



The latest news and client activities

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A Special Thank You to Our Retiring Board Members!

Retiring members have a combined experience of more than 48 years, supporting Aveyron, our clients and our employees. Thank you for your service. Personalized clocks were awarded in recognition of their volunteer time. You will be missed!



Dave Sebesta, Renee Hantge, Diana Anderson and Gladys Pilgrim are pictured with Executive Director, Kathy Kalenberg



From our Aveyron Family to yours, wishing you health, happiness and love this Holiday Season and into the New Year!

R E F L E C T I O N S



LOOKING BACK AT 2021 ~

January: Aveyron had 94 employees and the (awake) wage for a new hire was \$14.30/hr. after training.

February: A raise of \$1.95/hr. was approved, bringing the starting wage to \$16.25/hr. Covid vaccinations became available for clients and staff.

April: Molly, our education/property manager, celebrated 40 years with Aveyron!

May: All personnel paper files were transferred to online storage. Employee insurance was renewed and Aveyron absorbed all increases.

June: Aveyron was once again named a "Top Workplace" by the MN Star Tribune. Hutchinson Health Foundation approved a \$1000 grant to purchase diabetic education supplies.

July: Aveyron added Housing Support Services. Aveyron became an official site for background checks & fingerprinting. Elected officials approved a COLA (Cost of Living Adjustment) for our field to begin as Service Agreements are updated in 2022.

September: Alisha Miller joined the office staff as the third Program Director. Fingerprinting opened up to the public. DSP Week was celebrated and staff members were thanked for their Essential work. Employees received an Aveyron shirt.

October: Memorial funds were received from the mother of a client at her passing. An outdoor bench was purchased as a memorial.

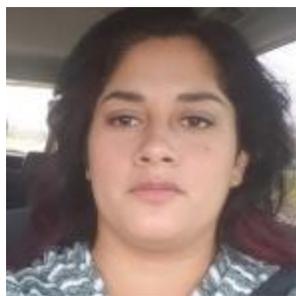
November: Approval was given to initiate a \$2/hr. weekend stipend for employees who work on a Saturday or Sunday. Employees received a \$25 gift card from Kwik Trip in appreciation of their work and to kick off the holiday season.

December: A client Christmas party was held at Peace Lutheran Church. As of 12/28/21 a total of 82 dedicated employees are part of Aveyron's team. DSP (awake) starting wage is \$16.25/hr. Saturday & Sunday hours are paid \$18.25/hr.

LATEST NEWS

Job Promotion

Congrats to **Marisol Maney** on her promotion to Program Coordinator at 958 Jorgenson Street. Marisol joined the Aveyron team in 2013 as a DSP. We wish Marisol continued success in her new role and are happy to welcome her to the management team!



TEAM AVEYRON

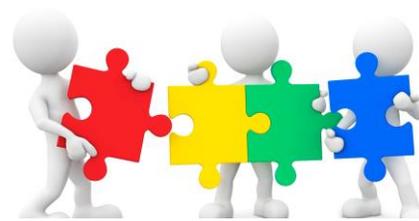
Please extend a warm welcome to new clients:
Logan & Rodney

Welcome back to returning staff member:
Melanie

A **BIG** welcome to new staff:
Zeke

Outstanding Team Player

Congratulations to **Maria De Lopez!** She was nominated for her willingness to help out at any home in need of coverage. Maria also assists our In-Home clients as well. Thank you for being a dedicated employee and sharing your talents with many Aveyron clients!



NURSE'S NOOK



Preventing Winter Slips:

It's that time of year again; we need to take extra measures to prevent falls and slips on the ice and snow. Accidents happen, but with proper precautions the likelihood of falls is significantly lower.

Wear appropriate footwear: Shoes/boots that provide traction on snow or ice are important. You want to avoid plastic soles and stick with something that has some grip. If you need to wear dress shoes, consider wearing your traction shoes to your location and then change into your dress shoes.

Keep your hands free: In cold weather, wear gloves to help keep your hands warm and out of your pockets. This way, if you should fall, you can better catch yourself using your hands. This is also a good time to remember to put your phone down and focus on walking.

Take smaller, shorter steps: In slippery conditions, walk slowly using small, short steps. The old saying "walk like a penguin" could actually help prevent a fall.

Step down, not out, from your vehicle: When getting out of a vehicle, swing both legs out and place feet flat on the ground before getting up. Having 2 feet firmly on the ground will give you more stability than 1 foot.

Use a shovel and salt: Shovel your pathway and use salt to help melt the ice away and to give you better traction.

~Lindy Soderberg, Health Care Coordinator



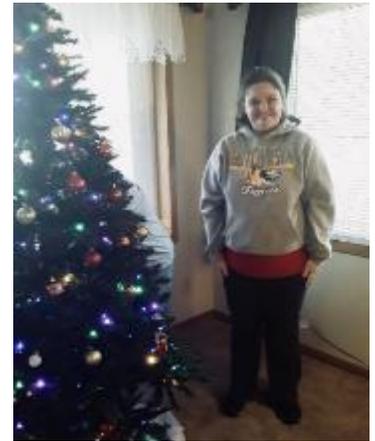
Trimming the Trees



School Road



Century Ave - Katie Jo



Century Ave - Dana



Osgood Ave



Milwaukee - Felicia, Karen, Ashley, Kelsey



Glencoe

Trees were decorated by our clients with care, in hopes that St. Nicholas soon would be there!



Century Ave - Paula & Katelyn



Century West



Lake St - Joan

Client Christmas Party 2021



Becky & Carol



Calling the BINGO numbers is Felicia



Darrin is having fun playing BINGO



"Santa went that way," said Caroline.



Clients & staff enjoying a potluck dinner at Peace Lutheran

Santa stopped by to wish everybody a Merry Christmas!



Joan



~IN LOVING MEMORY~



Kouwe St purchased an outdoor bench from funds donated in memory of a client's mother. We are honored to have been selected by the family. If you wish to include Aveyron in your estate planning, please contact Kathy Kalenberg at 320-587-6277.

CHANHASSEN DINNER THEATRE

"The Music Man"



Back row L to R: Darlene, Genessa, Carol & Lucas
Front row L to R: Trina, Joan, Ashley & Kris

~2022 COMPANY GOALS~



Move toward recruitment of employees- reaching out to individuals in similar fields and sharing the benefits of joining the Aveyron Team.



Update DSP evaluations to provide bonus dollars for longevity, extra shifts worked, and submitting clients in photos.



Review Aveyron's Mission Statement at Board Retreat.



Mission Statement:
Aveyron Homes, Inc. assists people with special, individual needs by providing caring homes and/or support services.

Upcoming Events

- 1/18 Dance (Adaptive Rec) 7-8:30p Event Center \$5
- 1/21 Tribute to Billy & Elton- The Hits- 7p Purchase tickets online at www.crowriverwinery.com
- 1/25-3/4 Hutch Center for the Arts showcasing various artwork submitted throughout the region. Tues-Sat 10a-5p
- 2/8 BINGO (Adaptive Rec) 7-8:30p Event Center
- 3/29 Dance (Adaptive Rec) 7-8 :30p Event Center \$5
- 4/2 Stand Up Comedy Night - Hutch HS Auditorium



Ongoing Events

- BINGO every Fri 6:30p at Hutch Elks Lodge \$1/card
- BINGO every Mon & Thurs 5:30p and every Sat 12:30p at the Hutch VFW \$1/card
- Senior Appreciation Day at Hutch Pizza Ranch every Mon & Wed 11a-4p

Fundraising Efforts

As of 12/29/21, ten donors have given \$1800 towards our goal of \$10,000 to purchase and install air purifiers at each site. Thank you!