

AVEYRON INK

January-March 2024 / Edition #73



LATEST NEWS FROM AVEYRON HOMES

Dear Aveyron Homes clients and family members,

Your participation in this year's satisfaction surveys is kindly requested. The surveys were distributed in December, and it is essential for us to receive as many completed surveys as possible. Your input will enable us to identify areas for improvement in our programs and maintain the aspects that you find valuable.

We ask that all surveys be returned by **January 25, 2024**, to the Aveyron Homes main office at 222 5th Ave NW Hutchinson MN 55350. Your feedback is greatly appreciated.



Retiring Board Member

Aveyron Homes bids farewell and extends gratitude to retiring board member Brian Renner, who will complete his second full term at the end of the year. Thank you, Brian, for 12 total consecutive years of dedicated service. Your contributions to the organization will be valued for many years to come. *Executive Director Kathy Kalenberg with Brian Renner pictured left.*

Staff of the Year



For seven years, Katie served as a Direct Support Professional before being promoted to Program Coordinator at our School Road location. In her new role, she has successfully developed personalized connections with clients and has effectively motivated two individuals to adhere to their prescribed diets, resulting in significant weight loss for both. School Road clients have thrived since Katie's promotion. Her individualized approach is a perfect example of the positive impacts made through person-centered services.

When open shifts became available at other sites, Katie readily stepped in to provide assistance. She temporarily lent her support at Osgood and then O2 when the home was lacking a Program Coordinator. Recently, Katie was promoted to manage operations at School Road and O2. She has successfully overseen both sites, and the transition seems to be a seamless fit. Katie assisted in serving food at Aveyron's summer picnic and a holiday party for our clients. She has also set up a system to streamline staff's extra pay at O2, avoiding delays.

Thank you, Katie, for your years of service and dedication to the clients we serve!

2023 Year In Review

As we near the end of 2023, we would like to take a moment to look back on some of the achievements that Aveyron Homes has attained over the year.

We have experienced numerous highlights in 2023, demonstrating our progress and the positive impact on our employees and community. This year, our non-profit organization furnished essential assistance to 54 clients. We have served and employed over 120 members in the Hutchinson area. In turn, we have received tremendous support from our community. We appreciate your presence alongside us this year, and we eagerly anticipate further accomplishments in the upcoming year!

January

The first gifts to Aveyron's Endowment Fund (\$1,900) were received in the form of memorial gifts for Kathy and Mark, who had been clients of Aveyron Homes Inc., before they passed away.

April

Aveyron's grant application to DHS for \$100,000 was approved! We were approved for a Therap Grant to test out equipment that will augment medical and health software. This equipment will be used in a trial phrase with clients at Century Avenue.

The staffing crisis continues to limit our ability to meet the service needs of our clients, making it critically important that the COLA legislation be passed. Many letters have been sent to elected officials.

May

Aveyron received a \$1700 grant from Burich Foundation to purchase a 3D printer. This equipment will be used to make adaptive items for our clients to use.

We recognized *Mental Health Awareness Day* by wearing green and staffing a booth at the Mental Health Awareness Fair at Ridgewater College, Hutchinson Campus.

Aveyron was named as a **Top Workplace in 2023** by the MN Star Tribune! This is the third consecutive year Aveyron has been named a Top Workplace of the year by the MN Star Tribune.

The company logo was updated with a new tag line. DocUSign software was leased for two years, allowing Aveyron employees to email documents to individuals for digital signatures.

Kavira was added for staff scheduled 20 hours or more per week. Kavira is an online, virtual health care service covering the employee and their dependents, with Aveyron paying 100% of the premium cost. Each "visit" costs the employee \$5.

August

DHS granted approval for Aveyron to move forward with remote monitoring at our School Road property, making it our 6th property to use cameras, instead of staff, to provide overnight supervision.

September

Direct Support Professionals Week was celebrated with gifts for employees.

Nuvera installed 5G internet services at McDonald Drive. This will be Aveyron's first location to receive the upgrade, which is planned for the entire city.

November

We traded in two older vehicles to purchase a new minivan for use at one of Aveyron's group homes. This vehicle is Aveyron's first hybrid with the ability to run on gas or electric/battery power. Much work was done to create an Employee Sick and Safe Time (ESST) policy for the law that takes effect January 1, 2024. More information about this policy is available on page 6.

Aveyron was awarded a \$4000 grant to purchase a larger, newer aluminum trailer to help relocate clients and deliver furniture to our sites.

December

Clients enjoyed a Holiday celebration, thanks to the efforts of Aveyron office staff, Alisha, who made all the arrangements.



Preventing Winter Slips

Nurses Nook: Advice from Stephanie, RN

It's that time of year again, and that means 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 will 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 changing 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.

Walk like a penguin! Take smaller, shorter steps when walking for stability. In slippery conditions, walk slowly using small, short steps. Using a slower and wider gate will help prevent falls.

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

Shovel and Salt. Shovel your pathway and use salt to help melt the ice away and give you better traction.

TEAM AVEYRON

YOU'LL LOVE WORKING WITH US!

- Enjoy many community outings with the clients.
- All homes are located in Hutchinson.
- Hours available include evenings and weekends – perfect as a 2nd job!
- Star Tribune Top Workplace 2023, 2022 and 2021.
- Aveyron provides all necessary training on site.
- Competitive Pay and Benefits
- Employees scheduled 20 hr/week get virtual health care KAVIRA, for employee and dependents. Aveyron pays 100% of premium.
- Dental insurance is available for eligible employees.
- 401k match is available for eligible employees.
- ***Existing employees can receive a referral bonus of \$200 if listed on an application of someone who is hired!***

Apply online TODAY on our website:

www.aveyronhomes.com/careers

UPCOMING STAFF ANNIVERSARIES:

Alisha

8 Year Anniversary | January

Katie

9 Year Anniversary | February

Abby

6 Year Anniversary | February

Jacob

8 Year Anniversary | February

A BIG WELCOME TO NEW AVEYRON STAFF:

Allison

Elizabeth

Linda

Estate Planning?

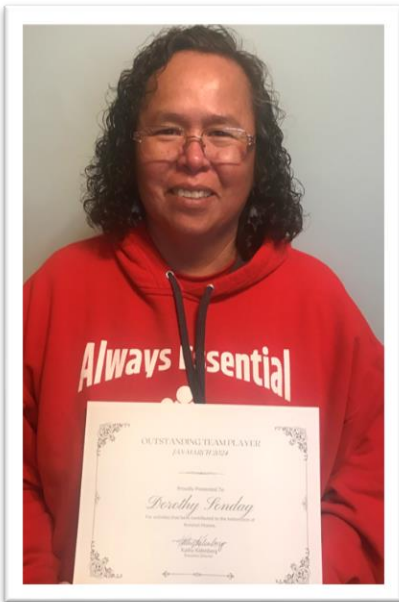
Consider Aveyron's Endowment Account!



When you are making estate plans, please consider a donation to Aveyron's Endowment, supporting Aveyron's efforts to serve people with disabilities locally. Even a small gift can go a long way and have an impact well into the future!

Each year, the earnings in Aveyron's endowment may be spent, but principal funds remain untouched, creating a long-term safety net for Aveyron, our clients, and staff members.

Contact Aveyron's Executive Director (kathy@aveyronhomes.com) if you would like more information on estate planning, or to contribute other gifts to Aveyron's Endowment account. Aveyron is a 501c3 organization.



OUTSTANDING TEAM PLAYER

Jan-March

Dorothy is recognized for her readiness to assist with appointments out-of-town, fixability, and consistently positive approach towards colleagues and the clients she supports.

Dorothy is great with the clients and encouraging them to choose which activities they want to participate in. She encourages them to have a voice in their daily choices. She is a great advocate for our clients!

Thank you, Dorothy, for being a valuable part of the team!

YEAR END FUNDRAISER

Will you help us help others?

This year, Aveyron Homes' fundraising goal is to raise **\$8,000**. With your generous contribution, we can organize a multitude of engaging activities for our clients throughout the year, including holiday parties and outings across Minnesota. Your support, no matter the amount, is invaluable to us, and we are deeply thankful for your assistance.

As a 501(c)3 company, your donation is 100% tax-deductible.

On behalf of Aveyron, thank you for your thoughtful consideration of a year-end donation that will make a difference for many members of our local community.

The spirit of giving and generosity is truly alive at Aveyron Homes, especially during the holiday season. We want to take this moment to thank Chris, our dedicated maintenance worker, for his donation of several beautiful wreaths to our office. This marks the 3rd consecutive year that Chris has brightened our surroundings with these festive decorations. From everyone at Aveyron Homes, thank you, Chris, for helping us spread the holiday cheer!





POLICY UPDATES: Earned Sick & Safe Time

Our Administrative team has been working hard to ensure that Aveyron will fully comply with the new Sick and Safe Time mandate, known as “earned sick and safe time” (ESST). Effective January 1, 2024, Minnesota’s ESST law requires employers to provide paid leave to employees who work within the state.

Sick and safe time is paid leave that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault, or stalking.

Employers must provide employees with one hour of ESST for every 30 hours worked, up to at least 48 hours each year. Aveyron is please to share that our current PTO policy exceeds the minimum requirements for our full-time employees, and as of January 1, 2024, all our part-time employees will begin to accrue ESST hours.

Kavira Spotlight

Did you know Kavira offers in-home strep and flu tests?

Streptococcal pharyngitis, more commonly known as strep throat, it is a very contagious bacterial infection. If you have been exposed to someone with it, have a red sore throat, and have a fever, you may have strep throat.

No need to guess – for employees with Kavira Insurance, all you need to do is call or message Kavira! Kavira will provide a strep test, and they can do a rapid test in your home. If it's positive, Kavira will already have the antibiotics, so you don't need to drive across town to the pharmacy!

Life is better with good company!

AT AVEYRON HOMES, we are committed to not just providing houses, but homes where clients feel a deep sense of belonging. We support clients in working at local businesses, attending events in the area, and maintaining life-long friendships.

Being a part of Hutchinson's thriving community helps us foster an environment where our clients can connect with others and build meaningful relationships. When you join Aveyron Homes, you become a part of a family where you can truly feel at home!



Katie Jo began employment at DQ.



Sam and former staff and still friend, Dany, celebrated Sam's birthday with a visit to the Renaissance Festival.



Rodney went to a showing of "Super Mario Bros" with his friend, Gale.



In December, Aveyron Homes staff excitedly organized a holiday gathering for all employees and clients. The event featured an abundance of food, joy, and entertainment for all those present. Even Santa made a special appearance! Thanks to the diligent efforts of our team members, clients enjoyed a satisfying meal and lively games.



Anthony, Darrin and Sara posing with Santa Clause.



Staff Katie and Nicki serving food made by clients from each house.



Katie Jo, Isabelle, and Talie each received a prize for winning Bingo.



Thank you staff Abby, Brittany, Susan, Stephanie, Katie, Nikki, Delaine, Jackie, Goose, Deb, Amber, Alisha, and Molly for putting together a fun holiday party!



JANUARY

- ❖ **Jan 1** | New Years Day
- ❖ **Jan 3 | 10AM – 5PM** Dop Off for the 7th Annual Community Showcase at the Hutchinson Center for the Arts, featuring art from creators age 18+ that reside in Southwest Minnesota.
- ❖ **Starting Jan 10** Viewing for the 7th Annual Community Showcase at the Hutchinson Center for the Arts
- ❖ **Jan 11** | Craft-n-Store Opens, 150 Michigan St SE Hutchinson MN 55350
 - **Every Thursday | 10AM – 3PM**
- ❖ **Jan 11 | 3PM** Dementia Support Group – Peace Lutheran Church
- ❖ **Jan 15** | Martin Luther King Jr. Day
- ❖ **Jan 27 | 7PM – 10PM** Jaycee Casino Night, \$25 general admission – Art's Place in Hutchinson

FEBUARY


- ❖ Viewing for the 7th Annual Community Showcase at the Hutchinson Center for the Arts
 - **Ending Feb 16**
- ❖ **Feb 2** | Groundhog Day
- ❖ **Feb 3 | 10AM - 1:30PM** Winter Farmer's Market
- ❖ **Feb 8 | 3PM** Dementia Support Group – Peace Lutheran Church
- ❖ **Feb 14** | Valentines Day
- ❖ **Feb 19** | Presidents' Day
- ❖ **Feb 23 | 7PM - 9:30PM** Deuces Wild Dueling Pianos – River House Kitchen
- ❖ **Feb 24** | McLeod Co. Fair "Half-Way There" Party, all ages FREE ADMISSION – McLeod County Fairgrounds

MARCH

- ❖ **Mar 2 | 10AM – 1:30PM** Winter Farmer's Market
- ❖ **Mar 14 | 3PM** Dementia Support Group – Peace Lutheran Church
- ❖ **Mar 16 | 9AM – 5PM** The Big Little Hunting & Fishing Expo & Auction – McLeod County Fairgrounds
- ❖ **Mar 17** | St. Patrick's Day
- ❖ **Mar 21** | Concert Series: A Tribute to Elvis – Crow River Winery
- ❖ **Mar 31** | Easter

Aveyron Homes, Inc.

Aveyron Homes is a non-profit organization dedicated to providing the highest quality homes and supported living services for people who need up to 24-hour supervision or assistance.

(320) 587-6277 

Aveyronhomes.com 

We'd appreciate your feedback regarding our services. Rate and review us on Google, today! 