

B the BEACON

February 2013



"A new beginning"

Anniversaries in February

Congratulations

to all of you who have
been here for 5 years
or more!

Gordon O'Flanagan	19
Debra Wilson	18
Lisa Cunningham	15
Gail Glass	14
Rick Kayser	14
Debra Turner	14
Michelle Lieberg	11
Misty Gonsolin	10
Vicki Brenizer	8
Miranda McCarron	8
Colette Spielman	8
Amy Daniels	7
Ginger Johnson	7
Erin Pascarella	7
Robbi Waters	7
Cheri Eden	6
Tyler Giedd	6
Fran Heinbuch	6
Stephen Garrison	5
Karen Kaufman	5
Sarah Langin	5
Sandra Lounsbury	5

CEO Corner

by Dave Barnard

Aurora recently held its' annual Winter Advance. The Advance is our opportunity for the entire management group to meet and review the previous year and lay out our plans for the coming year. At this gathering I have the opportunity to provide a State of the Company address and hopefully add some inspiration as we lay out our plans for the coming year and beyond.

I am pleased to let you know that despite many cuts and reductions from the Family Care program throughout the year, we were able to stay above water because of the other companies that make up Aurora Community Services. Aurora Residential was of course, in the red (negative numbers) for the year but our other endeavors had positive enough bottom lines for us to show a minimal positive on our overall bottom line. The reality is that without the extraordinary efforts by all of Aurora's staff pulling together this year this would not have been possible.

At the Winter Advance I addressed the reason we have been able to maintain our level of success even in the most trying of times. It is because Aurora always starts with "Why." From our inception our company has created every service we have operating today based on the core premise of the "why" that we are doing it. Many businesses, especially those who fail, base their premise on the "what" they do and/or the "how" they do it. Companies like Aurora are based on the "why" of our services.

For Aurora our "why" has been the creation of all of our services,

whatever they may be – residential, vocational, day services, counseling, home health, etc., to help individuals with disabilities live a fuller life with freedom of choice and independence. Compare a company that explains their "what" by saying – "we have beautifully appointed homes with separate bedrooms, community outings, well balanced nourishing meals in a supportive environment with caring staff" versus a company like Aurora that defines our "why" as – "we make the constitution REAL for everyone, ensuring the inalienable right to the pursuit of happiness." It is the commitment to our "why" that has allowed us to persevere through many extreme times over the past 26+ years. "What" we do has never been in the forefront of our commitment and success – the "why" we do it has.

I believe this simple story best demonstrates the "why" versus the "what" and the "how" I am talking about. *A man was walking along a street where a Cathedral was being built. He stopped by a stonemason who was working on a wall and asked "Do you like your job?" The stonemason replied, "I've been building this wall as long as I can remember. The work is monotonous. I work in the hot sun. The stones are heavy and lifting them day after day is back breaking. I'm not even sure if it will be completed in my lifetime. But it's a job and it pays the bills. The man then walked down the street another 30 feet stopping by another stonemason working on the very same wall and asked, "Do you like your job?" This stonemason replied, "I love my job, I'm building a cathedral. Sure I've been building this wall as long as I can remember. And yes, sometimes*

Continued next page



CEO Corner continued

the work is monotonous. I work in the hot sun. The stones are heavy and lifting them day after day is back breaking. I'm not even sure if it will be completed in my lifetime. But I'm building a cathedral."

Obviously the first stonemason understood the "what" and "how" of his job, but he was lacking the "why". The second stonemason, however, clearly understood the "why" of his job and it made all the difference in the world to his level of satisfaction and sense of accomplishment. He wasn't just building a wall; he was building a Cathedral - he was part of something momentous.

Nothing better exemplifies all of you and the commitment and loyalty you demonstrate every day. Your jobs much of the time are very challenging, downright difficult, and may seem to go under-appreciated, but you are making

the constitution REAL for another human being who would not have had that opportunity if not for you! That is being involved in something that is truly momentous!

As we move into 2013 it appears that the seas we need to navigate are a little smoother and our ability to see the big waves coming is getting better. We are very excited about the many new opportunities that we are creating and we couldn't have a better crew to keep this ship we call Aurora moving full steam ahead!

Thanks for everything you do to make our "why" always the driving force of all we do!

Dave

A Day in the Life

By Deena Black

When asked what is most important to her at work, Colette Spielman, HR Administrator replied, " it is important for me to know that I am a resource to people, that they can depend on me for help even if it is outside of my usual job responsibilities," an aspiration that Colette strives for everyday in her role in the Employee Services Department for Aurora Community Services.

Colette first started working for Aurora in 1998 but left in 2002 to pursue another career opportunity. Then in 2005,

during a casual conversation with an Aurora employee, Colette learned that there was an opening at Aurora and was encouraged to apply. Colette was more than excited and did so with great enthusiasm. The rest is history. Colette considers herself fortunate to be working for such "an awesome company"...we think she is pretty awesome too!



Colette's daily duties with Aurora revolve around overseeing all aspects of Workers Compensation, managing FMLA and ADA related tasks for all ACS companies and is often called upon to provide back up HR support. She is truly a go to person that can step in and assist in any area of the Employee Services Department.

Colette shared a story about her mom that really demonstrates the unexpected benefits of working for Aurora. About eight years ago Colette's mom experienced a stroke which resulted in significant lasting physical challenges as a result. But because of the knowledge and expertise of Colette and her co-workers at Aurora, her mom's home was made accessible, the correct equipment was installed and the right resources were made available. Colette's mom was able to return to her own home, where she should be and remains there still.

Colette is married and she and her husband live in rural Chippewa Falls. She has one son, three step-children, is a grandma to two beautiful granddaughters and five wonderful step-grandchildren. When she is not working or going on outdoor explorations with her grandkids, Colette loves to read, ride ATV, walk and go on weekend adventures with her husband.

One never knows where their life paths will lead them but we at Aurora are fortunate that Colette's path lead her back here!

Needlestick Safety

By Gina Krueger

The most common bloodborne pathogens transmitted by needlesticks are HIV, AIDS, Hepatitis B and Hepatitis C. As you've learned in Standard Precautions Training, bloodborne pathogens are materials in blood that can spread diseases from person to person. If you are exposed to blood containing these materials, you are at risk for serious illness or even death. Bloodborne pathogens can spread from one person to another through direct or indirect contact with blood or other body fluids.

HIV stands for human immunodeficiency virus. This virus can cause AIDS. HIV is different from most other viruses because it attacks the immune system. The immune system gives our bodies the ability to fight infections. HIV finds and destroys a type of white blood cell (T cells or CD4 cells) that the immune system must have to fight disease.

AIDS stands for acquired immunodeficiency syndrome. AIDS is the final stage of HIV infection. Having AIDS means that the virus has weakened the body to the point where it has a difficult time fighting infection. When someone has certain types of infections, some kinds of cancer, or a very low number of T cells, he or she has AIDS.

Hepatitis B is a liver disease caused by the Hepatitis B virus (HBV). It can cause infection, cirrhosis (scarring) of the liver, liver cancer, liver failure and death.

Hepatitis C is a liver disease caused by the Hepatitis C virus (HCV). This form of hepatitis is less common in CBRFs than Hepatitis B.

Exposure to the infectious diseases happens by:

- Needlesticks are the most common (OSHA estimates that between 600,000 and 800,000 needlesticks occur in the U.S. each year.)
- Cuts from other contaminated sharps such as scalpels or broken glass.
- Contact with mucous membranes (the eye, nose or mouth) or broken (cut or scraped) skin with contaminated blood.

There were 16 reports of needlesticks within Aurora in 2012. The most common reason was employees trying to "re-cap" a contaminated needle. We are NEVER to recap needles. These exposures could potentially cause 16 employees to be infected with a bloodborne disease. We do not want this to happen to you! Please take your time, stay focused and follow every standard precaution as listed in policy 3.A.04 Infection Control. While Aurora is responsible for providing the equipment and supplies, you need to prevent the spread of disease, and you are responsible for following the rules for using proper equipment, supplies and techniques at all times.

Consumer Spotlight

By Donna Ernst



Curtis is living the high life of bachelorhood in Plover, Wisconsin. He grew up just down the road in Wisconsin Rapids with his mom and dad and he still spends time with them on a regular basis. Since moving into his bachelor pad with his housemates, Curtis has made a

return to the Special Olympics scene. Over the summer he jumped back into SO swimming and then broke in his new bowling ball during the fall season. Initially Curtis found being back at the alley a little nerve racking, but now requests to go bowling almost every day. We are quietly

confident that he will soon be heading back to the State competitions.

Curtis is enjoying living LIFE in his home. When not sleeping in, he can be found doing puzzles, raiding the fridge, helping make meals, watching the staff keep his house clean or playing games. Of course, that is when he is actually home! When not heading to the bowling alley, Curtis is off walking around his neighborhood, heading to the park, going shopping or strengthening his reputation as a regular at the local YMCA. To make a long, fun story short, Curtis' mom sums up his past year perfectly: "Since moving to the River home in September 2011, we've never seen Curt without a huge smile on his face. He tells me he is "quite busy" and we know he really enjoys doing his favorite activities and trying new ones. We are so pleased with the progress that Curt has made – and we thank Aurora for giving him the opportunity to be a part of his community." On behalf of Aurora, I would like to thank Curtis and his loving parents for the privilege of having him in our lives and for his very infectious smile!

Recipe: Edible Bouquet

By Jessica Schloegel

This Valentine's Day try making your loved one or family an edible bouquet instead of flowers. Not only is it pretty but fun to make as a family!



what you need

Strawberries
Jet-puffed
Strawberry/Mallows marshmallows
1 tub (7 oz.) Baker's dipping chocolate, any variety, melted
Multi-colored sprinkles (pink, red, white)
Sugar for decoration
1 cup Baker's Angel Flake Coconut
Red food coloring

make it

Thread one each strawberry and marshmallow onto each of wooden skewers.

Dip tops of marshmallows in chocolate, then in sprinkles.

Refrigerate until firm.

Fill clear vase with sugar; set aside. Place coconut in large resealable plastic bag. Add 1/2 tsp. water mixed with a few drops food coloring. Seal bag; shake gently to evenly tint coconut. Sprinkle over sugar. Insert bottom ends of skewers in sugar to resemble a bouquet.

From the Payroll Department

Now available....Electronic Direct Deposit Earnings Statements! If you are enrolled to receive your payroll check via direct deposit, you now have the option to log in to a secured website to view and print your pay stubs. Additionally, you have the option to have a notification of your pay stub sent to you by text and/or e-mail. If you choose a notification, you will no longer receive your Direct Deposit Earnings Statements by mail. With the cost of postage increasing and mail delivery slowing down, this is a win/win solution. You will also be able to view and reprint your pay stubs at your convenience. If you are not currently signed up for direct deposit, you may want to do so to take advantage of these options!

For further instructions on how to access these electronic options, contact your local office. We are excited to offer these options to our employees and hope that you find them helpful!

Employee of the Year

By The Culture Team

And the winner is...

On Thursday, January 17, 2013, Aurora's fabulous Employees of the Quarter were honored and recognized at a luncheon with the corporate management team. The highlights of our winners were shared with the entire team – all our winners remain rockstars! Let us remind you who they are:



Carrie Blanchard, winner of our first quarter award, has since been promoted to Vocational Coordinator position! Congratulations, Carrie! Jessica Woestehoff, continues as a PMII in the Menomonie area, Bucky Hinz continues as our "utility man" in the Mosinee area, and Melinda Stewart is still a rock steady staff in the Menomonie area.

At the recognition luncheon, Aurora's Employee of the Year for 2012 was announced(drum roll)...and we proudly congratulate **Bucky Hinz** for his substantial contributions to the lives of MANY consumers in MANY sites in the Mosinee area! Bucky brought his dad to the presentation which was a particular honor for us all!

There are hundreds of wonderful people that make up the fabric of Aurora and the superior services we provide as a team – without each of you, we simply would not be able to accomplish that. That said, of the hundreds of you, it is quite an honor to be selected Employee of the Quarter, and particularly impressive to be selected Employee of the Year!

Keep those nominations coming! One of you will be selected Employee of the Quarter in April!

Congratulations, Bucky! Thanks for your phenomenal dedication to people with disabilities!

If you have any questions or comments about the Beacon, please send them to: Beacon@AuroraServices.com or mail to: Stavroula at Aurora Community Services P.O. Box 68, Menomonie, WI 54751.