



## Staff of the Year: Amber Winn



*For the first time ever, Aveyron's Staff of the Year works at the Central Office!*

Amber Winn is in her 17<sup>th</sup> year of consecutive employment. She is the Program Director of 6 sites and In-Home services. In the Executive Director's absence, she is the organization's capable leader.

When there are staffing coverage issues, Amber brainstorms to find ways to assure client needs are met. If someone forgets a lunch or medications are needed at work, Amber doesn't waste time calling around to find someone to handle it – she just does it herself. PCs have come to rely on her for ideas and support. Please don't misunderstand, many others assisted and played major roles in Aveyron's projects and successes. When something changed or was added, Amber accepted increased duties, helped others without being asked, and identified solutions. She didn't waste time itemizing reasons why it "couldn't be done" – she just got started.

Even though we've never awarded an office employee Staff of the Year, Amber's performance represents Aveyron's best and warrants special recognition.

**Thank you, Amber, for your years of service and your impressive example of positivity.**



***Thank you,*** Ian McDonald and Brett Rasmussen, for your exemplary leadership and all the support you have provided Aveyron Homes through the years. May success follow you even in retirement.

Pictured to the left: Ian McDonald, Executive Director Kathy Kalenberg, and Brett Rasmussen.

## Aveyron supports staff wellness!

Full time employees with Aveyron sponsored Medica Insurance can earn **\$25 per month** while creating healthy habits.



Effective January 1, 2023, My Health Rewards by Medica<sup>®</sup> Invest will offer a new way to earn monthly rewards for tracking your wellness goals.

Invest members can earn **\$25 per month** towards their savings account (HSA) by tracking a Healthy Habit for 20 days in a calendar month. You can choose from a variety of Healthy Habits, like eating healthy foods or saving money.

Track your Healthy Habit online or through the My Health Rewards mobile app, free in the App Store and on Google Play, to earn your reward.

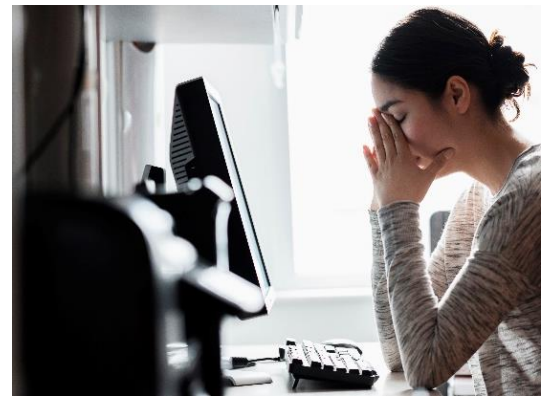
# The Disability Workforce Crisis

Association of Residential Resources in Minnesota (ARRM) states that since October 2021, **more than 30% of all positions in disability services have remained unfilled and 170 group homes have closed due to staffing shortages.**

Aveyron is not immune to the staffing shortage. While some employers can choose to close for a few hours or days, that is not an option for us. Our clients rely on us for their service needs. We have, however, been able to add more sites that use remote monitoring for overnight coverage. This frees up those staff to fill other hours within the company, but not all clients can be successful without staff on site. If a client requests one-on-one staffing, Aveyron must consider discharge. We simply do not have enough employees to meet that expectation.

Although competitive in our industry, our base pay of \$17.75/hour Monday-Friday and \$19.75/hour on weekends is not enough when you consider that our staff are responsible for the lives of 1-4 people every day. Our fees are set, and we don't have the ability to raise our per diems. Aveyron relies on legislative action to grant salary increases.

Without government funding to provide competitive wages for our workers, there will be ongoing difficulty retaining and recruiting workers. **Who will be left to care for vulnerable adults?**



This is your opportunity to tell elected officials how they can best support YOU!

The care Aveyron provides is essential to the community and our staff deserve compensation for their work.

**Take Action!** Find your elect officials and contact Senators from your state:

<https://www.arm.org/advocacy/take-action>

<https://www.senate.gov/senators/senators-contact.htm>

**Save the Date!** Disability Day at the Capitol is March 28, 2023.



# You'll love working with us!

## Apply to Aveyron Homes TODAY!



*"I love my job with Aveyron 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 me."*

– Dawn

*"The clients at Aveyron have made this job so enjoyable. They are so much fun to be around and we always have a good time. I have learned so much from them."*

– Rebecca

*"I love to help others, Aveyron Homes is the place to do it. Thank you."*

– Carmen

If you're looking for a way to give back to the community and earn some extra money, Aveyron is always hiring!

### **Why work at Aveyron Homes?**

- Enjoy many community outings with the clients, such as movies, sports events, and concerts
- All homes are located within McLeod county
- Hours available include evenings and weekends, perfect as a 2nd job
- Named Star Tribune Top Workplace 2022 and 2021
- Aveyron provides all necessary training locally
- Competitive Pay and Benefits, new wage increase for 2023!



Apply online today at: <https://aveyronhomes.com/careers/>

# LATEST NEWS FROM AVEYRON HOMES



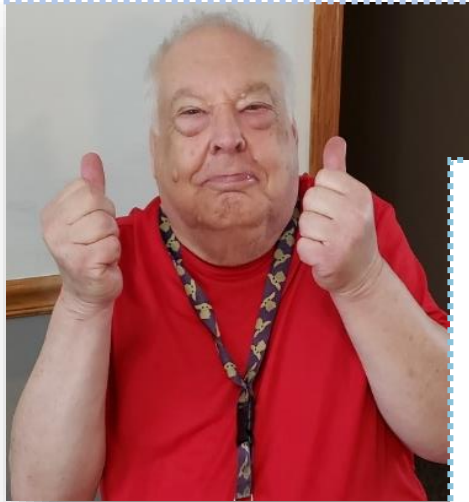
**Outstanding Team Player:** Valencia works with Aveyron's in-home clients and at our Century site. She is a dependable co-worker and provides person centered care to the clients she serves.

*Aveyron is lucky to have her as part of the TEAM!*

## TEAM AVEYRON

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

Quentine Washington  
Katherine Olson  
Nathan Shands  
Selena Flores  
Sarah Crandall  
Isabella Munoz  
Brittni Schaefer



## New Resident

We welcome new resident, Wally, into the Aveyron Homes family.

We're happy to have you here, Wally!

For overnight supervision, South Jorgenson has moved to remote monitoring. This will be Aveyron's 5<sup>th</sup> site that now uses technology instead of on-site staff!



# Support Aveyron Homes Today!



**This year, Aveyron’s fundraising goal is \$7,500. The money raised will be used to purchase radon tests for each of our twelve group homes.**

Thank you to all who have sent in donations! To date, \$2,180 has been raised. *It’s not too late to contribute!* Your contribution will allow us to have all our sites tested for radon, a service that will help us continue to prioritize the health and safety of our clients and staff. We appreciate the Carlson Family for bringing this to our attention, thank you for helping us make a difference in our client’s everyday lives!

**Another way to support us is to like and follow Aveyron Homes on Facebook or Nextdoor!**

With your help, Aveyron Homes can raise community awareness, create positive connections, and bring in new employees to the Aveyron Team! It only takes a moment to log in and like our page!

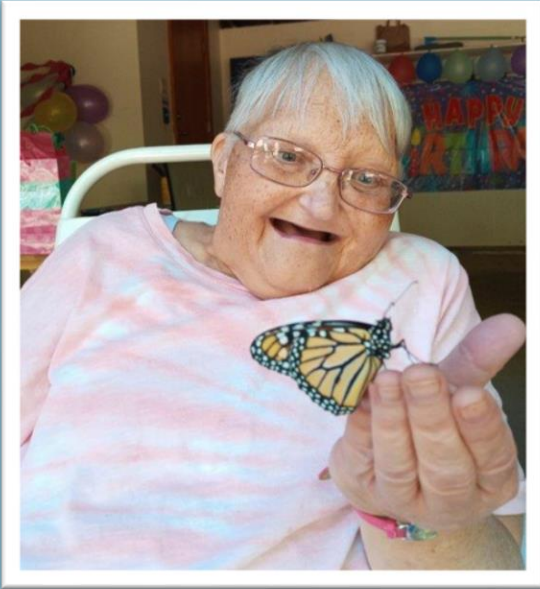


**Facebook:** <https://www.facebook.com/profile.php?id=100067933487308>

**Nextdoor:** [https://nextdoor.com/pages/aveyron-homes-hutchinson-mn-1/?&recommend=1&init\\_source=org\\_admin\\_share\\_source\\_org\\_page](https://nextdoor.com/pages/aveyron-homes-hutchinson-mn-1/?&recommend=1&init_source=org_admin_share_source_org_page)



## For those we lost in 2022...



*We mourn the passing of Kathy T., who passed away on December 7, 2022. A Celebration of Life service was held December 13. Our hearts go out to Kathy's friends and family.*



*We feel deep sorrow for the passing of Mark D., who passed away on December 21, 2022. We wish his friends and family peace and comfort during this difficult time.*

We thank the families for directing memorials to Aveyron Homes' Endowment Fund, where the principal is never spent, only the interest, making a long-lasting impact so Aveyron can help others for many more years. Thank you for helping us make a difference and to continue honoring the memories of Kathy and Mark. They will be missed.

## Head over heels this winter!

Seemingly simple, everyday actions such as stepping outside to grab the paper, getting out of a car in a parking lot or going on an afternoon walk can suddenly become very dangerous in Minnesota during winter, leading to falls and injury. Here are some tips to help you not fall head over heels this winter!

- Wear proper footwear with grips.
- Walk like a penguin! Use a slower, wider gate to help prevent falls.
- Pay attention and take extra time when walking outside. Spending that extra time could save you from an injury or hospitalization this season.
- Make sure your path is shoveled and salted to help reduce obstacles and ice in your way.
- Check the surface before getting out of your vehicle to make sure it is not slippery. Many falls occur getting in and out of the car on ice.

If you are at a higher risk for falls due to age, vision, mobility issues or health issues please take extra caution this winter and speak with your doctor for more suggestions!







Rodney made Halloween decorations!

During Autumn of 2022, Aveyron Home enjoyed many fun and fall-themed activities with our residents!



Dana and Katie Jo painted pumpkins!



Teresa, Teri, and Becky made apple crisp!

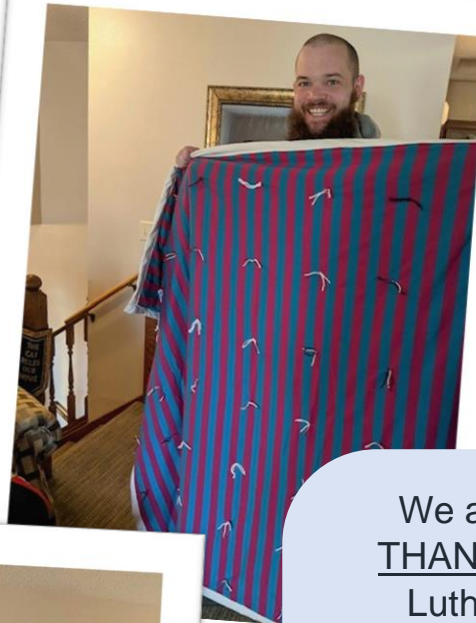
These warm, happy memories together will always be in our hearts. They will bring a smile to our faces when we remember them, and the people involved!



# Thank you!

Thank you, Kegs Bar in Winsted MN, for your awesome hospitality! Darrin and Anthony received t-shirts from the owner for being some of their best customers. We know these memories (and the t-shirts) will be cherished for a long time!

**ANTHONY AND DARRIN  
WITH THEIR NEW 'KEGS  
BAR' T-SHIRTS!**



We also want to say THANK YOU to Peace Lutheran Church in Cosmos. The church donated handmade quilts to three of Averyon's clients. These beautiful quilts will be cherished for many winters to come!

Pictured to the left: Peter, Harry, and Logan each holding up their quilts!



# Merry Christmas from the Aveyron family!



Dana, Kris, and Katie Jo decorated their Christmas tree!

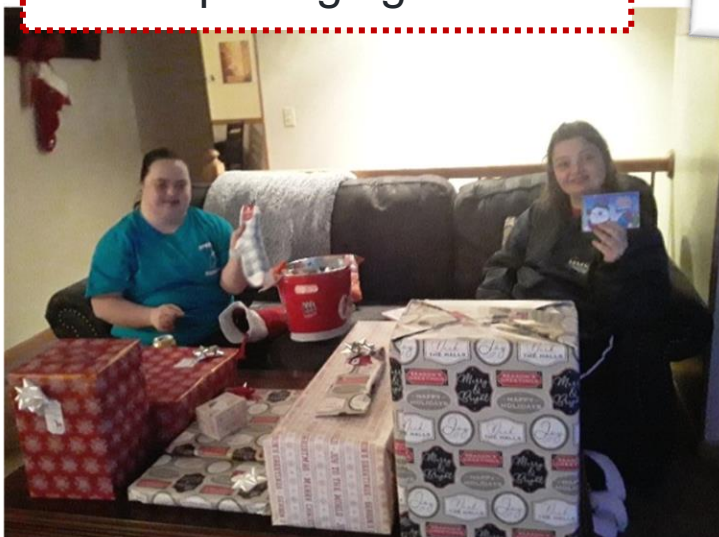


Teresa, Teri, and Becky with Santa!



Rodney and Isabele made gingerbread houses!

Katie Jo and Dana openings gifts!





Samara, Sara, and Trina with their gifts!



Kerry, Jeff, and staff, Nikki, having Christmas fun!

Darrin opening a gift he received from Anthony!



Samara made 'wreath' treats to share with her neighbors over at O2, for the Holiday Season of giving!

## Events for January

- *January Hutchinson High School Events (Plays, concerts, athletic, etc.):*  
[https://www.usd308.com/o/hhs/events?start\\_date=2023-01-01&end\\_date=2023-01-31](https://www.usd308.com/o/hhs/events?start_date=2023-01-01&end_date=2023-01-31)
- **Open Bowling** Tuesdays – \$3 game specials  
Fridays – 9pm-11pm – Cosmic Bowling – \$40 per lane (up to 8 bowlers) unlimited bowling  
Saturday – 5pm-10pm Cosmic Bowling
- **Jan 1 – March 10** Adult Winter Reading Program, *Read books and earn Prizes!* at Hutchinson Library
- **Jan 2 – Jan 30** Senior Appreciation Day at Hutchinson Pizza Ranch every Monday and Wednesday, 11AM-4PM
- **Jan 6 – Jan 7** Art Drop off for the 6th Annual Community Showcase at the Hutchinson Center for the Arts
- **Jan 7, 10AM-11:40AM** Free Family Showing of The Bad Guys at CineMagic Century 9 Theatre
- **Jan 12 – Feb 2** Tour the 6th Annual Community Showcase at the Hutchinson Center for the Arts
- **Jan 14, 11AM-3PM** Open Studio at the Hutchinson Center for the Arts
- **Jan 30, 9AM-3PM** Blood Drive at Ridgewater College

## Events for February

- *February Hutchinson High School Events (Plays, concerts, athletic, etc.):*  
[https://www.usd308.com/o/hhs/events?start\\_date=2023-02-01&end\\_date=2023-02-28](https://www.usd308.com/o/hhs/events?start_date=2023-02-01&end_date=2023-02-28)
- **Feb 1 – Feb 27** Senior Appreciation Day at Hutchinson Pizza Ranch every Monday and Wednesday, 11AM-4PM
- **Feb 11, 11AM-3PM** Open Studio at the Hutchinson Center for the Arts

## Events for March

- *March Hutchinson High School Events (Plays, concerts, athletic, etc.):*  
[https://www.usd308.com/o/hhs/events?start\\_date=2023-03-01&end\\_date=2023-03-31](https://www.usd308.com/o/hhs/events?start_date=2023-03-01&end_date=2023-03-31)
- **March 1 – March 29** Senior Appreciation Day at Hutchinson Pizza Ranch every Monday and Wednesday, 11AM-4PM
- **March 5-March 26**, Hutchinson PaddleSport Rentals open every Saturday and Sunday, 2PM-8PM
  - Rentals of single kayaks, one tandem kayak, canoe or SUP's are available weekdays & weekends.
- **March 11, 11AM-3PM** Open studio at Hutchinson Center for the Arts

