



AVEYRON INK

JANUARY/FEBRUARY 2020

EDITION # 54



EEOC

2019 – Oh what a year it was!

Aveyron had many highlights this past year:

- We implemented a new software program; Therap, which replaces written documentation by staff and because of the networking, can be accessed by office personnel in a timelier, more effective manner.
- We opened a new home on Southview Dr. and our home on Northwoods was remodeled and offered as apartment housing for qualified candidates, with hourly service support.
- Aveyron received a grant from Hutchinson Health Foundation to support our CPR and First Aid classes, which are open to the community as well as our staff.
- Representative Gruenhagen visited our Glencoe site.
- Janel Zanoth and Abby Navarro were nominated for the ARRM CARES award!
- September 11, 2019 was proclaimed Direct Support Professional Day in Hutchinson! A reception was held and attended by Mayor Forcier.

2020 – Looking forward to a New Year with new goals!

- Develop an Employee Retention Committee.
- Reduce company-wide turnover.
- Advertising of housing availability and services will expand by 50%.
- Move DHS billing to Therap by July 2020.
- Identify and move to a payroll service that meets our needs more completely.
- Conduct an internal satisfaction survey for those who provide services to Aveyron.
- Continue to maximize in-home service hours.

Outstanding Team Player!



Congratulations to Valerie Kerfeld!

Valerie was nominated for picking up many extra shifts at Alan and Kouwe. Her help at these homes is much appreciated!

Great Job, Valerie!

From our Aveyron Family to yours,
wishing you a New Year filled with
peace, comfort and joy.



Promotion!



Congratulations to **Roger Niyokindi** on his promotion to Program Coordinator of our home on School Rd. Roger joined Aveyron in January 2017 when he was hired as a Direct Support Professional at that home. We wish Roger continued success in his new role and are happy to welcome him to the management team!

TEAM AVEYRON!



Please Extend a Warm Welcome to New Staff Members:
Kris, Kendra and Shelly
& welcome back to:
Nikki

Congratulations to our December Daily Drawing Prize Winners!

- Glen Huttenlocker
- Brady Miller
- Rena Klaustermeier
- Alisha Miller
- Collin Soderberg
- Maria De Lopez
- Jen VonEschen
- Aviana Kasal
- Morgan Berry
- Nikki Johnson
- Kerry Platter
- Lauren Wisch
- Morgan Douvier
- Laura Martinson
- Ashley Robinson
- Rachel Sherlin

Nurse's Nook

INDOOR AIR QUALITY

Air pollutants in your home can cause immediate and long term health effects. The most common health effects are allergies that can cause headaches, sneezing and watery eyes.

People spend more time indoors when the temperature drops. Indoor air quality is often lower than the quality of the air outside. Below are a few ways to improve your indoor air quality.

Vacuum twice a week and clean the filter regularly, wash sheets each week, and dust weekly, and remember just because you can't see the dirt and allergens, doesn't mean it's not there.

Replace air filters in your furnace each month, you can also buy scented filters to give your home a fresh smell.

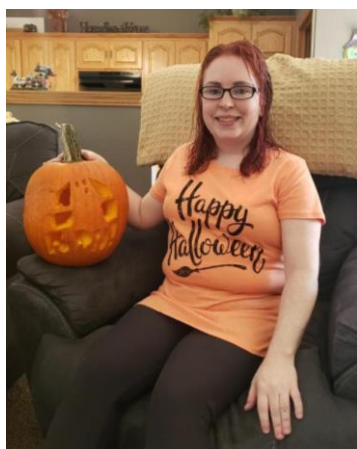
A few simple chores each week can make a big impact on your overall indoor air quality and your health.

Thank You to our DSP's and Maintenance for protecting the air quality at Aveyron!

~ Lindy Soderberg



Delightful and Frightful - Halloween was full of Fun!



From parties to pumpkin carving, staff and clients participated in all the Halloween fun! Above is the winning pumpkin, cleverly designed by Aveyron's own Dan B.!

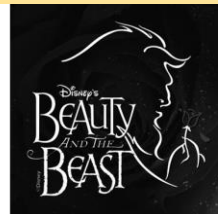


CLIENT CONNECTIONS

Shooting pool at the Blue Note in Winsted are Tony & Darrin.



Sam enjoyed a day at the Bell Museum! In the morning they saw lots of fun exhibits. The Mammoth exhibit was his favorite! After a lunch break at KFC, they watched a showing of the planetarium, which was an amazing interactive ride through space!

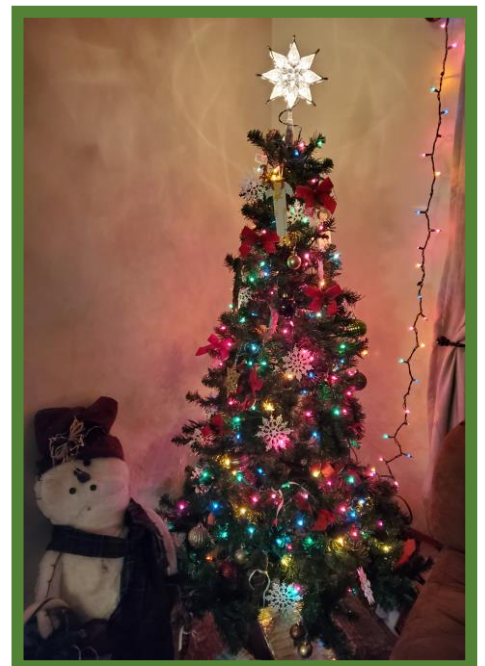
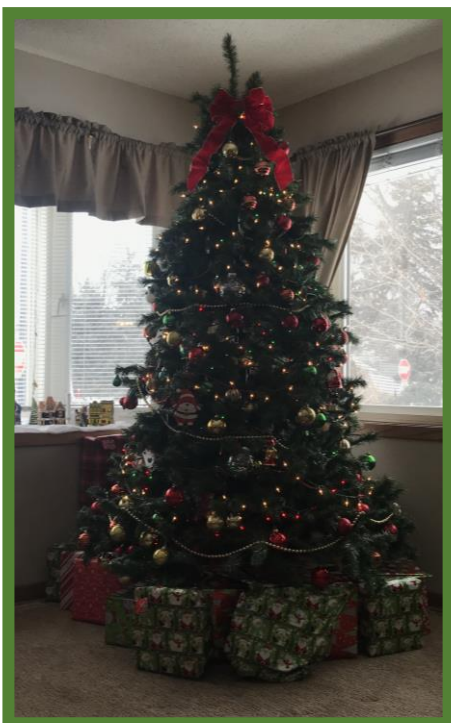
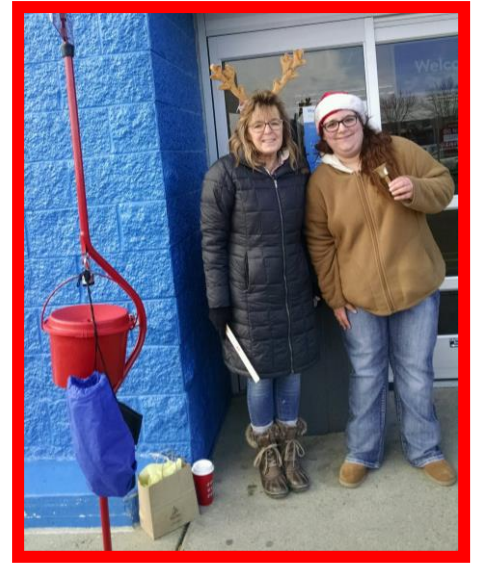


Linda, Katie, and Karen posing with the beauty "Belle" after the performance of Beauty and the Beast at the Chanhassen High School.



Harry posing with a giant "Lego" man at the Mall of America.

The Christmas Spirit is alive at Aveyron!



ANNOUNCEMENTS

DSP VOLUNTEERS NEEDED!

Aveyron will be creating an Employee Retention Committee. This committee will be responsible for coming up with ideas to keep our staff working at Aveyron! This committee will meet monthly and it will be paid time. We are looking to have each of our sites represented. If you are interested in joining, please contact Kathy Kalenberg at the office. 320-587-6277



CANS FOR CLIENTS!

Don't forget to recycle your cans! There is a trailer designated for cans parked at Aveyron's office (222 5th Ave. NW). Funds will benefit clients and support activities.

Please help us recycle!



Effective 1-5-20, all hourly wages will be increased by \$0.50 as part of the Competitive Workforce Factor (CWF).

Raising salaries for our valued employees is a high priority and as Aveyron's funding increases over time, we will review wages to assure we are meeting or exceeding the expectations of the CWF Legislation.



Check us out on Facebook!

Upcoming Events for January & February:

- Jan 1 - Happy New Year
- Jan. 2 - Community Bingo at Ecumen Oaks & Pines, 2p
- Jan. 4 - Free family movie at Century 9 Theater, 10a, "How to Train Your Dragon: The Hidden World".
- Jan. 6 - Senior Appreciation Day, Pizza Ranch, 11a-4p
- Jan. 7 - Adaptive Rec, Frozen Bingo, Hutch Event Center, 7-8:30p, \$5
- Jan. 12 - Community Bingo at Ecumen Oaks & Pines, 2p
- Jan. 20 - Martin Luther King Day - No school in Hutchinson
- Jan. 21 - Adaptive Rec, Icicle Dance, Hutch Event Center, 7-8:30p, \$5
- Jan. 28 - Beer & Hymns @ Main Street Sports Bar, Hutchinson, 6p-8p
- Feb. 1 - Free family movie at Century 9 Theater, 10a, "Sing"
- Feb. 4 - Adaptive Rec, Heart Bingo, Hutch Event Center, 7-8:30p, \$5
- Feb. 9 - Community Bingo at Ecumen Oaks & Pines, 2p
- Feb.13 - No school for Kindergarten thru 5th grade in Hutchinson
- Feb. 14 - Happy Valentine's Day
- Feb. 17 - President's Day
- Feb. 18 - Adaptive Rec, Pink Dance, Hutch Event Center, 7-8:30p, \$5
- Feb. 25 - Beer & Hymns @ Main Street Sports Bar, Hutchinson, 6p-8p



*Be sure to check out all the High School Activities going on during these months!

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

sandy@aveyronhomes.com