



SUMMER 2022

The Achiever

ACHIEVE SERVICES' NEWSLETTER

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Watch our New Achieve Video!



The Achiever is published by Achieve Services, Incorporated, a non-profit day training and habilitation service provider. Achieve Services creates innovative opportunities to inspire people with disabilities, enabling every participant to lead a meaningful and self-determined life.

Find us and follow us on social media



Achieve's Spring Gala is a Record Setter!



On Thursday, April 21st, 2022 Achieve Services held its annual spring gala at Bunker Hills Event Center in Coon Rapids, MN and set a personal record for the organization, raising \$360,000! Approximately 260 guests attended and participated in a silent auction, live auction, raffles, and a fund-a-need drive.

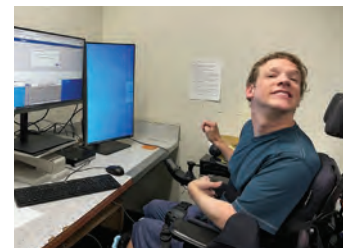
Thank you to the many generous sponsors, businesses, volunteers, and guests who made the event both an enjoyable and record-setting fundraiser. A special thank you to our Diamond Sponsors, PSD, Strand/Duffy, and the Stedman Foundation who were especially supportive of the gala.

"It was great to have so many friends together again. To see our community and donors rally around Achieve and support the wonderful adults with disabilities we serve was truly inspiring," says Tom Weaver, CEO of Achieve Services.

Dollars raised during the event are funding technology upgrades at Achieve, including improvements in equipment, internet, cyber-security, and programming.

Technology Upgrades Have Begun!

Achieve is partnering with Netrix IT to upgrade and manage our information technology systems and services. We have already improved our internet connection, upgraded our equipment, and are working on training staff and improving our cyber security.



ACHIEVE STAFFING UPDATES



There have been some recent staffing changes at Achieve.

- In July, Carol Donahoe retired from a 33-year career as Program Director at Achieve. Over her career, Carol's compassionate leadership had a huge impact on hundreds of participants, families, and staff alike.
- Although she is greatly missed, we have promoted Jim Rooker to fill Carol's shoes as Program Director.
- Another long-time staff member, Joe Loskota, has filled Jim's former role as Program Supervisor.
- In addition to those promotions, Linda Kreimeyer has joined the Achieve team as our Human Resources Manager.



Carol and Tom

Congratulations to Carol, Jim, Joe, and Linda!

Make a Gift to Achieve Today!



Achieve Services is a nonprofit organization that relies on generous community support to operate our programs and services. Please consider making a donation today –



You can scan the QR code or donate here:
www.achieveservices.org/donate

Meet Achieve's New Board Member, Brenda Kratsch

We are delighted to welcome Brenda Kratsch to Achieve's Board of Directors. Brenda joined the board this May and has been a great addition. She's been a resident of Ham Lake for 25 years and has regularly attended Achieve's Fall Fundraiser and Spring Gala.



Brenda Kratsch

She brings experience in customer service, management, and technology, and has years of experience volunteering at schools and on the Mercy Foundation Board.

Garden Refresh

The Anoka County SHIP grant funded our garden equipment and supplies.



What 14C Is And Why It Is Important To Keep Commensurate Wage Work

| August 2022

At Achieve, we strongly believe in providing a broad range of employment options for our participants.

Accordingly, we provide opportunities to work in competitive jobs out in the community, usually with a job coach who provides assistance as needed. And for some, we provide work on-site at Achieve, where participants can work alongside their friends in a safe and supported environment.

Those working on-site are typically paid a “commensurate wage” which is directly tied to their productivity. Unfortunately, some advocates would like to eliminate on-site employment options.

How it Works:

Since 1938, section 14(c) of the federal Fair Labor Standards Act has allowed employers to pay people with disabilities a commensurate wage – which is sometimes less than the minimum wage. The commensurate wage is based on the individual employee’s productivity. For example, if a person with a disability produces 75 units in an hour, while a non-disabled person earning minimum wage produces 100 units, then the person with the disability would be paid 75% of the minimum wage. Often times, 14(c) work is performed at day programs for people with disabilities, where they are safe and supported by trained staff. 14(c) was created as a reasonable accommodation to help people with disabilities find work, and it continues to serve that purpose today.

To offer commensurate wage work, an employer must hold a “14(c) certificate” from the U.S. Department of Labor (DOL). DOL requires that time studies be performed for any 14(c) work, to ensure that the wage being paid is fair and truly commensurate. The DOL also audits certificate holders to ensure that time studies are done correctly and that appropriate documentation and data is being collected. This oversight ensures that people with disabilities are being fairly compensated based on their productivity.

What’s the Problem?

Advocates for eliminating 14(c) believe that the law promotes discrimination against people with disabilities. Many believe that every person with a disability should have competitive employment in an integrated community setting, and they object to workshop settings where disabled workers work alongside others with disabilities. What they fail to recognize, however, is that eliminating commensurate wage work will eliminate jobs for people with disabilities. If everyone must be paid a minimum wage regardless of productivity, then employers will hire the most productive workers, and that will result in many disabled workers being left on the sidelines.

It’s about CHOICE:

Without question, every person with a disability should be given the option of working for competitive wages in a community setting. At Achieve Services, we work hard to place as many people as possible in competitive employment. But the reality is, some people with disabilities want to take a different path. Some CHOOSE to work for reduced wages, at their own pace, in settings where they feel safe and can work alongside their friends, and they have staff support. Moreover, parents and guardians of some of our most vulnerable participants don’t want them out in the community. Instead, they want them in an environment where they can be productive and earn some money, but are safe and cared for.

Again, at Achieve we believe in offering a wide range of employment options, and honoring the choices our participants make.

Accordingly, we will continue our fight to preserve 14(c) work as an option.



Participants doing 14c work

If you would like to learn more about this issue, please visit us at www.achieveservices.org/advocate.



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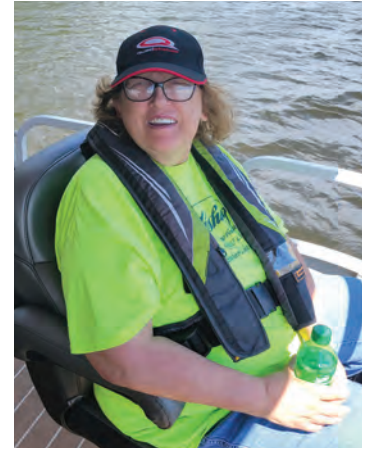
Annual Summer BBQ

We hosted our annual summer BBQ at Achieve.
We enjoyed hot dogs and hamburgers.



ADVENTURE TRIPS

We had a blast on a fishing trip with the volunteer group "Let's Go Fishing." Charles even caught a Mooneye!

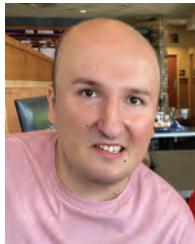


We also visited the Coon Rapids Dam.



Medtronic Facilitates Remote Work for Achiever Enis

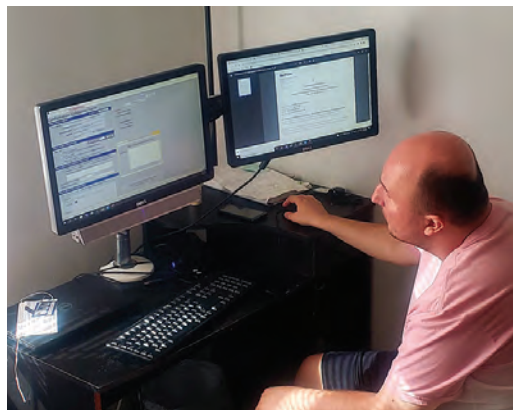
Enis began working at Achieve Services in 2014. At first, he did commensurate wage work in-house, assembling mechanical pieces and sleeving greeting cards. We then offered the opportunity for Enis to join our Medtronic crew in their lab and for a couple of years he worked in the lab scanning pacemakers. He then worked in Medtronic's office where he reviewed and saved hospital forms into their database. The work required Enis to be very focused, thorough, and detailed.



to return and asked if he could work remotely instead. Achieve staff member, Jenny, worked with Medtronic to set up a remote workstation in Enis' apartment. Enis has been working remotely ever since and doing a wonderful job!

"Enis has progressed a ton since he began working from home. He has become much more independent and confident. He's not afraid to ask questions of me or Medtronic staff," says Jenny. "His work is really high quality too."

When reflecting about his Medtronic job, Enis explains, "This job at Medtronic is my favorite. Thank you Medtronic for giving me the opportunity and skills I need to work remotely."



Enis working remotely for Medtronic

"I like to work for Medtronic because they trust me with a lot of responsibilities," says Enis, "The work is very fun to do and relaxing."

When COVID-19 happened, Enis was unable to resume his usual schedule for several months and wasn't sure when he'd be able to return to Medtronic. While at home, he decided to improve his computer skills for the job by taking grammar, typing, and medical terminology classes.

Once it was okay for the Achieve work crew to go back to work on-site at Medtronic, Enis expressed his hesitancy

You Can Make a Lasting Impact

Did you know that you can make a lasting impact by including Achieve in your legacy plans? It's easy to designate Achieve as a beneficiary in your will and something you can do at any age. Your choice to include Achieve Services, Inc. in your will or other deferred giving tool ensures that we are able to meet the future needs of adults with disabilities.

You can also choose to make a gift now or in the future to the Achieve Endowment Fund. All gifts to this fund help Achieve work toward our goal of increased financial self-sufficiency.



Do you have questions on the many ways you can support Achieve? Contact us at 763-783-4909 or info@achieveservices.org.

Thank You! to our Gala Sponsors

We are incredibly grateful to our sponsors who generously donated to this year's Gala.

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Opportunity & Dignity for Adults with Disabilities

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Linda Kreimeyer
HUMAN RESOURCES MANAGER

WATCH OUR NEW ACHIEVE VIDEO!



Learn more about Achieve and see footage of participants working off-site in the community and on-site in our workrooms.

Watch by scanning the QR code or by visiting:
www.achieveservices.org/achievevideo.



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