



# Headwaters Headlines

Volume 4, Issue 6

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

Oct, Nov, Dec 2014

## Birthdays



Todd N 10/11  
 Carmen Z 10/21  
 Andy M 10/27  
 Bobbi Jo A 11/13  
 Bill I 11/14  
 Marisa M 11/24  
 Tom J 12/3  
 Laurence O 12/8  
 Marcus T 12/12  
 Charlene P 12/18  
 Joseph F 12/20  
 Kristen D 12/22  
 Amy W 12/22  
 Lana H 12/23  
 Billie Jo S 12/25  
 Holly R 12/28  
 Brian V 12/30

## \*\*\*Director's Notes\*\*\*

It's been a busy fall for the staff at Headwaters with a number of staff from different programs attending training around the state. In October several of us attended the APSE (Association for People Supporting Employment First) Conference in Eau Claire, to learn about best practices and new ideas related to supporting people with disabilities to work in community based jobs.

There were also several staff and four Headwaters program participants who attended the SDS (Self Directed Supports) Conference in Wisconsin Dells in early November.

The SDS conference is geared toward helping program participants learn how to be more independent and make decisions for themselves, and to help staff learn how to better support participants in those efforts. As we head into the holiday season, I want to thank all of you for making Headwaters the great organization that it is, and I want to wish you a Holiday season filled with joy and peace.

This quarter has been full of holidays and excitement. At the end of October we had a Halloween party and all of the Participants dressed up in fun costumes. We had a Laura Ingalls Wilder, Barney Fife from The Andy Griffith Show, 80's Rockers, Witches, Princesses and many more. November brought winter to us in the form of a blizzard where we got up to 20 inches of snow and had to close up Headwaters for the day.

**We will be closed on 11/27 and 11/28 for Thanksgiving, 12/24 and 12/25 for the Holidays, and 1/1 for New Years. We wish everyone a happy and safe holiday season.**

**October is  
 Domestic  
 Violence  
 Awareness  
 Month**



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

All donations are welcome!



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### Karla Jackson Retires as Administrative Assistant

Karla Jackson 's last day at Headwaters, Inc was Friday October 24th after 25 years of hard work and dedication. Karla served as our Administrative Assistant throughout her career at Headwaters, Inc. Karla 's smiling face and positive attitude will be missed most of all. Karla is joining her husband Carey in retirement and this winter they become "snowbirds " as they head south for the winters to enjoy time with friends. A football themed potluck luncheon was held in her honor.

We wish the best for Karla!



### November is Alzheimer 's Awareness Month

- **Alzheimer's is a type of dementia that causes problems with memory, thinking and behavior.** Symptoms usually develop slowly and get worse over time, becoming severe enough to interfere with daily tasks.
- **Alzheimer's disease accounts for 60 to 80 percent of dementia cases.**
- **Alzheimer's worsens over time.** Alzheimer's is a progressive disease, where dementia symptoms gradually worsen over a number of years. In its early stages, memory loss is mild, but with late-stage Alzheimer's, individuals lose the ability to carry on a conversation and respond to their environment.
- **Alzheimer's has no current cure, but treatments for symptoms are available and research continues.** Although current Alzheimer's treatments cannot stop Alzheimer's from progressing, they can temporarily slow the worsening of dementia symptoms and improve quality of life for those with Alzheimer's and their caregivers. Today, there is a worldwide effort under way to find better ways to treat the disease, delay its onset, and prevent it from developing.

alzheimer's  association

the compassion to care, the leadership to conquer



**Anniversaries**

**October**

Steve Osterman 2 yrs

**November**

Brandy Ginter 5 yrs

Wendy Woodall 24 yrs

Sheila Pisut 13 yrs

Katherine Garrison 4 yrs

**December**

Sheila Mollen 1 yr

Connie Hagen 7 yrs

**Self Determination Conference**

The Self Determination Conference this year was held at the Kalahari resort in Wisconsin Dells. Four of our students from the Nicolet class were honored to receive scholarships to attend the conference and presented in two sessions. The theme of this year's conference was "Mission Impossible: Discovering the Potential in our Communities." The focus was exploring life in our communities. What does it mean to belong? How do you get involved? What can we contribute to our communities?

The conference was uniquely designed to bring the experiences of self advocates together with the assistance of professionals, family members, and support staff. The conference offered creative tools to help individuals with disabilities get the support that they need in order to have the life that they want. Attendees included adults and transition-aged youth with disabilities and their family members, service providers, educators, IRIS Staff, MCO staff, ADRC staff and county staff.

Conference highlights featured powerful keynote presentations from self-advocate Alisha Cloutier, International Consultant Darcy Elks, and Aaron Bishop Commissioner of Administration on Intellectual and Developmental Disabilities. On Tuesday night there was a talent show and Open Mic, everyone was invited to share their talents. They had a great time and will be there next year.



**All donations are welcome!**

