November/December 2018

IOWA CareGivers

The Hub
Enhancing the quality of care by providing education, recognition, advocacy, and research in support of those who work in the field of direct care.

Delivering information to those at the center of quality care

WE’VE MOVED

Iowa CareGivers’ new office location is 939 Office Park Road, Suite 332, West Des Moines, IA 50265

A MESSAGE TO ELECTED OFFICIALS FROM DIRECT CARE PROFESSIONALS
See page 3

A MESSAGE TO GOVERNOR KIM REYNOLDS See page 2

2019 CONFERENCE
SAVE THE DATE!

SEPT. 9 AND 10, 2019

SEE HIGHLIGHTS FROM 2018 on page 7

IOWA CAREGIVERS ANNOUNCES 2019 ISSUE PRIORITIES
See page 2

MOUTH CARE MATTERS ON THE MOVE
Recent Classes and In-Services are spreading the message about the importance of oral health
More on page 5-7.

In order to reduce printing and postage costs, the HUB will be delivered electronically only to health and long term care employers, and other stakeholders. If you need a hard copy of the HUB newsletter, please contact us.

INSIDE:
• Help With “Help NEEDED Campaign”!
• Watch for Wage Survey
• More Mouth Care Matters Grads
• Mentor Instructor Class Coming to Waterloo
• I Smile Silver Expands
• Conference Highlights!!!
• New Board & Council Members
• Make a Financial Gift to Iowa CareGivers
• Grateful for Contributors
• And Much More…

CARE ABOUT YOUR PROFESSION AND QUALITY CARE? THEN STAY INFORMED!

Receive up-to-date information about educational programs, direct care news, & other opportunities!
Sign up NOW! Complete the form on our website at www.iowacaregivers.org.
You can also sign up by phone or request a form at 515.223.2805 or by email at information@iowacaregivers.org.
This newsletter is made possible by IDPH Contract #5889NW02

Sign up NOW!
A MESSAGE TO GOVERNOR REYNOLDS AND LT. GOVERNOR GREGG ABOUT 2019 PRIORITIES

Congratulations Governor Reynolds and Lt. Governor Gregg on your victory.

Now that the election is over, you have an opportunity to act on and bring to scale existing efforts designed to address the needs of the high demand direct care and support workforce. The goal of your signature Future Ready Iowa (FRI) Initiative is for 70% of Iowa’s workforce to have education or training beyond high school by 2025. Unfortunately, the FRI legislation that passed during the last legislative session excluded those who work in direct care, but now is an ideal time to change that. There is no need to spend limited resources to reinvent a body of existing work that has been overseen by the Iowa Department of Public Health under both Republicans and Democratic administrations. The initiatives to address the needs of the direct care workforce, the Iowans they serve, and their employers have placed a national spotlight on Iowa. Those carrying out these solution-focused policies and practices include the University of Iowa College of Nursing, Iowa CareGivers, community colleges, employers, aging and disability advocates, and many others.

Significant public and private investments have been made over a number of years. Abandonment of long-term systems change efforts by so many is not good policy. You and your administration can have a dramatic impact on this high demand occupation by fully integrating direct care workers and the following into FRI:

1. continuation of the development of competency-based credentialing,
2. a centralized direct care workforce data base to maintain credentials;
3. a commission to identify strategies to increase direct care workforce compensation; and
4. support existing evidence-based recruitment and retention programs and services.

You also have the power to change the unfortunate dialogue that took place in a Senate debate during the last legislative session and instead acknowledge, as you have before, how vitally important and impactful this workforce is to Iowans of all ages and abilities. See video and letters by Fran Mancl and Vicky Garske on page 3.

As Lt. Governor, you expressed the need to professionalize the direct care workforce during an Iowa CareGivers public forum.

As a running mate with Governor Branstad, you participated in a Come Care With Me event, hosted by Iowa CareGivers, where you experienced first-hand what it is like to work in direct care. You met Rachel, a lovely teenager with a disability and her family. You arrived early to Rachel’s home to help get her ready for school. That meant transporting Rachel to her wheelchair, toileting, brushing her teeth, combing her hair, dressing and feeding her, giving her a hug, guiding her wheelchair onto the school bus lift, and seeing her off to school. During an interview following the experience, you were visibly moved.

https://youtu.be/cHKDIc9RXvY

We hope your words and earlier commitments find their way into the transformative policy priorities above during the 2019 Legislative Session. We stand ready to help advance this important work.

Sincerely, Di Findley, Executive Director, Iowa CareGivers

Lives of all Iowans impacted by Direct Care Workforce

Artwork by Bryce Swearngin
A Message to Elected Officials From Direct Care Professionals

Those in Direct Care Weigh In On Comments by Senators About Their Work

“The real return on investment is when a resident, in tears, thanks me for helping them with evening cares. That’s a return on investment that money can’t buy.”

Fran Mancl’s response to the Senator’s comments about the return on investment in direct care.

I listened to a Senate debate about an amendment that would have included the direct care workforce in the Future Ready Iowa bill. I have worked in direct care for 33 years and to hear Senators who didn’t want direct care workers included because we are on the “bottom rung” is wrong. Direct care workers are the backbone of any care organization. We are the ones who know the people we serve and when something is not right so we can report it to the charge person.

Vicky Garske, Certified Nursing Assistant, Montour

I have worked with many great fellow direct care workers over the years who have gone on to become even better LPNs, RN’s, and supervisors. I think what made these people good leaders is that they included because we are on the “bottom rung” is wrong. Direct care workers are the backbone of any care organization. We are the ones who know the people we serve and when something is not right so we can report it to the charge person.

Vicky Garske, Certified Nursing Assistant, Montour

The debate on amendment 5262 to HF2458 last year left me deeply stunned and wounded by some of the remarks made about my profession of direct care. And to think that these remarks came from elected officials makes them even more hurtful and an insult.

I’ve worked in direct care for over 25 years. What all elected officials need to know is that direct care is a valued, dignified, and honorable profession in and of itself and is most worthy of recognition, respect, and honor. And that’s true whether or not it provides a pathway to advancement in other healthcare field options. While listening to the debate I didn’t sense all elected officials really know that. Direct care requires unique abilities, qualities, and achievements in both competency and character development. Education and training to achieve the needed mindset and skills along with character enrichment related to demeanor, listening, and positive human relationships, are critical and essential in direct care.

We work in multiple settings and work with persons who have dementia, autism, brain-injury, physical and mental disabilities, bone fractures, diseases, and multiple issues related to aging; and of course, providing the needed care for those who are actively dying. We provide support and services related to eating, dressing, toileting, mobility, and bathing for very vulnerable Iowans. We are expected to do all of that with the values of hospitality, reverence for life, and compassion. We are in high demand and the services I perform are highly valued, most powerfully by those who need it and ask me for it daily when I’m on the job.

I along, with my co-workers, need reasonable work hours to allow for a balance between work and personal life. Turnover and vacancies in a facility often lead to 12-hour shifts, mandatory overtime, or working eight to nine days in a row and even working on your scheduled days off. These staffing patterns contribute to injury, burnout, and turnover. So not including the direct care workforce in the Future Ready Iowa Bill is very sad.

Money isn’t everything and by far not always the main motive for remaining in direct care, but we do need to make a living and plan for a future retirement. For those of us who choose to remain in direct care, the real return on investment is when a resident in tears thanks me for helping them with evening cares. That’s a return on investment that money can’t buy.

The direct care workforce issues are important to me. Recruitment and retention have impacted many facilities in the area where I work. Turnover is very high, the resource pool is limited, and it is hard to fill vacancies. Vacancies often increase the number of residents assigned to my care. This impacts on the continuity and quality of care I can provide. All too often, residents have to simply wait until I’m available for support and service.

Employers need stable and full-time employees to provide consistent and quality care. This helps ensure short-cuts to quality care are not taken and resident care plans are up-to-date and direct care workers understand each resident’s choices, preferences and healthcare needs. It also reduces stress for residents and families concerned about who is providing care each day for their loved one.

I hope elected officials care about aging, disability, and caregiving issues. Bold leadership related to caregiving issues needs to be a priority for them. It is for me.
“HELP NEEDED” CAMPAIGN

Foundations and Private Donors Partner to Bring Direct Care Issues and Solutions Forward

“Help NEEDED” Campaign is a recently awarded grant project funded by Northwest Area Foundation. That, coupled with a System of Advocacy grant from the Community Foundation of Greater Des Moines, Mid-Iowa Health Foundation, United Way of Central Iowa, and private donors will support the following:

1. Direct care worker wage and benefit survey conducted by Iowa Workforce Development;

2. Advocacy training for stakeholders; and

3. Forum for those who work in direct care/support positions; older Iowans; people with disabilities and other individuals served; family caregivers; employers; educators; business community; advocates; and policy makers to release survey results and heighten awareness about the need to instill policies that will produce the levels of compensation needed to recruit and retain the workforce.

Other sponsors of these efforts to date include the Des Moines Area Community College, EveryStep, Iowa Association of Community College Trustees, Iowa Assisted Living Association, Iowa Credit Union Foundation, Iowa Department on Aging, and others pending.

WATCH FOR WAGE SURVEY IN JANUARY

YOU MAY BE AMONG THOSE SELECTED BY IOWA WORKFORCE DEVELOPMENT TO COMPLETE THE SURVEY. YOU MAY RECEIVE BY EMAIL OR US MAIL. PLEASE COMPLETE AND RETURN IT. YOUR ANSWERS WILL BE ANONYMOUS BUT THE OVERALL RESULTS WILL BE SHARED IN A REPORT TO YOU AND OTHERS WHO CARE ABOUT THESE ISSUES!

Are You or Someone You Know an ALICE?

“Over 450,000 Iowa households - 37% - struggle to afford basic household expenses”

The United Ways of Iowa released its 2018 Asset-Limited, Income-Constrained, Employed (ALICE), report which places a spotlight on a large population of hardworking Iowans who work at low-paying jobs, have little or no savings, and are one emergency away from falling into poverty. LEARN MORE at: http://www.uwiowa.org/united-way-alice-report-iowa

Direct Care Workforce Among Top 5 Issues of Gazette’s Iowa Ideas Conference

VISIT: https://bit.ly/2yT8lgz to read the full article
Mouth Rinses

Mouth rinses can help to improve overall oral health for those who have a specific oral health problem.

**Question: Who needs to use a mouth rinse?**

Individuals who are not able to completely remove plaque with tooth brushing and flossing may need to use a mouth rinse to reduce plaque from those difficult areas. If you have a specific problem, your dentist may recommend a specific mouth rinse for you to use.

**Question: What types of mouth rinses are used for certain problems?**

- **Fluoride**—helps strengthen teeth and protect against tooth decay.
- **Antiseptic/Antibacterial**—helps stop the growth of bacteria and used to treat oral infection.
- **Natural Herbal—Non Alcoholic**—works much in the same way as other mouth rinses. Good for those with sensitive/irritated gums, oral sores, children, and alcoholics.
- **Total Care**—antibacterial which helps to reduce the buildup of plaque. Can have additional benefits added.
- **Dry Mouth (Xerostomia)**—should be non-alcoholic and sugar free. Lubricates the mouth.

**Question: Why would aging Iowans or persons with disabilities need to use a mouth rinse?**

If they have difficulty maintaining a healthy mouth, they may need to use a mouth rinse. They may have arthritis or a disability making it physically difficult to keep their mouths clean. They are at increased risk for dental decay and gum disease, which can increase the risk or worsen heart disease or diabetes. Many have a dry mouth (xerostomia) from medications and will need to use a mouth rinse or another product to lubricate their mouth.

**Question: Does a mouth rinse replace tooth brushing or flossing?**

No. Mouth rinses are used to supplement good oral care and reach areas that are difficult to clean with a brush or floss, and to reduce the risk of dental decay and gum disease.

*Surgeon General, Report on Oral Health, 2000*
MOUTH CARE MATTERS ON THE MOVE

226 have graduated (205 direct care professionals and 21 nurses/others)
Staff have represented 60 different employers

One of the greatest take-aways by participants is “a greater understanding about the link between a healthy mouth and one’s overall health and well-being.”

To learn more about Mouth Care Matters, visit the Iowa CareGivers website at http://www.iowacaregivers.org/education/mouth-care-matters.php#.W7zzIHtKi70

MOUTH CARE MATTERS IN-SERVICES BROADEN AWARENESS ABOUT THE IMPORTANCE OF ORAL CARE

Carol Van Aernam, RDH, Iowa CareGivers consultant, conducted recent in-services on oral health at Immanuel Pathways Central Iowa in Windsor Heights and Bethany Lutheran Home in Council Bluffs. There were 50-60 in attendance at both programs with many positions represented: direct care staff, nurses, home care, clinic staff, PA, dietitian, cook, drivers, education coordinator, social worker, executive director, occupational therapist, etc. Mouth Care Matters is on the move!

Learn more about in-service opportunities by visiting our website http://www.iowacaregivers.org/education/mouth-care-matters.php#.W7zzIHtKi70

Mouth Care Matters Instructors Meet to Plan for the Future

25 Mouth Care Matters Instructors and Iowa CareGivers staff and consultants spent October 30 discussing the current status of the Mouth Care Matters program and making plans for the future. It was a great day with lots of great ideas shared. Kudos to all! And thanks to Julie McMahon for facilitating.

“I have rarely left a meeting feeling as enthused, informed, and appreciated as I did Tuesday! Not to mention leaving with a goodie bag filled with thoughtfulness and so much fun!

Thank you all for your preparations and information! I came away feeling prepared with the tools to venture forth into the next phase of Mouth Care Matters with intent, purpose and support.

It was a great day. And the bonus of seeing so many friends warms my heart.”

With gratitude,
Sharon Kuttler, RDH
GROWING AND NOURISHING YOUR KNOWLEDGE
AND PASSION FOR DIRECT CARE.

Thanks to all who attended and to those who made it possible!

“I have attended this conference over the past 15 years. I attribute my development as a professional and person to the classes and experience through IC. I learned to have humor. I hope this conference will be here for many years to come.”

“What I liked most was that this is a conference that offers value and worth and applause for my profession as a delightful and honorable profession.”

EDUCATION:
Attendees enjoyed great speakers on topics ranging from Substance Use Disorder, Therapy Dogs, Skin Care, Oral Care, Dietary Fiber, Grief and Stress, Dementia in Those with Intellectual Disabilities, Family Caregiving and so much more!

Thanks to Clayton County Community Collaboration Council for sharing the “Hidden in Plain Sight” interactive exhibit helping attendees identify indicators of substance abuse in the home setting.

SCHOLARSHIPS:
Ottumwa Job Corps health career students once again attend conference on scholarship with support from the Bob Sorenson Memorial and a donation by Claude Freeman.

RECOGNITION:
Donna Cheers and Sue LaPlante received the Margaret Swanson Legacy in Giving Awards for their service in caregiving.

Representative Dave Heaton and UCS Healthcare received the Iowa CareGivers From the Heart Award for their support of IC and direct care workers.

Visit our website for the full conference photo gallery.
**I-SMILE SILVER PILOT PROJECT**

**EXPANDS TO INCLUDE UNDERSERVED ADULTS IN SERVICE AREA**

I-Smile Silver is a pilot project developing community-based systems to help prevent dental disease and improve access to dental care for Iowans aged 60 and older. I-Smile Silver is administered by the Iowa Department of Public Health through contracts with Lee, Scott and Webster County Health Departments. Counties included are Calhoun, Des Moines, Hamilton, Humboldt, Lee, Pocahontas, Scott, Webster and Wright. This November, I-Smile Silver will expand its focus to include underserved adults aged 21 and older—particularly those with Medicaid Dental Wellness Plan—within the current service area (see map below).

**I-SMILE SILVER IN THE COMMUNITY**

Each of the three health departments use a dental hygienist to serve as the local I-Smile Silver coordinator. As dental hygienists, I-Smile Silver coordinators are experts in preventing dental disease and promoting oral health. Coordinators work within their communities to increase access to preventive dental care (oral screenings, fluoride, oral hygiene education) and inform and educate the community on the importance of oral health to overall health. Coordinators work with dental and medical offices to assist in referrals for dental care, link clients to a dentist and/or payment source for care, and provide training for direct caregivers and other health care professionals on oral health for their patients.

In November, coordinators will expand their focus to underserved adults—particularly those on the Dental Wellness Plan, Medicaid’s dental program for adults. Coming in November 2018, I-Smile Silver coordinators will begin expanding their current roles to include the adult population.

To learn more about the I-Smile Silver program or find your local coordinator, visit our website at [https://ismile.idph.iowa.gov/about-ismile/silver](https://ismile.idph.iowa.gov/about-ismile/silver).

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**FACTS ABOUT ORAL HEALTH FOR THOSE AGED 65+**

1 IN 5

**ADULTS AGED 65+ HAVE UNTREATED TOOTH DECAY**

46% OF AMERICANS

**65+ DO NOT HAVE DENTAL INSURANCE**

40% OF LOW INCOME SENIORS

**STRUGGLE WITH CHEWING FRUITS AND VEGETABLES DUE TO POOR ORAL HEALTH**


**Toothwisdom.org: A Good Resource on Oral Health**

Toothwisdom.org is a project of Oral Health America, a 501 (c)(3) non-profit, and serves both seniors and their caregivers by teaching about oral health in aging and by connecting individuals with affordable dental clinics.

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**SHOW YOUR PRIDE IN THE TOUGHEST JOB YOU’LL EVER LOVE**

Join a grassroots movement of those who work in the field by sharing your Toughest Job You’ll Ever Love calling cards to educate family, friends, neighbors, individuals served about your profession. Broaden awareness and increase respect. Toughest Job cards are still available, call or email our office at 515-223-2805 or information@iowacaregivers.org to order your cards!
BROADLAWNS RECEIVES RECOGNITION: 2018 IOWA JOB HONOR AWARDS

Reprinted with permission from Broadlawns About the Iowa Job Honor Awards

The Iowa Job Honor Awards celebrates Iowans who overcome barriers to employment, and the employers who hire them.

The awards were presented in partnership with the Iowa SHRM State Council (Society for Human Resource Management) at their annual statewide conference on September 27 in Coralville. Hundreds of human resource professionals from across the state were in attendance, as biographical videos recounted honoree efforts to win life-changing jobs.

A subsidiary of America’s Job Honor Awards, our mission is to rekindle hope and energize the work ethic across the nation through the celebration of a new kind of hero. Lead sponsor of the Awards is ManpowerGroup, world leader in innovative workforce solutions.

www.JobHonor.org

PREPARE TO CARE INSTRUCTOR TRAINING

Ten individuals attended the Prepare to Care Instructor Training that was conducted at Kirkwood Community College on June 25-27, 2018. Sponsoring organizations that supported these new instructors were: Southeastern Community College, Northeast Iowa Community College, Hawkeye Community College, Kirkwood Community College and Job Corps of Ottumwa. Some individuals were approved to teach only the Core Module which is a requirement for Medication Aide, while the majority were trained in Core as well other selected modules, such as, Home and Community Living, Personal Support, Instrumental Activities of Daily Living, Personal Activities of Daily Living, and Health Monitoring and Maintenance. These individuals will join a cadre of approved Prepare to Care instructors to provide training to DCPs throughout the state. Additional instructor trainings will be taking place throughout the state this fall.

AMERIGROUP RESOURCE: ACCESSIBILITY AND TRANSLATION

This summer, direct care workers told Amerigroup that they face occasional communication gaps with Medicaid members in all care settings. Amerigroup can help bridge the gaps.

For members who don’t speak English, Amerigroup offers translation help in 15 different languages. Call Member Services at 1-800-600-4441 (TTY 711) to get any of these services at no cost to you or the Medicaid member:

- Over-the-phone interpreter services
- Interpretation at doctor visits, within 24 hours’ notice
- Amerigroup’s member handbook or any other written materials in a preferred language, in braille or audio CD
- For members who are deaf or hard of hearing:
  - To call Amerigroup using a TTY relay service, call 711.
  - Amerigroup will set up and pay for members to have a person who knows sign language help them during their doctor visits, with 24 hours’ notice.

Amerigroup is committed to helping Iowans access their Medicaid benefits. These tools will help.

EMPLOYER HONOREE:

Broadlawns Medical Center
(Des Moines)
Honoree video (4:59):
https://vimeo.com/292339196

Des Moines-based Broadlawns Medical Center is located in one of the poorest neighborhoods in Central Iowa, in the heart of a diverse multi-cultural community. “We look at Broadlawns as the anchor for the North side,” says President & CEO Jody Jenner, “as an organization that can give this part of the community hope.”

To improve the health and economic vitality of the local neighborhood, Broadlawns collaborated with Urban Dreams and Central Iowa HealthWorks to launch TECH and TEACH: programs that offer training and potential employment to people with barriers including criminal convictions. “Broadlawns opened the door for me and changed the trajectory of my life,” says Saleem Hamilton, healthcare tech at Broadlawns, “It’s like the butterfly effect: many lives are affected in so many different ways.”

NOVEMBER IS NATIONAL FAMILY CAREGIVERS MONTH.
Find information and this year’s theme, “Supercharge Your Caregiving”:
http://caregiveraction.org/national-family-caregivers-month
What is the true value of the care we provide to our aging parents? Many of us have willingly honored our parents with our own time in helping shepherd them through health challenges, often leading to end-of-life transitions. But in many cases we haven’t done this alone. The direct care workforce is a critical component of the care we desire for our loved ones, yet my experience is that this important group of hard working people doesn’t get a corresponding level of support. Iowa CareGivers (IC) is an organization focused on the support of direct care workers, including training, education, fair wages, skills, and growing the talent pool as the population needing care grows - especially as a large component of our population ages. With the personal experience I’ve had engaging assistance from direct care workers for my parents’ care, my appreciation has grown for these people’s skills, knowledge, and commitment. This workforce needs a strong advocate in the face of limited access to training, education, and fair wages. I’ve asked myself what I can do to help. One of my actions has been to make a donation to IC in support of the much needed programs provided to the direct care workforce. In the face of this current and looming crisis of a growing need and a shrinking workforce, I encourage you to join me in making a donation in support of IC’s valuable programs.

WE ARE GRATEFUL!

IN MEMORY
Colleen Jolly
Di Findley
Rae Messer Reilly
Maribel and Terry Slinde
Shirley Sorenson
Margaret Manci
Shirley Bailey
Mary Nizzi
Linda and Bruce Simonton
Mary Ann Raynoha and Frances McLaughlin
Mary Ann Raynoha and Frances McLaughlin
In memory of our moms who died 20 days apart this spring, Mary Ann Raynoha and Frances McLaughlin. We bless their sweet memories.

Tom Slater
Julie and Tom McMahon
Tom was a strong advocate for direct care workers. He recognized the importance of direct care workers in a comprehensive long term support and services system, and committed his many talents and energy towards addressing the many challenges faced by direct care workers.

Connie Stevens
Pam and Bryce Biklen
Ann Black
James Fallon
Terry Fankhauser and Mike Polich
Di Findley
Becky and Wes Groff
Deanna Lehl
Julie and Tom McMahon
(In memory of Di’s beloved sister, but also in honor of Di who, as family caregiver, contributed so very much to Connie’s life, the last several months.)
Linda and Bruce Simonton
Maribel and Terry Slinde
Shirley Sorenson

Carol Van Aernam
Robert Vander Veer
Mary Ann and Bill Young
Jimmy T. Stevens
Di Findley
Princess Camryn Storbeck
Paul and Jennifer Storbeck
Jacob Addison Swearngin
Di Findley
Richard “Bob” Van Aernam
Julie and Tom McMahon
Jennie Wolnerman
Missy and Michael Wolnerman

IN HONOR
Pam Biklen
Di Findley
Shirley Sorenson
Betty and Thomas Barton

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Kathy and Joel Olah
Maribel and Terry Slinde
UCS Healthcare*
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UnityPoint Health – Des Moines*

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Deanna Lehl
Mary Greeley Medical Center*
Stephanie and Michael McLaughlin
Becky and James Miles-Polka
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North Iowa Area Community College*
Northcrest Community*
Jodi O’Donnell
Shirley Renfro
Laura Schroeder
Linda and Bruce Simonton
Shirley Sorenson
Jennifer and Paul Storbeck
Mary Jean Timp
Pat Underwood
Western Iowa Tech Community College*

For testimonies from our contributors, view our website at www.iowacaregivers.org/make-a-donation/index.php
Make a contribution by visiting our website at: http://bit.ly/2gJarUQ

*indicates program or event sponsorships
Listed are contributions from the period 1/11/2018 to 10/31/2018.

On behalf of my family and me, thank you so much for your many condolences, memorials, flowers, food, and overall support during my sister, Connie’s, illness and recent passing. She knew many of you and was one of Iowa CareGivers’ greatest promoters. She volunteered for 25 years and always said if she ever won the lottery she would give it to Iowa CareGivers. Paid in Iowa CareGivers t-shirts for her volunteer work, she proudly wore them and shared, with all, our important mission. Toward the end of her battle with breast cancer she received services from the staff at Home Instead, and in her final days from a great team of hospice nurses and aides from EveryStep. Thanks so much!

–Di Findley, Executive Director, Iowa CareGivers
Iowa CareGivers
2019 Board and Executive Committee Meeting Schedule

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All meetings are held at the Iowa CareGivers office in the conference room unless otherwise noted.

WELCOME TO NEW BOARD MEMBERS— RICK KOZIN AND KIM DOWNS

Iowa CareGivers Welcomes Rick Kozin, Retired, Polk County Health Department to the Board of Directors.

“Iowa CareGivers has an impressive track record. I am very excited to join the Board to help amplify the voices of people who are not always listened to.”

Kim Downs Returns to Iowa CareGivers Board and will serve as Secretary on the Executive Committee.

Welcome back Kim!

IC WELCOMES DONNA CHEERS TO DIRECT CARE PROFESSIONAL COUNCIL

Donna has worked in the field of direct care for more than 40 years and is a former recipient of the IC Leadership award. She has many interests and skills to share and is a great addition to our team.

IOWA CAREGIVERS (IC) TAKING APPLICATIONS FOR THE IC DIRECT CARE PROFESSIONAL COUNCIL

The Iowa CareGivers Direct Care Professional Council serves an important role for the Iowa CareGivers and the profession of direct care.

TO LEARN MORE about this opportunity, contact pam.biklen@iowacaregivers.org for an application or visit our website at www.iowacaregivers.org.

COUNCIL TERMS EXPIRE FOR 3 DIRECT CARE PROFESSIONALS

Kathy Leibold, Laura Stein, and Jeff Weinstock just completed three 3-year terms on the IC Leadership Council. Iowa CareGivers has grown because of their long-term commitments to their profession and the organization and they have grown in their professional and leadership roles. On behalf of us all at Iowa CareGivers, thank you! These individuals will be formally recognized during the 2019 statewide conference.

WHAT’S UP AT IOWA CAREGIVERS

Be looking for regular communications from Iowa CareGivers in the form of emails and postcards. We will be keeping you informed about “What’s Up at Iowa CareGivers”. If we don’t have your email, please send it to information@iowacaregivers.org, so you don’t miss out on these updates.
Make sure to visit us on the web at: www.iowacaregivers.org
and you can follow us on Facebook and Twitter

Please remember to update us if you have any name or contact information changes, so that you can continue to receive the Iowa CareGivers HUB and other program announcements. Thank you.

Iowa CareGivers does not discriminate in its educational programs and activities on the basis of race, creed, national origin, ancestry, color, religion, sex, age, disability, veteran status, sexual orientation or any other protected class under relevant state and federal laws.