

Here's what has happened in the last months and what's to come!



**Expecting new office phone system**

Mark your calendars for April 16, 2024, as Nuvera gears up to revolutionize communication at Aveyron's main office! A new phone system will be installed, boasting an impressive auto-attendant to seamlessly handle and route calls, dedicated extensions for each office staff, and advanced forwarding features. This exciting upgrade promises to make calling a breeze for everyone involved. Our main line (320 587 6277) and fax number (320 587 3023) will remain unchanged.

**Career Opportunity for Health Care Coordinator**

Aveyron has an opening for a Health Care Coordinator (HCC) to oversee the healthcare services provided to our Aveyron residents. We are looking for a PT Registered Nurse to fill this part-time position. Hours to be determined. Please reach out to Aveyron's Human Resource Manager, Natalie Reiter (natalie@aveyronhomes.com), to inquire about this opening.

**Arboretum Membership**

Thanks to the generosity of an anonymous donor, Aveyron was able to renew our membership to the Minnesota Landscape Arboretum for this year. This means that all of our clients can now visit the gardens all year long, enjoying the great beauty of the outdoors each season.

Donations like this enable Aveyron to provide additional programs and assistance to those in our care. We are truly grateful for our community for making a positive impact on the lives of our clients!

**Follow us on Facebook!**

Join the Aveyron community to stay updated with the latest news and support our team by liking and sharing our posts! Don't miss out, follow us today!

*Team Aveyron x*



**Aveyron Homes, Inc.**

In this newsletter you can expect:

---

Community Updates

---

Day at the Capitol

---

Staff Profile Highlights

---

Health and Wellness

---

Client Photos

---

Upcoming Local Events

**A GROUP OF CO-WORKERS, FRIENDS, AND FAMILY MEMBERS GATHERED FOR LUNCH, IN HONOR OF MOLLY'S RETIREMENT.**



**A time for new beginnings**

After 42 years and 8 months of continuous dedication, Aveyron's longest reigning employee Molly O'Malley, decided that she is ready to retire.

During her career with Aveyron, Molly helped the company grow from one Intermediate Care Facility to a dozen individual group homes throughout the community. In Aveyron's 48 years of existence, she has been part of nearly every milestone.

**Congratulations Molly, we wish you every happiness in retirement!**



**Earned Safe and Sick Time**

You may have heard about Earned Safe and Sick Time, often referred to as ESST. Aveyron has been able to maintain the paid time off accrual rates for full time employees, which exceeds the new ESST requirement. To fund the benefit for all non-full time employees, we had to reduce other benefits, because when the legislature passed this requirement they did not provide additional funding to support it.

**Annual Fundraising**

Aveyron Homes has been committed to supporting vulnerable adults in McLeod County since 1975. Our non-profit organization is now providing essential assistance to 54 clients, and we are proud to be a local company that serves and employs more than 70 in our community.

**Wage increase for all staff**

We heard Aveyron's long-time employees when they said that they want to know that we appreciate their tenure with Aveyron Homes. Effective with hours worked on January 14, 2024, Aveyron employees who have been with us at least 18 months received an additional \$0.75/hour raise and everyone received at least a \$0.25/hour raise.

Funds to pay for these raises were possible because of the legislatively approved Cost of Living Adjustment (COLA), passed into law during the 2023 MN Legislative session.

Annually, we call upon the community to aid Aveyron in sustaining our programs. Our target for this year was to collect \$8,000. With this funding, Aveyron can organize a variety of exciting events for our clients, like holiday parties and trips throughout Minnesota.

23 out of 60 responded to Aveyron's plea for support. As of March 10, we raised \$3,490.00, which is 44% of our initial goal. We extend our heartfelt gratitude to all our donors for their contributions that will support services for our clients.

**Make a gift today to help us meet our goal!**

Don't miss the chance to make a donation to our fundraiser! Your support is valuable to us, no matter the amount. As a 501(c)3 company your contribution is 100% tax-deductible. All donors may remain anonymous. To contribute, please address donations to:

**Aveyron Homes, Inc., 222 5th Ave. NW, Hutchinson, MN 55350**



## DISABILITY SERVICES DAY AT THE CAPITOL

**March 19, 2024** Aveyron Homes joined the Association of Residential Resources in MN (ARRM) in attending Disability Service Day at the Capitol. ARRM serves as our trusted lobby group, tirelessly working for higher rates and towards licensing reform. The capitol rotunda witnessed an overwhelming presence of clients, and DSPs from every corner of Minnesota, amplifying our collective voice and advocating for our cause!

Our commitment to the disability community remains steadfast this year. The increased funding from the previous year enabled us to raise wages. However, a starting wage of \$18.25 is still not enough to reflect the level of responsibility and skill needed for the job.

Aveyron's rates are set by the legislature, and we rely on their action to approve any increase we receive. Aveyron can't just raise our rates so that we can pay our staff more. So, while we say THANK YOU, we must continue to advocate for rate systems that reflect the true cost of providing services.

We appreciate the hard work of elected officials, like Senator Judy Seeberger and Representative Bianca Virnig, in supporting Minnesota's most vulnerable residents and the people who care for them. We hope that others legislators will join them and prioritize important initiatives to address the workforce shortage and fund disability services!



### Estate Planning? Consider Aveyron's Endowment Account!

Aveyron is a 501c3 organization. Donations to our Endowment can have an impact well into the future! Each year, the earnings 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](mailto:kathy@aveyronhomes.com)) for more information on estate planning, or to contribute other gifts to Aveyron's Endowment account.



### We're accepting referrals for our residential homes!

Aveyron currently has 11 homes that support and interact with each other.

Clients who live in our 245D Licensed Residential Homes have additional benefits including:

- Free Wi-Fi
- Free streaming TV services
- Representative Payee option
- Each site has its own vehicle

Contact us today **(320) 587-6277** to find appropriate placement for those who are in need!



# Team Aveyron



## New Maintenance Supervisor

In his time as Aveyron's maintenance person, Chris D. has demonstrated a sincere desire and motivation to provide quality maintenance services at all of Aveyron's locations.

As the newly appointed Maintenance Supervisor, Chris will assume greater responsibilities for the maintenance of company properties and oversee a part time maintenance staff member. Please join us in congratulating Chris for his promotion at Aveyron Homes!

### Upcoming Staff Anniversaries

- Kathy K.**  
April | 32 Years
- Stephanie P.**  
May | 7 Years
- Marisol M.**  
June | 11 Years
- Delaine Z.**  
June | 2 Years



## Outstanding Team Player

Marisol M. is ambitious, dedicated, and attentive to the needs of her clients and staff. Over the past 3 months, she has willingly taken on extra shifts at the Jorgenson site and organized training sessions for new hires, ensuring they easily transition into their scheduled shifts. Marisol's dedication knows no bounds, and she continues to support others everyday. We cannot express enough gratitude for everything Marisol contributes to Aveyron Homes. Thank you for being an invaluable member of our team!

### A BIG welcome to new staff!

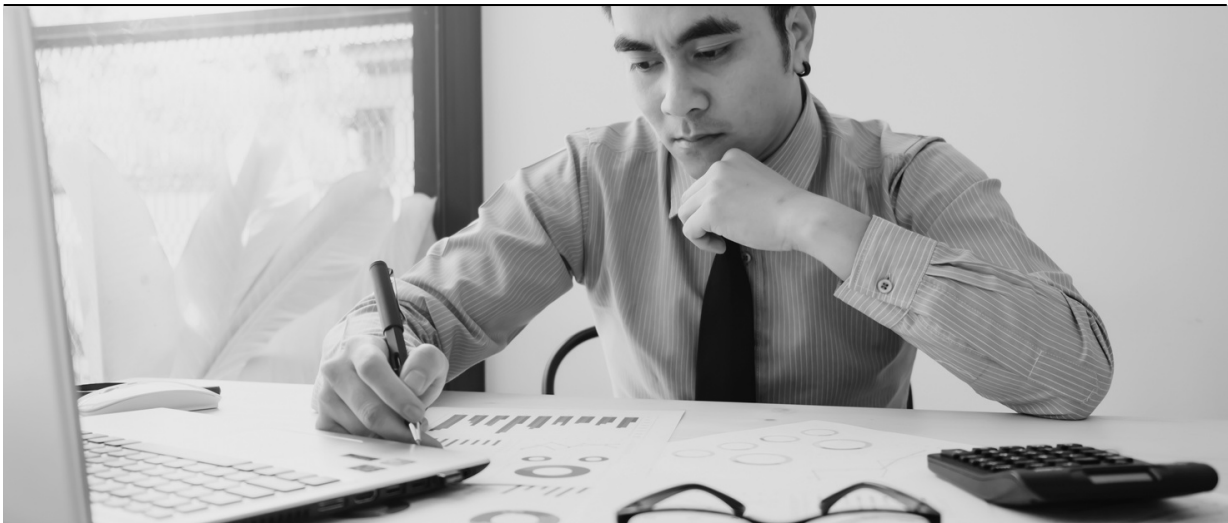
- Brian T.
- Kasi V.



## Now Hiring! Direct Support Professionals (DSPs)

- 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!**  
[www.aveyronhomes.com/careers](http://www.aveyronhomes.com/careers)



## Did you know the number one cause of stress in the US is financial insecurity?

April is known as National Stress Awareness Month, aiming to spark discussions on the causes of stress and ways to cope in today's fast-paced world. In the midst of National Stress Awareness Month, it's important to acknowledge that financial stress has become a significant burden for many individuals in the United States. With rising inflation, the high cost of living, and low working wages, it's no wonder that anxiety surrounding bills and finances has become a common struggle. So, how can we effectively cope with these overwhelming feelings?

By being organized and informed about your financial situation, you can reduce your anxieties. Take a close look at your bank statements to understand your income and expenses. Identify where your money is going and what upcoming bills you need to prepare for.

The next step you can take is to create a budget. Utilize Excel spreadsheets to make a detailed weekly budget to keep track of your spending habits. Make it a priority to pay down debts and establish an emergency fund. Even small contributions, like \$5 from each paycheck, can make a difference over time. Don't hesitate to seek help if needed - financial counseling services are accessible in the US, and most advisors offer a complimentary initial consultation.

Building a positive connection with your finances and forming good spending habits can help alleviate financial stress. By making small but consistent efforts to manage your money, you'll build confidence in your ability to meet your financial goals. Start today by brainstorming small, actionable steps you can take to reduce your financial stress in the future.

*Additional resources in Hutchinson and Glencoe:*

### **Food & Meals**

[McLeod County Food Shelf](#)

Open 8:30AM-12:30PM Mon-Wed and Friday

Open 3:30-7:30PM on Thursday

[www.mcleodemergencyfoodshelf.org](http://www.mcleodemergencyfoodshelf.org)

### **Free Community Meal Schedule**

[2nd Sunday Supper 4-5:30PM](#)

Faith Lutheran Church

335 Main St S, Hutchinson

[1st Wednesday Lunch 11AM-Noon](#)

New Journey United Church of Christ

31 4th Ave SW, Hutchinson

[3rd Saturday Breakfast 8:30-10:30AM](#)

Christ the King

1040 S Grade Rd, Hutchinson

### **Laundry Love Ministry**

[3rd Tuesday of each month](#)

Provided by Vineyard United Methodist Church & River of Hope Lutheran

[9AM-6PM](#)

Royal Wash Laundromat located at 1025 Hwy 7

For questions, please call 320-587-2200.

[9AM-Noon, 4:30-7PM](#)

Glencoe Laundry Center 707 13th St W Glencoe

For questions, please call 320-864-4549.

### **United Community Action Partnership**

Advocacy and assistance in accessing community services including energy assistance, transportation, and housing.

For questions please call 320-587-5244.

# Client Photos



## Becky and Jamie at McLeod County Historical Society

Hutchinson's local museum at McLeod County Historical Society was a hit with both staff and clients who took a tour of the fascinating establishment!

Spending a good hour exploring the entire building, Becky and Jamie were captivated by the diverse exhibits on display. Among the main attractions were a mummy and a 1,000-year-old Native American canoe. The museum also features a gallery space showcasing historical items from the nine communities that form McLeod County, providing a comprehensive look into the area's past.



## Joan went to Hutchinson's annual Ice Show

Joan is a devoted attendee to Hutchinson's annual Ice Show and attended again this year to cheer on the daughters of Aveyron's Program Director, Nicole. Joan has been a fan of their figure skating for a long time and was thrilled to show her support for Nicole's eldest daughter, Liliansa's (right), in her final show before graduation.



## Sally and Joan attended Crow River's event "A Tribute to Elvis"

Sally and Joan were absolutely thrilled when they got the incredible opportunity to meet their idol, Elvis! Crow River Winery organized this event as a night dedicated to paying tribute to the KING of rock and roll. The talented Elvis (Anthony Shore) graced the stage, accompanied by a ten piece band. The concert was an absolute blast, and everyone rocked the night away!



## "Sunday Funday" at McDonald Drive

The weekend commenced with Don, Sam, and Jeff inviting friends over for a day of board games and treats. This snapshot showcases their dice game, where the victors were given fun-sized candy bars. They had so much fun that they played for a whopping 4 1/2 hours!

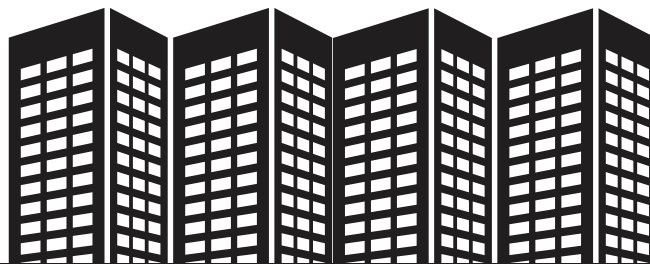
<b>AVEYRON HOMES, INC.</b>	320-587-6277
www.aveyronhomes.com	222 5th Ave NW Hutchinson, MN 55350

*Thank you for reading!*



# Upcoming Events

IN THE HUTCHINSON AREA



## April

- **April 3-19 | 10PM-5PM** "The Shared Language of Home" Visual Arts Exhibition at Hutchinson Center for the Arts
- **April 6 | 10AM-1:30PM** Winter Farmers Market
- **April 12-13 | 5PM-7PM** Rummage Sale at the Heart of MN Animal Shelter
- **April 20 | 6AM** Special White Good, Hard Goods & Electronics Pick-Up
- **April 20 | 9AM-10AM** "Companion Planting" Educational Class at Stockmen's Greenhouse (register online to attend for FREE)
- **April 20 | 2PM 2024** Community Book Read "Carolina Moonset", meet the Author Matt Goldman at McLeod County Historical Society
- **April 25 | 6PM-8PM** Center for the Arts 3rd Annual Tastings & Art at Art's Place (purchase tickets online)

## May

- **May 2 | 6PM-8PM** "Salad Garden Planter" Workshop at Stockmen's Greenhouse (\$10 fee will include a 12" pot and soil, register online)
- **May 4 | 4:30PM-7 PM** "Authentic Italian Spaghetti Dinner" Fundraiser at Hunters Ridge Community Church, menu includes spaghetti, meatballs, bread, salad and cupcakes (\$12 per ticket)
- **May 14 | 6PM-8PM** "Gothic Planter" Workshop at Stockmen's Greenhouse (\$10 fee will include a 12" pot and soil, register online)

## June

- **June 7 | 11AM-1PM** "Dairy Day Celebration" featuring cow milking contest, live music, and activities at Library Square Park (FREE to attend, \$5 lunch includes hamburger, chips, milk, ice cream)
- **June 10-16** | Hutchinson 81st Annual Water Carnival
  - **June 11 | 5PM-7PM** Frisbee Golf Tournament
  - **June 13 | 7PM-10PM** Boat Parade, Free Ice Cream & Entertainment
  - **June 14 | 7PM-8PM** Water Carnival Pageant
    - **June 15** Community Day with family fun, inflatables, food trucks, and more!
      - 8AM 1st Annual Water Carnival Pickleball Tournament4
      - 8AM-1:30PM Carp Fishing Tournament
      - 8AM-11PM Queen's Dance
      - 10AM-11:30PM Kiddy/Puppy Parade
      - 10:30AM-1:30PM Bean Bag Tournament
- **June 13 | 4:30PM-7PM** CCCC Biscay Ice Cream Social at St. John's Church
- **Jun 17 | 6:30PM-8PM** "Music in the Park" at Library Square
- **June 24 | 12PM** "Music in the Park" at Library Square