



AVEYRON INK

MARCH/APRIL 2019

EDITION # 49

EEOC

ARRM DAY AT THE CAPITOL!

ARRM day at the Capitol, now known as Disability Services Day, will be held on Tuesday, March 12. This is a day where more than 1000 direct care staff, managers, family members and individuals that receive community-based services come together at the Capitol to make their voices heard. Attendees come from all over the state to make sure that legislators know that we need their support.



If you would like to join Aveyron for the trip to the Capitol, please contact:

Molly Markgraf
molly@aveyronhomes.com
320-587-6277

You can also contact your state legislators directly by going to:
www.gis.leg.mn/OpenLayers/districts/

Outstanding Team Player!



**Congratulations,
Mary Zavoral!**

Mary was nominated for helping out with shifts and being a great co-worker.

Thank you, Mary!

Satisfaction Survey Results – More Positive Than Ever!

Thanks to all those who completed Aveyron's yearly satisfaction survey. We had a response rate of 43% and **97%** of those responding were overall satisfied with our program! In fact, scores reflected **increased** satisfaction in every category.

We received many positive comments. This was a favorite; "I believe the staff does an excellent job helping guide the client. Client is growing and becoming more and more independent. Staff caught on to client's little quirks and are helping client to learn and grow, rather than using those as a point of negativity and making him feel bad, they use them as a point of reflection and learning."

Our services wouldn't be possible without our dedicated staff. It's reassuring that others recognize and appreciate our collective efforts.



ARRM CARES AWARD NOMINATIONS

We would like to congratulate these staff members for being nominated for the ARRM Cares Award and will be recognized at a ceremony held at a future date. Also included below are excerpts from their nomination letters.



Janel
Zanoth



Janel is a dedicated staff who always follows through with a positive attitude. Janel has developed trust with the clients she serves, family members, guardians and case managers. She is thoughtful in her approach to working with each individual and helping her clients reach their goals.

The current site she works at, has individuals who display verbal aggressions like “name-calling.” She can deescalate and defuse the situation, redirecting clients successfully.

When an individual needed to follow special dietary needs, Janel made changes, so that the site could meet her needs. The individual family member shared at a meeting how thankful they were for Janel and the accomplishments she had helped the individual reach.

When our out-of-town site was short staffed with the Program Coordinator out on maternity leave, Janel stepped up without any hesitation and helped cover the open shifts. She picked up evenings, overnights and weekends, while still working her normal day shift hours to continue making her primary site run smoothly.

Janel is a compassionate caregiver, advocate and friend for all the individuals for whom she provides services and encourages them to be active participants in the community. She ensures that all clients have access to the support they need within the community; this includes making sure that one of the clients gets to her speech therapy appointments.

Janel is an extraordinary staff who puts the client’s best interest first. We are truly grateful for all that she does!

~ Submitted by Program Director, Amber Winn



Abby
Navarro



Abby continually goes above and beyond to enhance the lives of the individuals that she supports. Abby strives to encourage those that she works with, and provides them with the tools that they need to live in their own apartment, gain confidence within the community, and work towards independence.

A family of one individual that she works with recently shared their appreciation for Abby as their daughter’s staff. The family expressed that since Abby has been coming to their home and helping their daughter engage in the community around her, they have seen a shy middle schooler, take great strides towards increased independence, self-advocacy and confidence.

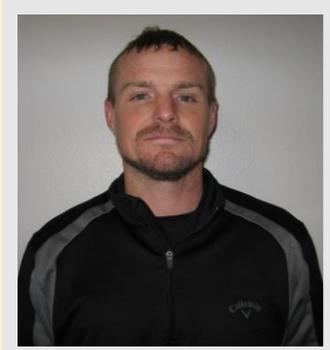
Abby assures that she validates the feelings of those she works with and is also an exemplarily role model. Abby engages with, and actively listens to her clients. She makes the clients laugh, is supportive when they are upset or sad, and gets them out into the community they love. The clients share that they look forward to the days that Abby works with them.

Abby is a great role model for all individuals she supports, by encouraging them to speak for themselves and take pride in who they are. Abby is always willing to change her schedule at the last minute to help out both in the homes and in the community based setting.

Abby is also very supportive and is a great resource for other staff if they have questions. It is a privilege to work beside her every day.

~Submitted by Program Director, Karna Blake

Welcome!



We are excited to announce that Chris Demere has joined our Aveyron team as a full-time maintenance staff! He joins us with experience from Hutchinson Wholesale NAPA, Wurth USA, and most recently, Larson Builders in Hutchinson. In his spare time, Chris enjoys the outdoors and spending time with his family. He is very active with his children's activities. He is an assistant Cubmaster and den leader for his sons' Cub Scout pack. Chris and his family reside in Hutchinson.

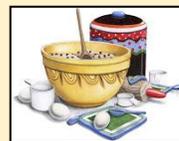
Congratulations and welcome Chris!

BAKING AWAY ON A SNOWY DAY!

Don from our School Rd. home took advantage of staying in on a snowy day to bake lots of goodies!



Staff had the pleasure of assisting Don and said he did an amazing job!



AMERICAN HEART MONTH



Teri from Glencoe, is showing she cares, by decking out in red!

The Health and Wellness Committee sent information to staff on how to keep your heart healthy. Clients and staff were encouraged to wear red on **Valentine's Day** in honor of American Heart month. Thanks to those who participated by wearing **red!**



Aveyron's office staff showed team spirit by dressing for the occasion. Shown above are Kathy, Melissa, Molly, Krystal, Julie and Jackie.



ANNOUNCEMENTS

WE'RE HIRING!

Aveyron has a variety of open shifts available. **Pass the word** to friends and family that we have career opportunities that are flexible and can work around busy schedules.

Young adults, ages 16 & 17, can also apply to assist our direct care staff. Limited hours and specific guidelines are in place for those younger than 18.

Don't forget about the referral bonus that's available!
Applications are accepted online at: www.aveyronhomes.com

WELCOME!

Please extend a warm welcome to new staff members:

Emiliano L., Alijah M.,
Rebecca B., Karlee W.,
Paityn B., Terrell T., Brian K.,
Lori K., Aviana K.,
Teresa T., & Amery T.

Welcome back:
Heather F. & Selena N.



We would also like to welcome new clients:

Kris K.

Upcoming Events for March and April:

- March 1 – Silver Lake Knights of Columbus Fish Fry, 4:30-7p, Silver Lake Auditorium
- March 2 – Diabetes Fundraiser, Blue Note Ballroom, Winsted, Carnival, Music and more
- March 2 – Hutchinson Winter Market, 11a-3p, Depot Marketplace, Hutchinson
- March 2 – Free movie, “Sherlock Gnomes”, 10a, Century 9 Theater, Hutchinson
- March 2 – Hutch Figure Skating Ice Show, 1p & 7p, Burich Arena, Hutchinson, \$10
- March 3 – Pancake breakfast fundraiser, David Harbarth family, Hutch H.S. commons area, free will donation
- March 3 - Hutch Figure Skating Ice Show, 2p, Burich Arena, Hutchinson, \$10
- March 5 – Adaptive Rec Animal Bingo, Hutch Event Center, 7p-8:30p, \$5
- March 8 – Fish Fry, Peace Lutheran Church, Hutchinson, 11a – 7p
- March 10 – Community Bingo, Ecumen Oaks, 2-3p, 25cents/card and \$1 coverall, Seniors
- March 17 – **Happy St. Patrick's Day**
- March 19 – Adaptive Rec Green Dance, 7p-8:30p, Hutch Event Center, \$5
- March 26 - Beer & Hymns, Main St. Sports Bar, Hutchinson, 6-8p, free
- April 5 – Crow River Singers Spring Concert, 7p-8:30p, New Journey UCC, \$8
- April 6 – Gopher Campfire Club Bluebird Day, noon-3p, build a bluebird house (bring your own hammer)
- April 6 – Free Movie “HOP”, 10a, Century 9 Theater, Hutchinson
- April 6 – Hutchinson Winter Market, 11a-3p, Depot Marketplace, Hutchinson
- April 7 – Crow River Singers Spring Concert, 2-3:30p, Peace Lutheran Church, Hutchinson, \$8
- April 14 - Community Bingo, Ecumen Oaks, 2-3p, 25cents/card and \$1 coverall, Seniors
- April 27 –Heart Hop by Lasting Imprint, raising awareness for congenital heart disease, McLeod County Fairgrounds, \$5 per person, with \$20 max per family
- April 30 – Beer & Hymns, Main St. Sports Bar, Hutchinson, 6-8p, free



Every Sunday is Family Night @ Buffalo Wild Wings from 4-9p with 1.99 kids' meal with each paying adult.

Contact Sandy, Aveyron's Activity Coordinator, if more information is needed on the above events:

sandy@aveyronhomes.com