



A LETTER FROM OUR EXECUTIVE DIRECTOR:

It is my honor to announce the formation of an Endowment in Aveyron's name.

This account reflects our long-term plan to provide services to people with handicaps in our community and demonstrates our financial stewardship to the legacy of the organization. Setting up an endowment is comparable to an individual establishing a retirement plan. The benefits of each are in preparation for the future.

Aveyron's good work and community service will be supported for many years to come. Even small contributions can honor an individual into the future. When combined with other donations, the impact can be profound and long lasting.

When making estate plans, please consider including Aveyron as a recipient. Your donation will last for years beyond individual lifetimes, and can bear the name of clients and/or staff.

~Kathy Kalenberg (E.D.)

Lobbying Legislators

Aveyron had 3 employees that visited the Governor's office on March 8th, 2022 and left letters of concerns and needs. We need to bring attention to our Legislators that we are at the brink of collapse. This is because of DSP shortages, due to burn out, and little to no relief in hiring more employees. This in part is due to people making higher wages doing less stressful work in retail and entry-level environments.

Some ideas to make an immediate impact on our workforce and the people who rely on us include:

- Funding retention bonuses for DSP's
- Childcare grants for working families
- Expand state scholarship programs to allow workers to grow professionally.
- Create an emergency staffing pool to relieve pressure on exhausted staff, such as utilizing the National Guard.

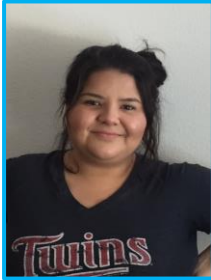
We need our Legislators to take action NOW. We cannot wait.

Please join us in asking for some relief.

~Molly O'Malley (E.P.M.)

LATEST NEWS

Job Promotion



Abby Navarro has been promoted to Program Coordinator of our Southview house. Abby joined the Aveyron Team in 2018 as a DSP. Congratulations Abby!

TEAM AVEYRON

Please extend a warm welcome to new client:
Darrin

Welcome back to returning staff members:
Carmen & Aris

A **BIG** welcome to new staff:
Zeke, Hailey, Jasmine, Payton, Mary, Tabetha, Yara and Elizabeth

Job Promotion



Jackie Sindt has been promoted to Information Manager. Jackie works in the office and has been employed with Aveyron for 5 years.

WAGE INCREASE APPROVED

For DSPs and PCs, effective 4-10-22, rates will increase by \$1/hour!! This includes starting wages and overnight hours.

Since 1-1-2020, DSP and PC wages have increased by \$3.95/hour. This raise will bring the total to \$4.95/hour in just over two years. At the same time, we have added a \$2 stipend for Saturday and Sunday shifts, increased the reimbursement for remote monitoring's on-call coverage, and also passed along rate exception dollars to those who work at Kouwe Street.

Raises reflect our appreciation for your work and our gratitude that you have chosen Aveyron as your employer.

Outstanding Team Player



A **HUGE** shoutout to Mary Zavoral for her willingness to always help out and going the extra mile for our clients. Thank you for everything you do! Mary has been with Aveyron for six years.

Nurse's Nook

Did you know a spoonful of honey can help you stay healthy?

Research has shown that a spoonful of honey every day can help fight off several illnesses. It can aid in relieving congestion, boosting immunity and it has anti-inflammatory properties. This can be beneficial in reducing coughing as well as joint pain. Honey is often used on surgical sites and infections topically, and the speed of healing is often faster than man-made products on the market. If you have time, go online and research the amazing health benefits of honey.

~Lindy Soderberg, RN

OHHHH HONEY...



UPDATE ON AVEYRON'S GOAL TO RAISE \$10k FOR AIR PURIFIERS:

- 102 letters were mailed out
- 25 people provided \$5,530
- Response rate of 24.5%
- Average gift was \$221.20

All air purifiers have been installed in the homes. We are super thankful for the ongoing support!



SPECIAL THANKS:

To **Marisol Maney** for implementing so many amazing things to give her client a better quality of life. I have noticed less incidents and agitation reports. I feel that is because of the care that has changed to benefit her client.

He can go on rides in the van without issues, go to several community events and his cares have become more personalized.
~From a Meeker Co Social Worker

We asked our staff

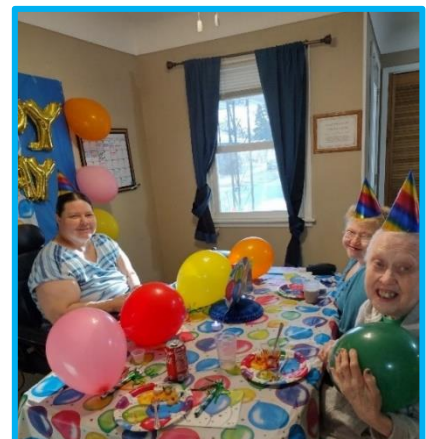
WHY DO YOU LOVE YOUR JOB AT AVEYRON HOMES?

I LOVE...

- Giving back to others and making a positive impact in our client's lives.
- My job because I have wonderful clients to work with. I have flexibility with my hours and my coworkers are great! It's a very rewarding job.
- Being part of a team that works together! At Aveyron, it doesn't matter who you are, where you work, or your background. Everyone is a part of the team.
- When I walk into the house and the clients stop what they are doing and greet me at the door. The clients tell me that they missed me, give me a hug and ask what fun stuff I have planned.
- My job because of the clients I work with. I enjoy sharing things that they enjoy and being able to help them achieve things that they want to do. I also love the flexibility that my job offers.
- The clients. They are so much fun to be around and we always have a good time. I have learned so much from them.
- To help others and Aveyron Homes is the place to do it.
- Getting to bond with all of my clients and how wonderfully our houses work as a team. Seeing my clients makes my days better and this is the best place to work.
- That each day is different so I don't feel stuck in the same routine! I also love that everyone has been so helpful as I continue to learn.
- Fellow staff members, flexibility of schedules and of course the chance to win gift cards.
- The flexibility this job has and working with my clients!
- That I get the opportunity to make a difference in people's lives.*
- My job because of the clients and the PC at both of the houses where I work.

AND THE MOST COMMON RESPONSE:

- That I get the opportunity to make a difference in people's lives.*



**HAPPY BIRTHDAY
SHARON!**

~MEET YOUR FRIENDLY OFFICE STAFF~



This group represents 154 years of combined experience at Aveyron Homes, Inc.

Back Row L to R: Kathy Kalenberg (Executive Director), Lindy Soderberg (Health Care Coordinator), Jacob Schlagel (Accounts Manager), Jackie Sindt (Information Manager), Alisha Miller (Program Director)

Front Row L to R: Molly O'Malley (Education/Property Manager), Karna Blake (Program Director), Natalie Reiter (Human Resource Manager), Amber Winn (Program Director)

ONLINE APPAREL STORE





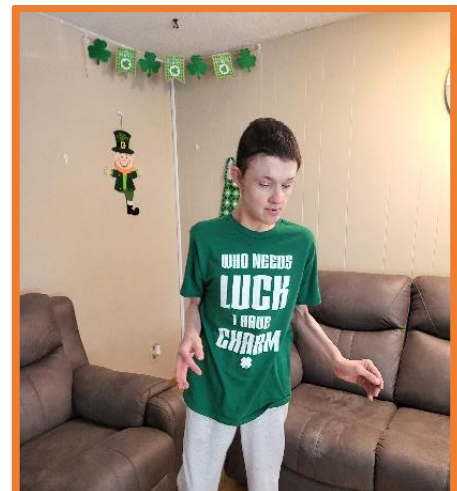
Dana & Paula cooking up some St. Patrick's Day treats.



Kris & Caroline having fun playing a game on a blustery day.



Dana preparing a yummy chocolate cake.



Adam showing off his festive St. Patty's Day outfit.



Genessa is cooking up some yummy Shrimp Alfredo.



Sally & Lucas met recently for lunch at Taco Johns.



Sam, Kerry & Jeff enjoying time at the Sanctuary.



Gale is all smiles while attending the Batman movie.



Rodney stirring up a delicious cake.



Anthony & Darrin challenged one another to a game of pool.



Dan is concentrating on a puzzle.



Sam, Kerry & Jeff after a recent shopping trip.



Katelyn wishing Katie Jo good luck with her new job!



SPREAD THE WORD

We're Hiring!

Full-time & Part-time positions available.
All required training provided on site.
Starting wage for DSP (awake) \$17.25/hr. after training
\$19.25/hr. on Sat/Sun.
Great benefits.
Referral bonus.

"Make a difference every day!"

Upcoming Events

- 4/11 "Miss Mrya & The MoonShiners" concert at CrossPoint Church \$25 ticket
- 4/12 BINGO (Adaptive Rec) 7-8:30p Event Center
- 4/15 Hutch Mall Easter Craft Market 10a
- 4/23 White Goods, Hard Goods & Electronics Pickup
- 4/25 Aveyron's Hawaiian Dance (New Discoveries School) 6:30-8p
- 4/28-4/30 Cokato City Wide Garage Sales
- 5/7 Free Showing of "The Addams Family 2" (Century 9 Theatre) 10a
- 5/5-5/7 Hutch City Wide Garage Sales
- 5/17 Spring Dinner Dance (Adaptive Rec) at the Event Center – Advance tickets only
Meal at 6:30p, Dance at 7p (Dance only tickets are \$5/person)
- 6/3 Hutch Dairy Day (Library Square) 11a-1p \$5 meal
- 6/14-6/20 Water Carnival Days (Special activities all week)

