Cindy Lyver has been with ABC since 1993, and in those 16 years she has worked in many different production areas. So coming up with new and challenging work goals each year has become, itself, a challenge.

One of Cindy’s goals has been to learn new skills that she could apply to the work she currently does in the box-building area of ABC.

As Cindy’s supervisor, Diane began by teaching Cindy how to create Fed Ex labels for outbound shipments of tissue sample boxes for MML. This is a complex, multi-step process that includes computer keyboarding, great attention to detail, and above all, patience. Cindy prints the labels only after she’s satisfied that all the label information is correct on the computer screen, and then heads to the loading dock, where she correctly applies them to outbound shipments.

After just a few weeks of training, Diane says Cindy has mastered this new task, adding it to the other skills she had already developed in the box-building area. Diane indicates that because Cindy has been open to learning new skills here at ABC, she is a great asset to the team.
Critical Updates to the ADA: Annual Conference

Vocational Rehabilitation Services, ADA Minnesota, Ability Building Center, PossAbilities of Southern MN, Zumbro Valley Mental Health, NAMI, SEMCIL, and Opportunity Services, invite you to attend a one day training on specific legal issues concerning employment and the Americans with Disabilities Act. Expert presenters will be on hand to walk you through these issues and answer your specific questions. Come and learn about the following:

**What are “Reasonable Accommodations” under ADA**

An employer’s duty to provide reasonable accommodations is more important than ever. Many employers find it challenging to understand how to effectively provide reasonable accommodations to people with different types of disabilities. This session will review the ADA and its regulations, EEOC guidance, recent case law decisions surrounding reasonable accommodations in the workplace, and resources available to assist employers.

**Legal Update on Title III Case Law under ADA**

The ADA obligations of a business extend beyond its employees and include its customers as well. Title III requirements are not limited to addressing physical barriers, but also can include a business’ website, policies and services. This session will discuss Title III of the ADA, its regulations, and recent case law decisions affecting businesses and their customers.

About the Speakers:

**Barry Taylor, Esq**

Since November 1996, Barry Taylor has been the Legal Advocacy Director at Equip for Equality, Inc., the Illinois Protection and Advocacy system, in which he supervises the legal services, self-advocacy and training programs.

**Alan Goldstein, Esq**

Alan is a Senior Attorney with Equip for Equality (EFE), the Illinois Protection and Advocacy Agency for people with disabilities.

*SPECIAL INVITATION…*

**What:** Critical Updates to the ADA: Annual Conference  
(Basic knowledge of the Americans with Disabilities Act is assumed)

**When:** October 20th from 7:30-12:00 (7:30-8:30 is registration and breakfast).

**Where:** LaQuinta Inn 1625 South Broadway, Rochester MN.

For more information please contact:  
Jodi Yanda M.S., C.R.C.  
Vocational Rehabilitation Services Area Manager  
Voice Rochester: (507) 285.7306  
Cell Phone: (507) 951.1637  
Fax Rochester: (507) 280.5530
A Very Successful “On the Tee”

Thanks to our many loyal sponsors and 144 enthusiastic golfers, the tournament raised $52,282 to support our programs and services here at ABC!

The ninth annual “On the Tee” event was held this year at the Rochester Golf & Country Club. It started off with a wonderful lunch sponsored by Associated Bank and ended with a great dinner sponsored by Think Mutual Bank. We picked up a new Major Sponsor this year - McNeilus Steel - and give special thanks to them, as well as to our Major Sponsor the previous 6 years, Bigelow Homes. In spite of the economic down-turn, we retained most of the sponsors from previous years, and some even chose to support the tournament at a higher level! Golfers enjoyed the challenge and beauty of the Rochester Golf & Country Club, and all of its amenities. 1st through 3rd place honors in the first flight went to McNeilus Steel, Sterling State Bank, & Pat Bigelow Painting. In the 2nd flight the winners were Wells Fargo, G & R Auto Repair, and A&F Consulting. Individual winners on the course contests were Dean Mack, Angie Lake, Kelly French, and Brad Kluck.

We are looking forward to doing it all over again Monday June 21st 2010, again at the RG&CC.
Lowry Award Winners

The Lowry Award is given bi-monthly to recognize workers in any ABC’s vocational programs for their outstanding progress towards goals and improvement in overall work performance. Each winner is then recognized at our October Employee Appreciation and Awards Banquet.

Charles “Chip” Smith, was nominated by Kristine Horning, Ability Enterprises Job Coach.

Chip has worked in many areas at ABC and is currently working on a traveling custodial crew that cleans at Mount Olive Church and Planned Parenthood. Kristine states, “At first Chip was very quiet and unsure, but as he settled into the job, he became more confident in himself and very flexible with the daily changes that his job has. He has a very positive work attitude, puts safety first and has strong co-worker relationships.” His home staff and parents have noted that he has grown and they are very proud of Chip’s progress.

Great work Chip!

Abilities Unlimited Update....... 

Nadine Solseth, Abilities Unlimited Program Manager, recently moved back to the Rochester area from Boulder, Colorado. Nadine graduated from Minnesota State University at Mankato with a B.S. in Park and Recreation, with an emphasis in Therapeutic Programming. She has been working with individuals with special needs for over twenty years, coaching Special Olympics downhill skiing, serving as an active member of Colorado Activity Professional’s Association and directing many recreational programs for those with diversified needs.

“I was born and raised in Rochester and left here to attend a graduate program at C.U. Boulder, Colorado, where I stayed for over twenty years. I have many ideas for Abilities Unlimited and I look forward to the opportunity of taking a great program to the next level. If you have any suggestions for our program please contact me!”

This summer the participants have been enjoying their outings to “Thursdays On First”, trips to the library, Como Zoo, and playing pool and darts at Recreation Lanes. When not out in the community, they have been engaging in cooking and craft groups, reading, earth awareness, current events, men’s and women’s groups, history and culture, trivia, laughter therapy, daily exercise groups and music history.
News from Houston County

Woodlands has Outstanding Workers!
All Woodland workers are great, but these two get the award

Lucy Wilkes was Woodland Industries’ 2nd Quarter WOW award winner in April 2009.

Lucy has excellent attendance, and makes a commitment each day to try to raise her productivity. Lucy is very proud of her work and should be - she does very high quality of work! Lucy is very devoted to her job and has great friendships at Woodland. Lucy is always friendly with a “hello” and a “goodbye” each day she works. Her great attitude and cheerfulness sets a mark, and we are proud to have Lucy as our 2nd quarter WOW award winner.

Way to go Lucy!

Karlie Harguth is Woodland Industries 3rd Quarter WOW award winner. Karli has been busy learning new tasks in the Twice is Nice store and is always inquiring about how to do new things. She is also very flexible, and takes the initiative to ask questions and help out where she is needed.

Karli volunteers three days a week at the nursing home in Caledonia in addition to her scheduled days at Woodland. Karli always has a smile on her face and is quick with a “hello” to brighten everyone’s day. She is polite and friendly to all of her co-workers and customers and that is why Karli deserves to be the 3rd Quarter WOW Award Winner.

High Fives Karli!

Volunteers make a difference........

Ralph Mullally, a retired engineer has been volunteering at ABC Works assisting both staff and participants.

Ralph recently fixed a box folding jig used by Brent Weiser so he can do his job more independently at the Bauer’s Market worksite. Ralph also added wheels to a couple of recliner chairs so participants could be out of their chairs and relax.

The wheels on the recliners allows ABC staff to adhere to their “no manual lift policy” and keep everyone safe!!
‘Snow Better Solution

ABC helps solve local businessman’s “good” problem

“The Shovel Guy” had a dilemma. Last winter his business had grown to the point where he was going to have to decide if he was going to be the guy who sold the shovels or the guy who puts the shovels together.

That turned out to be an easy decision. The Shovel Guy, a.k.a. Wayne Ventiecher, would sell shovels. ABC would build them for him. The Shovel Guy said, “I looked at several options and decided that ABC had the two things I needed for my shovel assembly: a qualified workforce, and ample high quality warehousing. If I don’t have to worry about getting my shovels assembled, I can devote more time to selling and acquiring new customers.”

Beginning this month, and continuing through the snowy season, ABC will be putting together 5 to 10 thousand high-quality snow pushers, and The Shovel Guy will be spending his time supplying regional hardware stores with the finished shovels, making new contacts, and growing his business. His garage will no longer be crammed with shovels waiting to be delivered.

Mr. Venteicher is very proud of the fact that all the shovel components are manufactured here in the U.S.A., and ABC is proud to be in partnership with him. To learn more about The Shovel Guy and his product lines, visit www.theshovelguy.com.

PACTT Update.......

Malachi Bjorngaard is the new Technology Resource Specialist for PACTT (People Achieving Change Through Technology), a program of Ability Building Center (ABC). Malachi’s goal is to inform people about Assistive Technology and how PACTT can assist with meeting their needs or answering their questions.

Think of Assistive Technology as the tools that help people accomplish educational, vocational, and daily living tasks. It is a way for persons with disabilities to remain independent. The legal definition says: “Assistive technology means any item, piece of equipment or product system, whether acquired commercially off the shelf, modified, or customized, that is used to increase, maintain, or improve the functional capabilities of children with disabilities.”

PACTT has a wonderful loan program funded in part by the STAR Program by the Rehabilitation Services Administration, and the United Way, which allows a person to try-out a device for up to 30 days. After 30 days, if the individual is satisfied and the device meets their needs, they will be referred to the vendor or manufacturer of that item for purchase. It’s a great program in that an individual does not have to make a risky investment in an expensive piece of technology that may or may not meet their needs without first having the chance to try it out in their home, work, or school!

PACTT also specializes in computer training for people who have disabilities and/or limitations, or people who just simply want more hands-on training with certain applications such as MS Office, email, and Quick Books.

PACTT and Assistive Technology are not names you hear often, but for a person with a disability seeking independence, they mean a lot. Just remember; “With PACTT there is Hope for Change.” For more information go to www.abc-pactt.org or call 507-535-7101.
Tributes and Memorials

ABC is honored to receive gifts from family, friends and loved ones in memory of those who have died and in tribute to others who live on. The following gifts were received through July 31, 2009.

In Recognition of:

- Mary Carroll
- Ted Johannsen
- Kenny Lawrence
- Greg Mullally
- Tom Murray
- Peggy O’Brien

Donor:

- James & Patricia Haley
- Ronald & Jeanette Johannsen
- Rita Ann Lawrence
- Karen Horstman
- Dorothy Hartman
- Ruth Murray
- Anne MacGillivray

In Memory of:

- Arthur Augedahl
- Richard Bedard
- Chad Blazing
- John Davies
- Elenor Harnack
- Orville Kuhlman
- Don MacGillivray
- Curtis McFarland
- Walter Shuda

Donor:

- Dolores Augedahl
- Glenn & Ella VanLaningham
- James & Patricia Haley
- Anonymous
- Clifford & Shirley Jossart
- Harry & Evelyn Sykes
- Harry & Evelyn Sykes
- Harold & Betty Eggebraaten
- Carol Johnson
- Clifford & Shirley Jossart
- Debbie Stennes & Bill Meyer
- Mike Miller
- Don & Lavona Meiners

Wanted: A Few Good Jobs......

Due to automation and a weak economy, ABC has lost a contract worth $1 million. This has affected 25 “in-center” workers directly, and another 25 Supported Employment clients, who will no longer be able to supplement their community jobs with in-center hours.

You are one of 3,000 readers of this newsletter, and as a supporter of ABC, you are a potential business partner or job developer. Maybe you have a business? Maybe you know someone who has a business? We are looking for in-center work – jobs that can be performed within our facilities. Hand assembly, packaging, fulfillment, bulk mailing, kit-building, and labeling are examples of the kinds of jobs that our in-center workers do very well. But what we’re really talking about are jobs that can be broken down into one or more steps that can be distributed among a group of people and done either by hand or with adaptive technology. Digital imaging and related computer-based projects are also needed and welcomed. If you have a need or know of someone who might (such as “The Shovel Guy”), please contact ABC’s job development team at 507-535-7116.
Change Service Requested

Please notify us if you would like to read our newsletter online.
To learn more go to www.abcinc.org

Upcoming Events

October Is: National Disabilities Awareness Month

Tuesday, October 13th - Rochester Banquet
Rochester International Event Center

Tuesday, October 13th - Brain Injury Community Conference
LaQuinta Inn, Rochester

Tuesday October 20th - Critical Updates to the ADA: Annual Conference
LaQuinta Inn, Rochester

Thursday, October 29th - Houston County Banquet;
Four Seasons Community Center - Caledonia

ABC Trivia:
Did you know?

ABC Serves:
12 MN Counties
25 States
5 Countries
Can It Serve Your Business?

ABC Is:
874 Workers
200 Staff
4 Statewide Locations
11 Programs
50+ Skill Areas