



WWW.AVEYRONHOMES.COM

Celebrating 50 Years of Caring and Community

This year marks a truly special milestone for Aveyron Homes – **50 years** of providing compassionate care in our community.

For half a century, we have had the honor of helping families in Hutchinson stay together and support individuals to live fulfilling lives. We're proud of the progress we've made and the impact we've had on families, and we are excited about the opportunities ahead.

Plans are underway to commemorate this special occasion and honor our legacy on Friday, September 19, 2025. Aveyron employees, make sure to save the date!

In honor of our 50th anniversary, **our year end fundraiser hopes to raise \$5,000** to ensure we can keep providing exceptional care and meaningful, local experiences for our clients.

Consider making a gift today!



Your generosity will help us support local families, fund community outings, and invest in local workers, As a non-profit organization, your contribution is 100% tax-deductible, and every dollar makes a difference.

Donations can be mailed to Aveyron Homes, Inc., 222 5th Ave NW, Hutchinson, MN 55350.

Thank you for being a part of our journey!

Celebrating Dedication: Dorothy S. for Staff of the Year 2024



We are excited to announce that **Dorothy S. has received the Staff of the Year award for 2024.** This award is a testament to Dorothy's incredible contributions to Aveyron Homes over the past 28 years. Her unwavering dedication and team spirit have left a lasting impact on both her colleagues and the clients she serves. Dorothy is known for her creative approach to client engagement, constantly coming up with fun and meaningful activities to enrich their lives. Her flexibility and willingness to step in wherever needed—whether it's helping out at her own site, or covering in another area—exemplify her commitment to our mission. Dorothy approaches every situation with a positive attitude and serves as a role model for the clients, embodying patience, kindness, and professionalism.

Thank you, Dorothy, for 28 years of hard work, your dedication to Aveyron Homes, and the positive difference you continue to make in the lives of those around you!



Aveyron Homes, Inc.

In this newsletter you can expect:

Aveyron Updates

2024 Review

Staff Profile Highlights

Nurse's Nook

Client Photos

Upcoming Events

A Year of Effort and Achievement

As 2024 comes to a close, we reflect on a year of progress and growth at Aveyron Homes. From operational improvements to embracing new technologies, our team has worked tirelessly to achieve key goals. Here's a look back at some of the year's highlights and what's on the horizon:

- **Simplifying Operations: Selling the 4-Plex**

We successfully sold the 4-plex, marking a significant milestone in simplifying our operations and ending our role as landlords at that location.

- **Advancing Employee Training with Paylocity and AI**

We transitioned employee training from our company website to Paylocity, a move that has been positively received by our team. Paylocity's user-friendly interface and integrated time-tracking features have not only improved the training experience but also reduced training-related salary costs. We've also begun leveraging Artificial Intelligence (AI) to enhance various aspects of our operations. These technological advancements are enabling us to streamline workflows, reduce costs, and focus on what matters most—exceptional care for our clients.

- **Website Updates for a Fresh Look**

In 2024, we made exciting strides to enhance our online presence! The Aveyron office team will be updating their professional headshots, giving our website a fresh and polished appearance. Additionally, we're in the process of capturing new interior and exterior photos of our homes. These updates will showcase the warmth, care, and professionalism that Aveyron Homes is known for, while creating a more inviting online experience.

In Memoriam: Adam D.



Adam D, aged 39, passed away peacefully, surrounded by the love and support of his family, on Thursday, December 12, 2024, at Hutchinson Health in Hutchinson. Adam spent 30 wonderful years as a member of our Aveyron Homes' family. His warmth and unforgettable hugs brightened our days.

Adam's life was filled with moments of happiness and connection. He found joy in the little things—good food, going for walks with his dedicated staff, and spending meaningful time with his family and friends. The twinkle in his eyes, warm hugs, and the kindness he shared so freely will be deeply missed by all of us at Aveyron Homes.

During this time of sorrow, we ask that you keep Adam's family and friends in your thoughts and hearts.

Supporting Mental Health and Well-Being

As we step into 2025, Aveyron Homes is committed to further supporting our staff with new training initiatives focused on mental health. These comprehensive training programs will address:

- **Avoiding Power Struggles:** Equipping staff with strategies to de-escalate conflicts and maintain positive interactions.
- **Alleviating Burnout:** Offering practical tools to recognize, prevent, and recover from work-related stress and fatigue.
- **Supporting Mental Health and Grief:** Providing guidance on when and how to seek help, assist others facing challenges, and navigating the deeply personal journey of grief.

Whether you need a listening ear, strategies for coping, or professional guidance, help is available. Don't hesitate to reach out for more information or staff can access our available resources through Paylocity's training catalog.

Exploring Sensory Challenges at Ridgewater College IGNITE Job Fair

In September 2024, Aveyron Homes attended the IGNITE Job Fair at Ridgewater College in Hutchinson, where our sensory challenges were a big hit. These activities helped students understand the daily struggles faced by individuals with sensory impairments and how personalized care can make a difference.

Students wore vision-altering goggles that flipped their view upside down, making simple tasks much harder, and noise-canceling headphones while playing the "Whisper Challenge," simulating hearing difficulties. Students shared that these challenges were not only fun but also eye-opening, helping them empathize with classmates or community members who navigate life with sensory challenges.



DELAINE, AVEYRON ADMIN ASSISTANT, COORDINATING BOOTH AND REPRESENTING AVEYRON HOMES.

Activities like these emphasize the importance of personalized care and the role of healthcare professionals in adapting environments and strategies to meet individual needs. We were thrilled to have this opportunity and enjoyed connecting with the community about our work as much as the students enjoyed the experience!



PHOTO OF THE MANY ORGANIZATIONS WHO TOOK PART IN THE JOB FAIR AT RIDGEWATER COLLEGE

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.
- Starting pay \$19/hr after training, including competitive 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

Congratulations to Darla M. for receiving this quarter's staff award! Darla is recognized for her steadfast dedication, consistent high-quality work, and positive impact. Darla exceeds expectations by taking the initiative to assist clients with their daily needs and maintain a positive attitude, even under pressure. Her exceptional work ethic has been noticed by supervisors and coworkers alike. Her teamwork and outstanding communication skills make her an integral part of our success as a TEAM!



Upcoming Staff Anniversaries

Alisha Z.

January | 9 Years

Jacob S.

February | 9 Years

Katie L.

February | 10 Years

Chris D.

January | 6 Years

Abby N.

February | 7 Years

A BIG Welcome to new staff!

Debby D. Kya B.

Together We Care—Support Aveyron Homes!

Since 1975, Aveyron Homes has been dedicated to supporting vulnerable adults in McLeod County. As a proud local non-profit organization, we provide essential services to our clients while serving and employing members of our community.

We value your feedback and would love to hear your stories about how our staff are making a difference. Your experiences inspire us and highlight the incredible work being done to help others in need.

Please share your stories by addressing Aveyron Homes, Inc., 222 5th Ave. NW, Hutchinson, MN 55350, Or email our Administrative Assistant at delaine@aveyronhomes.com.

Thank you for your continued support in helping us create meaningful impacts in our community.



Nurse Nook: Finding Joy in the Season



As winter settles in, it's important to take extra steps to care for your body and mind. Whether you're looking to beat the winter blues or stay healthy during cold and flu season, these simple tips can help you thrive:

Self-Care for the Winter Blues

- **Get Outside:** When the weather allows, take a walk or enjoy fresh air. Natural sunlight and movement can do wonders for your mood.
- **Plan and Commit to Activities:** Schedule activities ahead of time and stick to them—staying active can counter the urge to withdraw during the winter months.
- **Be Social:** Spend time with family and friends to keep your mind and mood engaged
- **Keep Moving:** Have fun while being active—try a light exercise video, a game of Simon Says, or a spontaneous dance party!

Tips to Prevent Germs from Spreading

- **Wash Your Hands:** Clean hands thoroughly after sneezing, blowing your nose, coughing, eating, or using the restroom. Use hand sanitizer if soap and water aren't available.
- **Sneeze and Cough into Your Elbow:** Protect others by covering your mouth and nose with your elbow.
- **Stay Home When Sick:** Help prevent spreading illness by resting at home if you're feeling under the weather.
- **Disinfect Frequently Touched Surfaces:** Regularly clean items like door handles, phones, and counters.
- **Avoid Close Contact with Sick Individuals:** Give yourself space to stay healthy.
- **Check the weather daily and dress warmly** when heading outdoors. Layers, hats, gloves, and scarves help you stay comfortable and safe in the chill!

Prioritize your well-being this winter, and don't forget that small, consistent efforts can lead to a happier, healthier season.



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, and our clients.

Contact Aveyron's Executive Director (kathy@aveyronhomes.com) for more information on estate planning, or to contribute other gifts to Aveyron's Endowment.



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!



Celebrating Togetherness and Festive Spirit

Katie Jo, Dana, Paula, and Kris beautifully decorated their home for the upcoming holidays, with the support of staff.

They proudly shared their finished tree, celebrating the moments where we come together to bring joy into our homes. As we move into the new year, we cherish these memories and are grateful for a team that ensures Aveyron Homes are not just places of care, but true homes filled with love and warmth.



Shared Moments, Lasting Memories

Don, Teresa, Rodney, Sara, and Trina came together to create beautiful festive wreaths, filling the house with creativity and warmth. They shared a delicious meal, enjoyed playful games, and strengthened their friendships through laughter and joy. It was a memorable day of connection and celebration!



A Festive Adventure with Becky and Hailey

Client Becky and Staff Hailey had a magical day at Flank's in the Days Inn, Hutchinson, where they got to meet not just Santa, but also the Grinch! After snapping a fun selfie with these holiday icons, the festive spirit continued with a beautiful sleigh ride in a horse-drawn carriage. This delightful outing was filled with smiles, laughter, and unforgettable holiday cheer!





TRISTEN WITH SHELTER PUPPY



EVERETT WITH MINI TREE

Joyful Moments with Tristen and Everett

Our client Tristen loves visiting the Heart of MN Animal Shelter to spend one-on-one time with the animals—cuddling cats and dogs, like this sweet puppy. These moments bring so much joy and comfort to both Tristen and the animals. Additionally, Everett has added a personal touch to his home by decorating a mini tree, bringing a sense of holiday cheer throughout the year. These meaningful activities remind us of the joy that can be found right here in our community.

Spreading Holiday Cheer

Jeff, Don, and Sam prepared their home for a warm and festive holiday week. They shared smiles and laughter as they adorned the tree and exchanged gifts. This season is a time to celebrate the moments that bring us closer—whether it's decorating with friends, sharing thoughtful gifts, or simply enjoying each other's company. From all of us, we wish you a holiday season filled with happiness, laughter, and precious moments spent with loved ones.



JEFF, DON, AND SAM IN FRONT OF THEIR CHRISTMAS TREE



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



January

- **Ice Rinks and Sledding Hills in the McLeod County Area**
 - **KIWANIS/ROCKET HILL** - Sledding Hill at 20 5th Ave North Hutchinson, MN 55336
 - Warming House Hours
 - Monday-Friday 3:30-8:00pm
 - Saturday & Sundays 1:00-8:00pm
 - **NORTHWOODS** - Outdoor Ice Rink at 889 Elm Street NE Hutchinson, MN 55336
 - Warming House Hours
 - Monday-Friday 3:30-8:00pm
 - Saturday & Sundays 1:00-8:00pm
 - **PARK ELEMENTARY** - Volunteer Ice Rink at 100 Glen Street SW Hutchinson, MN 55350
- **Third Tuesday of Every Month | 9AM-6PM** FREE Laundry Day at the Royal Wash House on Highway 7 West
- **Every Wednesday | 6:30PM** Bingo Night at Muddy Cow in Hutchinson
- **Jan 4 & Jan 8 | 10AM - 3PM** 8th Annual Community Showcase drop-off at Hutchinson Center of the Arts
- **Jan 13 | 5PM - 8PM** Full Wolf Moon Snowshoe Hike at Minnesota Landscape Arboretum
- **Jan 14 | 4PM - 5PM** All staff Inservice meeting
- **Jan 15 | 1PM - 2PM** All staff Inservice meeting
- **Jan 15 - Feb 21 8th** Annual Community Gallery showcase at Hutchinson Center of the Arts

February

- **Feb 1 - Feb 28 | 9AM - 4PM** Spring Flower Show at Minnesota Landscape Arboretum
- **Feb 1 | 10AM - 1PM** Indoor Farmers Market
- **Feb 12 | 6PM - 9PM** Full Snow Moon Snowshoe Hike at Minnesota Landscape Arboretum
- **Feb 14** Valentine's Day

March

- **March 1 - March 16 | 9AM - 4PM** Spring Flower Show at Minnesota Landscape Arboretum
- **March 1 | 10AM - 1PM** Indoor Farmers Market
- **March 20** First Day of Spring