

Our Story Begins With Home

Over fifty years ago, our founding families had a dream to design and build a home for their children with developmental disabilities and/or specialized medical support needs. A home where their children would live and thrive in our community. Driving over 90 miles to see their children in an institution or a facility that only allowed visitors on set days and times of the month, was not acceptable. They dreamed of having their children live close to them where family members could visit at any time. For three long years, our founding family members and community advocates carried out their dream and our original Hiawatha Children’s Home was opened in July of 1976. FIFTY years later, thanks to the trust of the individuals we support, their family members, guardians, board members and our HH Team Members, Hiawatha Homes is still going strong! Today, Hiawatha Homes supports 80 individuals throughout 19 community residential homes and our Family Support Services Program.

Fifty years of Caring, Community, and Commitment!

Thanks to the work of our 50th Anniversary Committee, and a guest writer, we will be sharing and celebrating our Hiawatha Homes history through a series of monthly articles. We have also designed a special edition HH 50th Anniversary T-Shirt that we will be providing to each HH Team Member and individuals we support.

*****Please see page 3 for instructions on how to enter your T-Shirt size in BambooHR by Sunday, January 18.***

2025 Legislative Session Results:

I appreciate and thank each one of you who sent e-mails to our legislators last year and/or who took a trip up to the state capitol to advocate for funding and the sustainability of disability services. Despite our diligent advocacy efforts, the outcome of the 2025 legislative session was not what we had hoped or planned for. Unfortunately, the promises that were made to people with disabilities and their support providers in 2023, were not upheld, the funding that we planned for was significantly cut back. Due to this legislative change, our HH Inc. Board of Directors cannot implement an agency wide wage increase. However, the HH Inc. Board of Directors are keeping our annual performance review process and merit structure in place for our team members. In addition, our HH Inc. Board of Directors are once again implementing a onetime annual APPRECIATION and RETENTION bonus to be paid on July 3, 2026. *We appreciate our board of director’s support!

**Hiawatha Homes
Appreciates YOU!!!
Paid on an “off payday” Friday**

Hiawatha Homes July 3, 2026 Appreciation and Retention Bonus

Exciting News!!!

On behalf of our HH Management Team and HH Inc. Board of Directors, I am very excited to announce a July 3, 2026 Appreciation and Retention Bonus!

- ❖ **This bonus will be based on the current consecutive years of service an employee has with Hiawatha Homes.**
- ❖ **Years of service are as of June 26, 2026.**
- ❖ **In addition, the bonus will be based on the number of hours worked between January 4, 2026-June 20, 2026. The number of hours worked will also include PTO taken, **excluding** any PTO Cash Out hours.**
- ❖ **All HH Team Members must stay actively employed through June 26th to be eligible for the bonus, which will be paid out on July 3, 2026.**

Years of Service as of 6/26/26	36-191 hours worked	192-719 hours worked	Over 720 hours worked
>0	\$25.00	\$50.00	\$100.00
1-2	\$50.00	\$100.00	\$200.00
3-9	\$100.00	\$200.00	\$300.00
10+	\$150.00	\$300.00	\$400.00

Thank You for being a valued member of our Hiawatha Homes Team!

Thank you Santa Doug!

A BIG THANK YOU to Santa Doug for hosting Cookies with Santa Doug. Fun was had by all as we visited, colored, and had snacks.



Upcoming Hiawatha Homes Events:

More details coming each month, please see highlights below

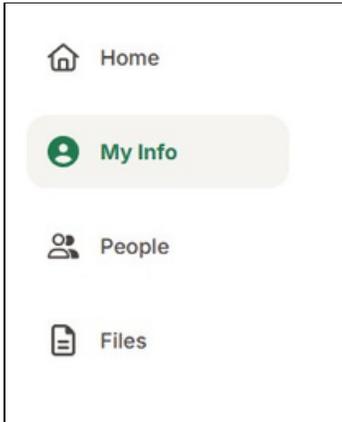
<p>February 9th through the 13th</p>	<ul style="list-style-type: none"> • Hiawatha Homes SPIRIT WEEK! We will be sending out a special HH Spirit Week Flyer with HH Theme Days, prizes available to register for, and BRUCH sign up information. • HH Spirit Day Staff Appreciation Brunch: Friday, February 13th from 10:00 am to 11:30 am at Charlie's Eatery. We will provide a link to RSVP for our Brunch in the upcoming flyer. • HH 50th Anniversary T-Shirts will be passed out to all HH Team Members attending the February 13th Brunch! Be the first to get your HH T-Shirt by attending the brunch!
<p>March 24th</p>	<p>ARRM Day at the MN State Capitol</p>
<p>April</p>	<p>Hiawatha Homes will be honoring our HH Volunteers</p>
<p>May</p>	<p>Our HH 50th Anniversary Committee and HH Foundation will be celebrating our HH donors and supporters</p>
<p>July</p>	<p>Hiawatha Homes 50th Anniversary Ribbon Cutting Ceremony and Open House</p>
<p>August</p>	<p>Hiawatha Homes Annual Picnic</p>
<p>September</p>	<p>National Direct Support Professional's Week</p>
<p>November</p>	<p>Festival of Trees</p>

Cindy S. Ostrowski
Cindy Ostrowski, CEO

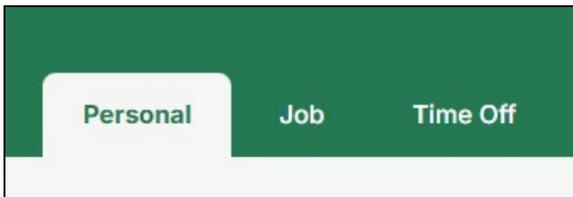
**Please enter your t-shirt size in Bamboo HR by January, 18.
This is important to secure your proper t-shirt size.**

Log into your account: <https://app.bamboohr.com/login/> (your BambooHR Domain is hiawathahomes)

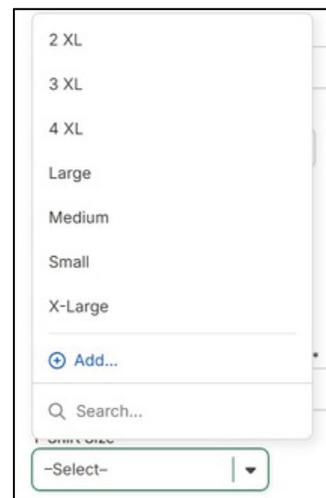
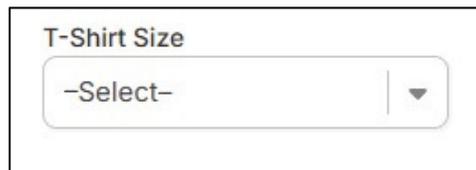
Click on My Info on the left side of the screen.



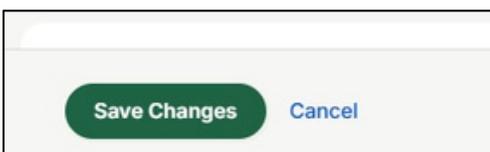
Go to the Personal tab:



Under Basic Information > Scroll down to T-Shirt Size > Select Size



Save Changes:



New Team Members

Welcome to Hiawatha Homes!

Asha Bare
Hawo Adan
Mohamed Hassan

DeAnna Nichols
Elizabeth Odewale
Adewale Adebisi

SAVE THE DATE

Spirit Week

February 9-14

JANUARY ANNIVERSARIES

Becky Hoksch - 11 years
Carol King - 9 years
Anne Bureau - 6 years
Chache Osumanu - 6 years
Sarim Lev - 6 years
Nyanok Agor - 4 years
Janeth Trujillo - 2 years

Katlyn Nelson - 2 years
Rachel Weaver - 2 years
Ronald Klemme - 2 years
Alex Walker Kreter - 1 year
Flavior Nyaribo - 1 year
Kenneth Ndumbe - 1 year
Max Nelson - 1 year
Paige Harmon - 1 year

HR Corner with Christopher Nelson, HR Director



As we drive into the New Year Hiawatha Homes has something New to talk about too; the official return of our Safety Program! Some of you may remember the “old” safety program we had that included a DSP safety captain at each house, meetings at the house, meetings as a large group, etc. which sounded like a great program!

What I want to make sure we all understand is that we don’t know exactly how the New Safety Program will be structured but we do know that we have some preliminary work to complete first. There is a small group of leadership that will start meeting in January to understand the major needs including government regulations, injuries, and near misses. We will be reaching out to you when we open up the Safety Program and invite team members from across Hiawatha Homes to attend as well, most likely late winter/early spring.

Remember, safety should always be on our minds, and we should never do something if it is unsafe. If there is a potentially unsafe or unsafe situation you are faced with you need to stop and ask for help. That may mean calling your supervisor, manager, or director to get their advice instead of you risking your own safety, the safety or your team member, or individuals you are with, wherever it is. “Phone a friend.”

We have opportunities to improve Hiawatha Homes’ safety and I look forward to the partnership with everyone as we go into 2026 striving to make us a safer organization!

Best regards,

Christopher Nelson
HR Director

401(k) Match for 2026

We’re excited to share that our 401(k) employer match will be improving in 2026. Effective January 1, we will move to a 1:1 employer match on employee contributions, up to 3% of your gross annual income. This change strengthens our commitment to supporting your long-term financial wellbeing and helping you build a more secure retirement.

If you have any questions about your eligibility or would like help reviewing your contributions, please reach out to HR.