potential. We continue to serve Oneida, Vilas, Forest, Florence, Langlade, Lincoln and Marinette Counties. Several businesses that we would like to thank for their supports and dedication are: Coffee Beans Etc., Culvers, Daily News in Iron Mountain, Days Inn, Detail Pros, Dickinson Community Hospital, Friendly Village, Goodwill in Antigo, Goodwill in Rhinelander, Grady Foundry, Hext

Theater, Hobby Lobby, Hoggie Doggie's, Jay's Certified Auto, Lake of the Torches, Marcoulliers, Maryhill Manor, McDonalds in Minocqua, McDonalds in Tomahawk, Nicolet College, Northstar Steel, Norway Mountain, On the Deck Platter, Perkins in Minocqua, Rhinelander School District, Rustic Manor, Save More, Schaffer's, Sentry Foods, Snow River Products, Spangs Italian Restaurant, The Beacons, Trigs, Walgreens in Minocqua, Walgreens in Rhinelander, Wilderness Lakeside Inn, YMCA of the Northwoods.

David Working at Culvers