



Celebrating Aveyron’s Direct Support Professionals

This September we came together to celebrate the heart and soul of Aveyron – our incredible Direct Support Professionals (DSPs)! Every day, our DSPs make a meaningful impact in the lives of the people they support, and this DSP Week was a chance for us to show our appreciation for the tireless work they do. Throughout the week we celebrated YOU, our dedicated DSPs, with special giveaways, exciting announcements, and of course, a little extra joy in the form of gift boxes! You all deserve recognition not just this week, but every single day for the compassion, dedication, and care you bring to your work. Aveyron and our clients are truly lucky to have such amazing people on our team.

DSP Week Recap:

Effective September 22, 2024, we are thrilled to announce that **all employees have received raises!** Your hard work, dedication, and commitment to our mission are truly appreciated, and these well-deserved pay increases are just one way we’re expressing our gratitude for everything you do.

As part of this celebration, we added some extra excitement to the week with special giveaways! Five lucky team members received Five Below gift cards, and one of our amazing staff scored a Starbucks gift card. In addition, two more lucky winners walked away with Target gift cards!

To top off the week of appreciation, **every employee** received a **special gift box** with an warm, soft blanket, hot/cold beverage cup, and candy, as a heartfelt thank you for your contributions!

We are so fortunate to have such a dedicated and hardworking team, and we look forward to celebrating your continued success. Thank you for all that you do!

Aveyron Voted Top Workplaces 2024 Award

We are proud to share the exciting news that Aveyron Homes Inc. has been recognized as one of Minnesota’s Top Workplaces for 2024 by the Star Tribune. This distinguished honor highlights our dedication to creating a work environment where employees feel valued, heard, and empowered. At Aveyron Homes, we believe that strong leadership stems from truly listening to our team and incorporating their insights into our decision-making processes. This recognition reflects our commitment to fostering a culture of collaboration and trust, where each individual’s contributions help shape our collective success. We are honored to receive this award and remain dedicated to supporting our employees and continuing to inspire confidence in the future of our company.

Aveyron Bulletin Board and Instagram

Stay up to date on Aveyron’s activities, company news, and uplifting photos of our clients enjoying various activities with our amazing staff by visiting the Aveyron Homes, Inc. Bulletin Board at www.aveyronhomes.com, and follow us on Facebook and Instagram at [@aveyronhomes](https://www.instagram.com/aveyronhomes).

Social media is how we best highlight the outstanding work our staff are doing! It’s also a great way to **stay informed about our current job openings** and you can even apply directly online through our website!

So be sure to follow and support us on your favorite social platforms for the latest news from Aveyron Homes!



Aveyron Homes, Inc.

In this newsletter you can expect:

Aveyron Updates

DSP Week Highlights

Staff Profile Highlights

Nurse’s Nook

Disaster Preparedness

Client Photos

Upcoming Events



Special Shoutout!

We'd like to give a huge **congratulations** to **Program Coordinator Chrystal W.**, who was nominated for the ARRM Cares Award! This prestigious award recognizes employees who go above and beyond in their roles, uplifting, empowering, and inspiring the individuals they support. We're incredibly proud of Chrystal and her outstanding work, [thank you for being part of our team for 22 years!](#)

Please join us in welcoming our new Program Coordinators!

Savanna L. and Jackie W. have been hired as new Program Coordinators for School Road and McDonald Drive. They each bring valuable experience and a passion for making a positive impact in the lives of those we support. In their new roles, they will be instrumental in coordinating and overseeing programs designed to enhance the quality of life for our clients. Their dedication to ensuring personalized care and tailored assistance will help further our mission of providing the best possible support.

We're excited to have them on board and are confident that their contributions will strengthen the Aveyron team. Let's look forward to the incredible work they will do in supporting our clients and enriching our programs!

Save the date: Celebrating 50 Years of Service

Aveyron Homes, Inc. will be celebrating our 50th anniversary on September 19, 2025. For five decades, we have been dedicated to providing living assistance to adults with disabilities, thanks to our hardworking and passionate staff. A location and entertainment have been secured so we are going to have a great night!

Don't forget to save the date as we celebrate 50 Years of Service at Aveyron Homes, Inc. on September 19, 2025. This event will be a special opportunity to honor the hard work of our team, who have shaped Aveyron Homes into the inspiring company it is today. We can't wait to celebrate with you!

Paylocity Training

Aveyron Homes is transitioning its training to Paylocity's new Learning application. Starting in September, Emergency Training reviews and quizzes were assigned to staff through Paylocity software. Once we confirm that training can be completed and tracked successfully, all training items will also be moved to this platform.

Our goal is to fully transition from our current training platform to Paylocity for all training needs by the end of the year. By shifting to this widely-used platform that is used for timecards and payroll, we aim to streamline the process and make training more accessible for staff. We're excited about these changes, which will help simplify staff workflows and support the great work you do with our clients!



Support us and become an Aveyron Homes, Inc. Advocate today!

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.

Your feedback is invaluable to us. We would love to hear your stories about how our staff are going above and beyond to help others in need. Please share your experiences through Aveyron Homes.

Address letters to **Aveyron Homes, Inc., 222 5th Ave. NW, Hutchinson, MN 55350** or email Aveyron's Administrative Assistant Delaine (delaine@aveyronhomes.com).

Team Aveyron



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 2024, 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 \$100 if listed on an application of someone who is hired!

Apply online TODAY!
www.aveyronhomes.com/careers

Outstanding Team Player:

Rena L. is always up for adventures and ensures that clients receive active treatment, stepping up and helping with appointments to the cities and taking clients to different activities. Her positive attitude and willingness to help wherever needed makes her an invaluable team player. She has consistently supported Milwaukee and Century West by filling in for open shifts, all while building a strong rapport with the clients she serves. Thank you, Rena, for your hard work and dedication! We truly appreciate everything you do.



Upcoming Staff Anniversaries

- Amber W.**
October | 18 Years
- Linette M.**
October | 12 Years
- Nicole D.**
November | 1 year
- Natalie R.**
December | 5 years
- Chrystal W.**
December | 22 years

A BIG welcome to new staff!

- Makayla D.
- Sarah C.
- Abigail F.
- Madylen J.
- Melanie N.
- Chase S.
- Valencia T.
- Brigitte W.

COLA Funds Distribution: Wage Increase

We're thrilled to announce the final distribution of the **2023-2024 Cost Of Living Adjustment (COLA) funds, effective 9/22/2024:**

- Overnight hours increased \$0.75/hour, bringing the rate up to \$14/hour to sleep.
- Starting wages for those who complete all training increased by \$1/hour, raising the rate to \$19/hour after initial training.
- **All existing employees received a \$1/hour raise.**
- The weekend stipend of \$2/hour remains, ensuring an extra reward for weekend shifts.
- For our team members under 18, pay increased by \$0.75/hour to \$14/hour during training and \$15/hour once training is completed.
- Time-and-a-half for Stuck Time will continue, providing extra compensation for those unpredictable moments.
- To encourage DSPs to move into the Program Coordinator (PC) role and to thank our current PCs, there was an **additional \$1/hour increase for all PCs!**

These increases come on top of the January 2024 raises, and we couldn't be more excited to reward everyone's dedication and hard work. A full explanation will be available on the Aveyron website bulletin board by year end, per requirements.

Nurse Nook: How to reset this Autumn And Advice from Human Resources



Fall Refresh: Reset Your Life

Autumn offers the perfect opportunity to refresh and reset our lives. The changing season provides a natural pause for reflection and renewal. By embracing new routines, organizing our spaces, setting meaningful goals, prioritizing self-care, and connecting with nature, we can foster a sense of relaxation and motivation. These simple yet effective strategies can help us navigate the season with renewed energy and focus, setting a positive tone for the months ahead!

Create a Seasonal Routine

Establish a new daily or weekly routine that incorporates autumn activities. This might include morning walks, cooking seasonal recipes, or setting aside time for relaxation. A structured routine can bring a sense of order and purpose.

Declutter and Organize

Use the change of seasons as an opportunity to declutter your living space. Organize your home or workspace to create a more calming and productive environment. This can help reduce stress and improve focus.

Set Personal Goals

Reflect on what you want to achieve before the end of the year. Set realistic and motivating goals for both personal growth and self-care. Break them into smaller steps to make progress more manageable and rewarding.

Embrace Self-Care

Prioritize self-care activities that rejuvenate you, such as practicing mindfulness, engaging in a hobby, or taking time for relaxation. Autumn is a great time to focus on activities that nurture your mental and emotional well-being.

Connect with Nature

Spend time outdoors enjoying the autumn scenery. Whether it's a walk in the park, sitting in a garden, or simply watching the leaves change, connecting with nature can help clear your mind and boost your mood.

Maplewood State Park, nestled in western Minnesota, offers stunning fall color displays with its sugar maple, basswood, and oak trees. Whether you're hiking the scenic *Hallaway Hill Trail*, horseback riding through 20 miles of trails, or taking a leisurely drive through the park, there's something for everyone to enjoy.

For a more relaxed day, enjoy a picnic by *South Lida Lake*, take in the wildlife, or explore the park with an all-terrain track chair, available at several locations for those needing extra mobility assistance.



Credit: Minnesota Department of Natural Resources

13 all-terrain action track chairs are available for free at various state parks across Minnesota! These electric-powered chairs make it easy to explore rugged trails, fishing docks, sand, and even shallow water crossings.

Be sure to reserve one in advance and enjoy all the state parks have to offer this fall!

Advice from Human Resources: Creating a Positive and Supportive Workplace



Maintaining professionalism and respect in the workplace is essential to fostering a positive work culture.

Every interaction should be grounded in mutual respect, clear communication, and collaboration. Here's some practical advice to help you navigate common workplace challenges:

Dealing with Difficult Coworkers:

- Approach conflicts with empathy—try to understand the other person's perspective before responding.
- Set clear boundaries and communicate assertively without being confrontational.
- If needed, seek mediation or support from Human Resources to resolve the issue in a constructive manner.

Knowing When to Seek Help:

- If you consistently feel overwhelmed by stress or anxiety, it's a sign that you may need support.
- Difficulty concentrating, mood swings, or persistent exhaustion can also indicate the need for assistance.
- Take advantage of Aveyron's Employee Assistance Program (EAP) for confidential counseling and mental health resources. Whether it's financial troubles, personal issues, or family problems, a counselor can help. **Just call 800-626-7944, 24/7/365 to talk with a counselor** or visit LiveAndWorkWell.com to find the resources you need to get back on track.

Raising Concerns about Workplace Behavior:

- Document specific behaviors or incidents that have caused concern.
- Address the issue directly and calmly with your supervisor or Human Resources, focusing on the behavior's impact rather than making it personal.
- Aim for a solution-focused conversation, emphasizing the need for a healthy and respectful work environment.

Addressing workplace concerns can feel challenging, but open communication is essential for a healthy work environment. A supportive and inclusive workplace is built on clear communication, respect, and collaboration. Don't hesitate to reach out for help or speak up when needed!



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) 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!



Are You Ready? Stay Safe in Minnesota's Cold and Snowy Months!

As the weather cools down, it's the perfect time to evaluate and enhance our readiness for unexpected events like hurricanes, tornadoes, floods, and blizzards. These emergencies often strike with little or no warning, making it crucial to have a solid preparedness plan in place.

To get started, the Federal Emergency Management Agency (FEMA) provides valuable guidelines to help you create an effective emergency plan. Here are some key considerations:

- **How will I receive emergency alerts and warnings?** Make sure you're signed up for local alerts, whether through text notifications, apps, or weather radios, so you can receive critical updates promptly.
- **What is my shelter plan?** Know where to go in your home or workplace in the event of severe weather. Identify safe spots like a basement, interior room, or storm shelter to protect yourself from harm.
- **What is my evacuation route?** In case of evacuation, map out the safest and quickest routes to get out of the danger zone. Keep an alternate route in mind in case roads are blocked, and ensure everyone in your household knows the plan.
- **What is my household communication plan?** Establish how you will stay in touch with loved ones during an emergency. Decide on a meeting place and choose an out-of-town contact who can relay information if local communication is disrupted.
- **Do I need to update my emergency preparedness kit?** Refresh your kit with essential items like non-perishable food, water, first aid supplies, flashlights, batteries, and medications. Don't forget to account for the specific needs of pets, children, or elderly family members.

Additionally, it's important to tailor your plan to your household's unique needs and practice it with all family members. Emergencies don't just happen at home—they can occur at work, on the road, or while traveling. Having a plan in place for all situations will ensure you're fully prepared, no matter where you are.

Car Prep

- Pack essentials: blankets, water, snacks, jumper cables, a shovel, and ice scraper.
- Check your tires, battery, and antifreeze. Keep your gas tank at least half full.
- Keep warm clothing in your car for emergencies.

Home Prep

- Service your furnace and seal drafts. Insulate pipes to prevent freezing.
- Prepare an emergency kit with food, water, blankets, and flashlights for power outages.
- Stock up on medications and other medical supplies well in advance of severe weather. This ensures that those with ongoing health conditions have everything they need without having to brave dangerous conditions.

Cold weather can be especially hard on the elderly, disabled, or those with mobility challenges. **Take the time to check on your elderly or disabled neighbors to make sure they're safe and warm.** Offer to help with tasks like shoveling snow, running errands, or picking up supplies.

For comprehensive information and tools on how to prepare for emergencies in all settings, **visit [Ready.gov](https://www.ready.gov) for Federal Emergency Management Agency (FEMA) online resource.**

A little preparation now ensures a safer winter for everyone!

Client Photos

Revvng Up Fun in Hutchinson!

Everett, Jon, Jeff, Sam, and Don had an absolute blast checking out some incredible vehicles and machinery around Hutchinson at the Orange Spectacular Event and Classic Car Show at Bobbing Bobbers! From the shiny, meticulously restored cars that sparkled under the sun to the rugged, powerful machinery in a wide range of restored and unrestored Allis-Chalmers tractors, implements, and lawn and garden equipment, both events were a paradise for all fans of classic vehicles and big machinery.

JEFF, SAM, AND DON AT THE CLASSIC CAR SHOW



EVERETT AND JON AT THE ORANGE SPECTACULAR



AARON WITH OPTIMUS PRIME AND BUMBLEBEE

Client Photos

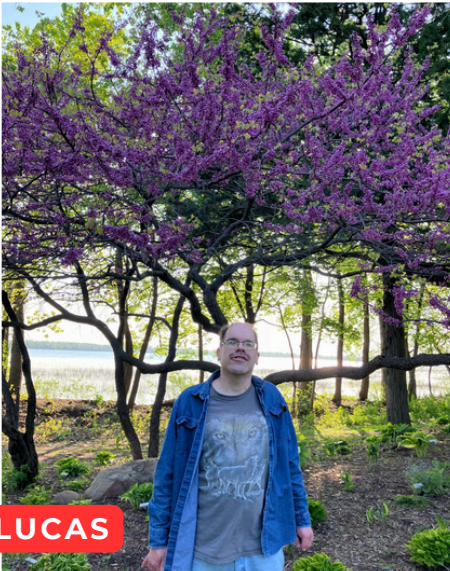
Know Someone in Need of Our Services?

We invite you to refer anyone who may benefit from our services at Aveyron Homes, Inc. With locations in Hutchinson, we're a dedicated private non-profit organization committed to supporting individuals with developmental disabilities and those who have sustained traumatic brain injuries.

If you know someone who could benefit from our services, please reach out to our program directors Amber Winn (amber@aveyronhomes.com), Alisha M. (alisha@aveyronhomes.com), and Christy D. (christy@aveyronhomes.com). **Your referrals are a vital part of our mission to enhance the lives of those we serve.** Thank you for helping us make a difference!



Aveyron Homes, Inc.



LUCAS



DARRIN



CAROLINE



TERI & BECKY

Staying cool and having fun this summer!

At Aveyron, our clients are making the most of the warm weather with all kinds of exciting activities, and our incredible staff are going above and beyond to help them experience everything the area has to offer.

Whether it's enjoying the fresh air and beautiful scenery at the Arboretum with Lucas, heading out for a day of fishing with Darrin, or feeding goats at the sanctuary with Teri and Becky, there's always something fun to do.

For those who love wildlife, the National Eagle Center in Wabasha, MN has been a huge hit with Caroline and other clients, offering a chance to see majestic eagles up close and learn about their conservation.

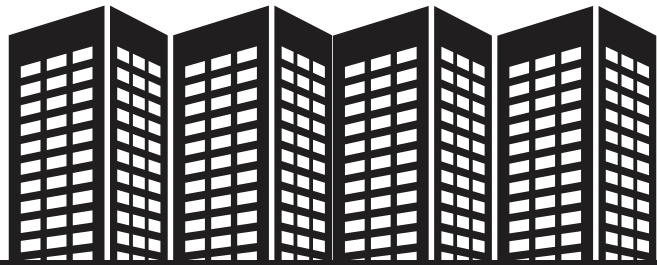
We're so proud of the opportunities our team creates to make every summer day a memorable one for our clients. From exploring nature to enjoying indoor activities, we're making sure everyone stays cool, engaged, and entertained!

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

Thank you for reading!

Upcoming Events

IN THE HUTCHINSON AREA



October

- **Third Tuesday of Every Month** | 9AM-6PM FREE Laundry Day at the Royal Wash House on Highway 7 West
- **Oct 1 - Oct 31 | 9AM - 6PM** Pumpkin Displays at Minnesota Landscape Arboretum
- **Oct 2, Every Wednesday | 2:30PM-5:30PM** Farmers Market
- **Oct 2 | 4PM - 7PM** Transition Assistance Program (TAP) Community Event at 30 Glen St NW Hutchinson
- **Oct 5, Every Saturday | 8AM-12PM** Farmers Market
- **Oct 8 - Oct 10 | 7 PM - 9PM** Haunted Hutchinson Tour, starting at Hutchinson Depot - \$30 admission and all proceeds support Historic Hutchinson historic projects
- **Oct 9 | 4PM-7PM** Vineyard Methodist Turkey Supper at Vineyard Methodist Church - \$15 admission
- **Oct 11 - Oct 12** Rummage Sale at Heart of MN Animal Shelter
- **Oct 17** | 2024 Fall Warm Coat Distribution at Common Cup Ministry
- **Oct 18 | 5:30 PM 7:00 PM** "Reception for Visible" exhibition featuring local artists with disabilities at Hutchinson Center for the Arts
- **October 24 | 6:30 PM** Movie Night at the McLeod County History Museum, Featuring "Frankenstein" (1910 silent); "The Sealed Room" (1909 silent); "The Wolfman" with Lon Chaney. \$7 admission with free popcorn
- **Oct 31** | Halloween

November

- **Nov 1 - Dec 20 | 9AM - 6PM** Arboretum's Apple House at Minnesota Landscape Arboretum
- **Nov 1 - Dec 17 | 9AM-6PM** "Reedy Gallery Beyond Boundaries: An Exploration of Indigenous Art" at Minnesota Landscape Arboretum
- **Nov 2 | 9AM - 3PM** 35th Annual Hutchinson Holiday Craft Show at McLeod County Fairgrounds
- **Nov 7 | 4PM - 6PM** "Empty Bowls Make-A-Thon" Empty Bowls is a community event supporting local organizations that work to alleviate hunger in McLeod county. There is no fee to participate, however, registration is required through <https://www.hutchinsonarts.org/events>
- **Nov 28** | Thanksgiving
- **Nov 29 - Nov 30 | 9AM - 4PM** Hutchinson Lions Christmas Village at McLeod County Fairgrounds with local crafters, food available on site, and Santa Claus

December

- **Dec 1 - Jan 5 | 9AM - 6PM** Winter Lights display at Minnesota Landscape Arboretum
- **Dec 6 | 7PM-8PM** Crow River Singers Winter Concert 2024, \$10 admission
- **Dec 12 & Dec 14 | 11AM - 4PM** Holiday Farmers' Market and Main Street Christmas at The Depot Marketplace (across from the VFW) 25 Adams St. SE Hutchinson
- **Dec 25** | Christmas
- **Dec 31 | 5PM - 10PM** New Year's Eve Celebration at Winter Lights at Minnesota Landscape Arboretum
- **Dec 31** | New Years