



**Headwaters, Inc.**  
Empowering Lives

Volume 7, Issue 1

[www.headwatersinc.org](http://www.headwatersinc.org)

Jan Feb Mar 2017

## Headwaters Headlines

### Director's Notes

Many of you are likely aware that long-term care services' funding for Forest, Oneida, and Vilas Counties will be transitioning to the statewide managed care system in Wisconsin called Family Care. Long term care funding is the funding used for the majority of the services that Headwater's Inc . provides. So, instead of the Human Service Center providing funding for services, the funding will come from a managed care organization, or from the self-directed funding system called IRIS.

Family Care was initially developed in Wisconsin in the late 90's and over the last almost 20 years 65 counties have transitioned to Family Care to manage their long-term care funding. Forest, Oneida and Vilas Counties are three of the seven remaining counties that the state Department of Health Services (DHS) is requiring to transition to Family Care so that it's offered in every county and becomes the statewide long-term care funding system. Here's an excerpt from DHS announcing the expansion- "...Family Care and IRIS will expand to Adams, Florence, Forest, Oneida, Taylor, and Vilas counties beginning the third quarter of 2017. Family Care and IRIS will be expanded to Dane County during the first quarter of 2018. The transition will eliminate the wait list of more than 500 adults in counties currently served by Medicaid legacy waivers...."

This transition will begin in July of this year, and is set to be completed by the end of September. My understanding is that 60% of the individuals receiving services will transition to the new funding in the month of July, and then 20% of individuals in the month of August, and the last 20% during the month of September. People who receive services will be able to choose to have their funding managed by either of two managed care organizations- Community Link, Inc. or Lakeland Care District; or if they choose to self-direct their funding they can choose between two IRIS Consultant Agencies to assist them- Mid State Independent Living Center and TMG.

Headwaters will continue to provide the same services to participants, and we'll have contracts with all of the funding agencies that people can choose from so there should be no disruption in services. The various projects we're working on to assist people to consider and be involved in more services in the community like working in the community will continue, as well.

I understand that changes like these can be confusing, so please don't hesitate to call me with any questions you may have and I'll do my best to help.

Jenny Felty, 715-369-1337, Ext. 1213



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# Advocacy Day in Madison, WI



On March 21st, eight self advocates from Headwater's Inc. traveled to the State Capitol to participate in the annual Disability Advocacy Day activities. The day began with a gathering to discuss this year's main topics; Medicaid, transportation, Special Education funding and Transition programs, many of which are already strong programs at Headwater's Inc. After lunch, participants gathered on the lawn of the Capitol building and rallied with chants and cheers before meeting with our Area representatives to discuss the topics of their choice. Hearing personal stories from participants helps legislators when they are voting on the budget and new laws.





# Scott's 25th Anniversary

## Anniversaries

### January

Deanna B. 22 years

### February

Andrew K. 2 years

### March

Scott S. 25 years

Lacey B. 11 years

## Birthdays

Heather P 1/10

Russel B 1/12

Jonathan E 1/16

Alex B 1/18

Bea Y 1/20

Tracy N 2/09

Terry Z 2/13

Chad P 2/18

Missy Y 2/23

James O 3/03

Kristie M 03/13

Missy J 03/19

Carol M 03/20

Holly C 03/23

Natalie S 03/23

Scott has been employed at Headwaters, Inc. for 25 years. He started as a Rest Area Maintenance (RAM) Supervisor on March 2, 1992. During the first 3 years, he worked RAM during the summer months and in the Woodshop during the winter. Scott is currently the Maintenance Supervisor/Work Services Assistant. There have been a lot of changes in the past 25 years. He has worked for 3 Administrators and 3 Direct Supervisors.

He gets along well with participants and staff. Whenever there is maintenance, shredding drop-off, or any other task to be done, Scott is always there. Scott says working at Headwaters, Inc. is challenging, yet rewarding. He enjoys working with several participants and seeing them grow.

**THANK YOU, SCOTT, FOR BEING SUCH A  
WONDERFUL EMPLOYEE.**







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### April is Autism Awareness Month

The aim of this month is to educate the public about autism.

Autism is a complex mental condition and developmental disability, characterized by difficulties in the way a person communicates and interacts with other people.

Autism can be present from birth or form during early childhood

(typically within the first three years). Autism is a lifelong developmental

disability with no single known cause. People with autism are classed as having Autism Spectrum Disorder (ASD) and the terms autism and ASD are often used interchangeably. A wide spectrum disorder, people with autism have a set of symptoms unique to themselves; no two people are the same.

While no two people with autism will have the same set of symptoms, there are common characteristics found in those with this complex disability. Briefly, these characteristics include:

**Social Skills** — people with autism have problems interacting with others

**Empathy** — empathy is the ability to recognize and understand the feelings of another person. People with autism find it harder to show empathy to others although they can be taught to acknowledge the others feelings.

**Physical Contact** — in some cases, autistic people do not like physical contact such as hugs, tickling or physical play with others.

**Sudden Changes To Their Environment** — a sudden change in the surrounding environment may affect a person with autism.

**Speech** — speech can be affected in people with autism. 'Echolalia' is a typical speech symptom in which the person repeats words and phrases that they hear.

**Changes To Behavior and Routine** — people with autism often display repetitive behavior in which they repeat the same action many times over.

