



HEADWATERS, INC
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Production

All of the production programs at Headwaters provide an opportunity for people with disabilities to expand their job skills while earning a paycheck. Mike Piazza, Production Manager, says the confidential document shredding program continues to grow with new customers as well as numerous "walk in" customers. He reports the Auto Reconditioning Program is very busy detailing cars and trucks and Doctors Foster & Smith, a pet supply business that contracts with Headwaters, continues to provide a variety of work for our participants.



Alan V. Cleaning a wayside restroom

Nine new participants worked in the Rest Area Maintenance Program (RAM) which runs from May-September. Mike proudly reports the Wisconsin Rest Area Maintenance Program recently recognized the Headwaters Cavour wayside crew for an excellent inspection and they received the RAM Hall of Fame award! Congratulations to Alex B., Lance B., Eric H., and RAM Supervisor Lee St. Louis!



RAM Hall of Fame Award Recipients
Left to Right;
Eric H., Supervisor Lee St. Louis,
Alex B., Lance B.

Needs List: Work Stools for Production • Sewing Chairs for Production • New Time Clocks



HEADWATERS HI-LITES

Serving Forest, Oneida and Vilas Counties Since 1969

PICTURE OF SUCCESS

As you walk through the halls of Headwaters, you will notice beautifully framed pictures on the walls. These are some of the pictures that were taken by students of Headwaters' first photography class.

Mary Pearson, Recreation Supervisor, says on the first day of class each person was given their own digital camera to use during the four month course. Students were taught the various features of the camera; such as, location of the battery, how to use the memory chip, the focus and zoom features, and how to download pictures.

Mary took her students to various locations in the community to take pictures. She encouraged each of them to use their camera to capture the world as they saw it. The results are awesome! Mary said the students were all great listeners and she watched the joy on their faces as they took pictures, each expressing their vision. Shannon, who is physically disabled and in a wheelchair, used an assistive device that clamps onto the frame of her wheelchair allowing the camera to be positioned for a clear, steady image. Once she finds an object she wants to "shoot", she presses a large button on a box that is connected to her camera, which takes the picture.

The class also visited two local businesses - Doctors Foster & Smith and Trig's. Alan, from Doctors Foster & Smith, invited them to watch a photo shoot for one of their pet supply catalogs. He talked about the importance of being very patient, how to take pictures of animals, and what to expect from them. He talked about backdrops, the costumes he puts on the animals, and the treats he uses. Jodi from Trig's explained how to take personal photos. She talked about how to pose people for a portrait and what to look for; such as, glass glare, proper sitting, and how to get everyone to smile at the same time. Special thanks to Doctors Foster & Smith and Trig's!



Seated - Shannon E.; Standing left to right:
Amber P., David H., John E., Don K.,
Recreation Supervisor Mary Pearson, and Krystal K.

Graduation day was an exciting day! Each of the six students received a certificate and a small personal album containing the pictures they took. During the ceremony, Mary congratulated them and told them they have the skills to take pictures on their own.

Mary Pearson said she has the best job in the world - to be able to teach someone skills which they can use and enjoy is the best feeling in the world! Mary has started her second photography class, but says it looks like she will have to develop an advanced class in the future since the recent graduating class wants to return because they loved it so much!

Personal Achievement

Submit your Nomination for Headwaters Personal Achievement
Award by November 1, 2011. (nomination form inside)



From the Director...

Parents, parent advocacy organizations, and parent training centers are playing a key role in creating and expanding opportunities for individuals with intellectual disabilities. Initiatives are 'popping up' independently in states across the country to include those who have been traditionally excluded from halls of academia - people with intellectual disabilities.

Today, the need to coach new hires about Soft Skills is an accepted fact among employers and those who prepare individuals for the workforce. In January 2012 the first Soft Skills College Course for people with Intellectual Disabilities will be offered at Nicolet College. It will be a one semester, 70 hour course. Headwaters will provide the necessary support systems, transportation, and educational coaches to help students succeed. Individuals who sign up for this course will receive a college ID card and will have access to the many activities that are provided on the Nicolet College Campus.

After taking the Soft Skills course, individuals will be eligible to further their vocational career by taking certification courses in Carpenter Helper, Culinary Helper, Child Care, Lawn/Landscape Maintenance, and Janitorial Services. Future courses will be developed according to the interests of the students and area employers or area businesses.

Research has shown that learning occurs at different stages in life and in different environments. Individuals may have struggled during their high school years, but do well in a college environment that provides interactive teaching with instructors who facilitate exercises that provide opportunities to experience, practice, and reflect on the soft skills

Emotional intelligence is a soft skill that the Soft Skills course will focus on. This is an area that employers and employees struggle with on a daily basis. In order to achieve employment or career goals more quickly, we need to demonstrate emotional competency through knowing one's own emotions, managing emotions, motivating oneself, recognizing emotions in others and handling emotions. The Soft Skills Course will provide the exercise that will teach individuals how to deal with emotions and bring them to a comfort zone to handle emotions. The course will also focus on appropriate communication with bosses and co-workers, dependability, work ethic, workplace relationships, boundary setting, appropriate workplace language, practice positive workplace behaviors and stress management.

In the last newsletter I expressed how much everyone at Headwaters enjoyed working with students over the summer months. I stated that the potential we see in these students and many of the Headwaters' participants is phenomenal. Headwaters, Inc. believes that education/learning is a life-long process and people with intellectual disabilities should have the opportunity to continue their education beyond high school. Please call Headwaters for more information on the soft skills course starting January 2012.



Jonathon learns lawn/lawnscaping maintenance skills

Mary Hardtke, Director
Headwaters, Inc.

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:

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www.headwatersinc.org



NAMED FUNDS

Elmyra Hobbs
LaSalle St. Securities, LLC
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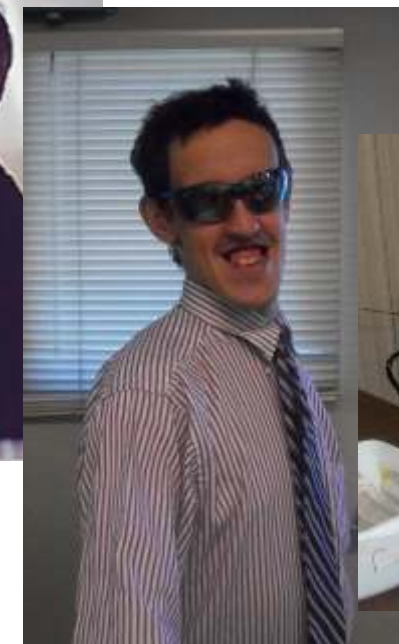
NAMED FUNDS IN PROGRESS

Mary & Ken Hardtke
Barbara Sironen (In Memory of Eric Gavin Amaral)
Knights of Columbus Father Dodge Council 7827
Woodruff, WI



Scott D.

Tom M.



Joe H.



Joe F.



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

Jeffrey Cummings was appointed to the Board of Directors of Headwaters, Inc. by Catholic Charities Bureau in February 2011. Jeffrey is the Plant Manager of Red Arrow Products in Rhinelander. His current affiliations include Grow North Manufacturing Committee and Industrial Apprenticeship Advisory Committee. He has also contributed to the Veterans Memorial, Oneida County 4H, James Williams Middle School, Rhinelander Food Pantry, and Pine Lake Fire Department.

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Day Services

This summer we welcomed seven high school students to spend their summer with us. They enjoyed the recreation, socialization, daily living/life skills practice (food preparation, clothing care, personal hygiene, homemaking, cleaning, reading, writing, money use, and community safety), sensory integration, board games, and art projects that they participated in during the summer months. We look forward to having them and other students join us next summer!

Recreational activities are a vital part of Adult Day Services. They promote an individual's preferred lifestyle, personal growth, and integration into the community. Participants enjoyed many field trips, including attending the Oneida County Fair, going on the Wilderness Cruise, visiting the Logging Museum, Petroleum Museum, Kavoc Planetarium, Wildwood Wildlife Park, Northwoods Wildlife Center, the deer park and Cardinal Park in Crandon, Dr. Kate Newcomb Museum in Minocqua, touring the Three Lakes Winery, going miniature golfing and



Jake and Melissa give a 'thumbs up' during a bowling outing

bowling, enjoying a horse and wagon ride at Holiday Stables and a play at Northern Lights Playhouse, flying a kite at Nicolet College, shopping at local stores, dining at local restaurants, and many trips to local community parks where they played games; such as bocce ball, horseshoes, tennis, and went walking. On all outings appropriate social behavior skills, money skills, and community safety are reinforced.

New classes included photography, scrap booking/stamping, and computer use. In mid September we will begin a Current Events class and an Exercise class (walking, dancing, physical Wii video games, home exercise).



Birth to 3 Program

Thanks to funding received through the American Recovery and Reinvestment Act (ARRA), staff in the Birth to 3 Program had many learning opportunities this year. Training included the Primary Provider/Coaching model which the Wisconsin Birth to 3 Program is starting to use when working with families, how to perform Routines Based interviews to help develop functional outcomes for children and families, and they increased their knowledge about on-going assessment and social-emotional development in infants and toddlers. They also developed training modules to share what they learned with local child care providers.

Lorraine Hoster is a new Service Coordinator for the Birth to 3 Program. She is working with families in the Eagle River area and also as the Home Visitor for our Early Head Start families. Welcome to Headwaters, Lorraine!



Dante enjoying playtime





HEADWATERS FOUNDATION 26TH ANNUAL CHARITY GOLF CLASSIC

The Headwaters Foundation 26th Annual Charity Golf Classic was held on August 15th at the Rhinelander Country Club. There were 106 people who enjoyed a beautiful day of golfing to raise funds for people with disabilities and children with special needs in Oneida, Vilas, and Forest counties: Tournament winners include: A Flight: Jim Levandoski, Connie Olson, Jon Olsen, and Jeff Cestkowski; B Flight: Terry Hendrick, Bill Anderson, Gary Valley, and Don Moore.

Championship Flight Winners (pictured left to right): Jim Bloch, Dan Labodda, Jesse Spiegelhoff, and Bill Kenaley.

We would like to thank our four major sponsors: LaSalle St. Securities; M&I, a Part of BMO Financial Group-Rhineland; M&I, a part of BMO Financial Group-Eagle River; and Ministry Health Care; the 68-\$100 hole sponsors; and the very generous merchants and individuals who donated items for the auction. As a result of this tournament, \$15,130 was raised for people with disabilities and children with special needs in the tri-county area of Forest, Oneida, and Vilas counties.



\$100 HOLE SPONSORS!!

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Bishop Peter F. Christensen presents Dennis Herrmann, President of Headwaters Foundation, with the Distinguished Service Award prior to the awards ceremony at the golf tournament

Community Employment

Helen Keller once said, "Alone we can do so little; together we can do so much." So true...integrated employment for people with disabilities is a huge, exhausting, and emotionally draining statement. But, then there are the rewards and they are great! This year Community Employment advanced their program on many levels. They adapted new time card procedures and new reporting forms, along with more training for Job Trainers to enhance their knowledge of disabilities. They continue to work contracted sites where supported employment plays a meaningful role. In addition they have committed to more community involvement and enhanced their relationships with employers, community leaders, and DVR (Division of Vocational Rehabilitation) and continue expanding their association with businesses in Oneida, Vilas, and Forest counties.



Scott Z working at Goodwill



Matt T.



Cheryl K.



Jeremy D.



Tom J.

Celebrating our Freedom



Chas, Carol Anne, and David



Chas, Marlee, David

Participants had a fun time decorating Headwater's Fourth of July float as well as participating in the festivities!

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.