

A Day of Caring!



Pictured left is Jeannie Saner from John Deere, helping out our individuals during United Way Day of Caring on September 8th, 2010. Two employees from John Deere are working in the can redemption.

Read more about this story below.



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From our Executive Director

RECENTLY, WE held a fundraiser for the Tenco Foundation at the Pizza Ranch in Fairfield, Iowa. During that fundraiser, I had several employees from our own organization along with members of the community asking me what is the role of the Tenco Foundation.

The first thing you need to understand is that the Tenco Foundation and Tenco Industries are two separate entities working together to reach a common goal.

Tenco Industries, Inc. is a non-profit corporation established in 1965 to provide a wide array of services to individuals with disabilities. Through these services Tenco "Helps People Achieve Success by providing opportunities for people with disabilities to develop and maintain independence in all areas of life."

Tenco Industries, currently serves approximately 150 people with disabilities. We operate vocational centers, offer day programs and residential services in Fairfield and Ottumwa. Tenco Industries revenue arrives from several funding sources. Those sources include Medicaid, County Dollars, United Way and contract sales.

Tenco Industries, Inc. is governed by a Board of Directors. All members are elected to three-year terms and can serve up to two consecutive terms.

The Tenco Foundation exists because of generosity from supporters. Every gift helps to build a solid base for the future of services to people with disabilities.

The Tenco Foundation, Inc. was established in 1973 as the result of a \$75,000 bequest. The Tenco Foundation receives cash gifts, stocks, bonds, real estate and other types of property. These monies are invested, managed and allocated by the Board of Trustees. The Tenco Foundation is to enrich the lives of people with disabilities by investing in Tenco Industries, Inc. and the people it serves through the Dream Weavers Program.

The Tenco Foundation, Inc. is governed by a Board of Trustees comprised of residents of southeast Iowa. All members are elected to three-year terms and can serve up to two consecutive terms. The Trustees oversee the



*Pam Williams
Executive Director*

allocations of funds to Tenco Industries, Inc. and Dream Weavers.

The Tenco Foundation is not responsible for the day to day operating budget but does provide financial support in a time of need. The best example I can provide for you in regards to this is that our Fairfield Facility is in need of a new roof. With the Governor's Executive Order to cut our funding by 2.5% this past year we do not have the funds to provide for this building repair. The Tenco Foundation has agreed to allocate funds to meet our need with this matter.

It is The Tenco Foundation's position to staff the Development

Coordinator to develop funding plans and activities, increase revenue, build rapport within our communities, while working closely with Tenco Administration.

The Tenco Foundation, Inc. is a 501(c)(3) organization: all donations made to it can be tax deductible. If you would like to know more about our Tenco Foundation please contact Brenda Miller at our Ottumwa Facility.

The United Way Day of Caring went off without a hitch, with 7 volunteers who gave their time on Wednesday, September 8th. Many helped out the entire day. There were helpers in Center of Hope, the Senior Program and Can Redemption.

United Way is now gearing up for their annual campaign. The United Way Partners Fair will be at Tenco the morning of Thursday, October 21st from 9 to 11 am. All Tenco employees will have a chance to visit and see how their donated dollars go to help Tenco Industries and the community.



United Way is a great supporter of Tenco Industries and the Tenco Foundation. Last year they gave us over \$35,000!

IMPORTANT DATES

October 19	AKTION CLUB MEETING - 6:00 p.m. / Program: Happy 2nd Birthday Aktion Club
October 20	TENCO OPEN HOUSE -Ottumwa facility 1-3 p.m.
October 27	TENCO OPEN HOUSE -Fairfield facility 1-3 p.m.
November 2	AKTION CLUB MEETING - 6:00 p.m. / Program:
November 16	AKTION CLUB MEETING - 6:00 p.m. / Program:
December 7	AKTION CLUB MEETING - 6:00 p.m. / Program:
December 21	AKTION CLUB MEETING - 6:00 p.m. / Program: Christmas Party



“AKTION CLUB IN THE COMMUNITY!”

AKTION CLUB is headed to the streets. The members will be painting garages to cover up graffiti in Ottumwa. The first garage will be painted in October and more will be taken care of once spring comes back around. This is sure to be a great time for all.

THE AKTION club got to be a part of the Ottumwa Oktoberfest Parade. With a Hawaiian float theme it helped them think warm. Together all the members decorated the float and had a great time.

“OPEN HOUSE”



TENCO INDUSTRIES will be hosting our annual “Open House”. Scheduled for October 20th from 1:00 to 3:00 pm in the Ottumwa facility and October 27th from 1:00 to 3:00 pm in the Fairfield facility.

THE OTTUMWA Courier will be doing a feature called “Puzzle Pieces” that will fit together to show the real picture of what Tenco is!

EVERYONE IS WELCOME SO PLEASE JOIN US!

CAN REDEMPTION HOURS

TUESDAY-FRIDAY:
7:30 am to 5:30 pm

SATURDAY:
8:30 am to 12:30 pm

Basic forms of income...

---There are three primary funding sources that Tenco accesses---

ONE OF the basic forms of income for Tenco Industries is tuition funding. Each program that Tenco offers has an established funding rate. These are reviewed and revised each year.

THERE ARE three primary funding sources that Tenco accesses: HCBS Waivers, the Habilitation Waiver and 100% county funding. Vocational Rehabilitation was, at one time, a larger funding stream for Tenco. They fund Supported Employment services. We still have a minimal amount of clients with VR but it has drastically reduced over the last couple of years. Tenco also accesses funding from a few area school districts. The school districts can fund students to attend Tenco as part of the transition planning in high school. On a very rare occasion, individuals have privately paid their funding.

THE HCBS Waiver funds the largest number of Tenco individuals. There are six HCBS waivers. These include: Ill & Handicapped (IH), AIDS/HIV (AH), Elderly (E), Intellectual Disability (ID), Brain Injury (BI), and Physical Disability (PD). The ID Waiver was formerly known as the MR Waiver. Of these waivers, Tenco currently only accesses the ID and BI waivers. These waivers fund Pre-Vocational services, Adult Day Habilitation, Job Coaching/Follow Along, Supported Community Living (SCL) and Respite.

THE HABILITATION Waiver is a funding source

for individuals that have a Chronic Mental Illness (CMI) diagnosis. In order to have a CMI diagnosis, an individual typically has either been hospitalized two or more times due to their mental illness or had a placement in a 24-hour residential care facility for more than five months. The two services that we access under this waiver are Habilitation-Pre Vocational and Habilitation Home-based. Home-based services are very similar to SCL under the other waivers.

THE LAST of the three primary funding sources is 100% county funding. Each county in Iowa has their own county plan for what services they are willing or able to fund. The plans vary greatly across the state. The two primary counties that Tenco deals with are Wapello and Jefferson Counties but we currently have 11 additional counties that we work with. Tenco currently has 100% county funding for Vocational Work Services (VWS), Adult Day Habilitation and Job Coaching. Occasionally they will fund some SCL hours.

AS THE state continues to face severe budgeting issues, funding sources are being cut. These cuts mean decreased tuition rates, decreased number of services funded or the number of units of services. With these cuts, Tenco has to look at its own budget and make cuts. These could be services offered or the number of staff.

Employee knowledge and expertise shared



KEEPING UP MORALE –

Boosting morale can be very challenging, during difficult times. This is the time to explore opportunities and focus on strengths rather than weaknesses.

Rolling with economic highs and lows, Tenco employees never give up. We wait out the storms, driven by reductions of support in many areas, but never fall short of our mission to help others. When funding is cut, layoffs are forced, pay raises are frozen, we continue to perform our duties and support the individuals we serve. Tenco standards are

high. We set our objectives, strive for common goals, and work together through good times and bad times.

Regardless of the method of appraisal, people are driven by an awareness of respect for their efforts and compensation in some form. Many place importance on their relationships with peers and co-workers. Most employees find greatest reward when recognized for their dependability and loyalty.

On July 21st of this year, Governor Culver signed a proclamation designating the week of September

12-18 as Direct Support Professional Recognition Week. The proclamation identified the importance placed, and recognition offered, to those persons responsible for the care of people with disabilities. In honor of our employees, Tenco administration presented staff with a token of appreciation and a special luncheon on Thursday, September 16th. Great food and fellowship was enjoyed. A sincere “Thank You” was shared by everyone. Together, we are rewarded for a job well done!!!

2010-2011 CLOSING DATES

November 25	THANKSGIVING -(Thursday)-Tenco Closed
November 26	DAY AFTER THANKSGIVING -(Friday)-Tenco Closed
December 24	CHRISTMAS EVE DAY -(Friday)-Tenco Closed
December 25	CHRISTMAS DAY -(Saturday)-Tenco Closed
January 1,2011	NEW YEARS DAY -(Saturday)-Tenco Closed