

Enhancing the quality of care by providing education, recognition, advocacy and research in support of direct care workers.

Delivering information to those at the center of quality care



## Calling all Leadership Program Graduates!

It is not too late to sign up to attend our first ever statewide leadership conference especially for you. More information on [page 3](#).

### Iowa Legislators' Decisions Will Touch Your Lives! SEE HOW YOUR VOICES CAN MATTER ON:

- YOUR Educational Standards
  - YOUR Career Opportunities
  - YOUR Professional Status
- (see [page 6](#))

*"I will take any courses that will enhance my education in the Direct Care Field and my goal is to work towards those credentials."*

— **Marcelyn Churchill**  
For more, [page 6](#)



### Congratulations to "A Call to Leadership" Program Graduates, [page 2](#)



Earned Income Tax Credit May Put More Money in Your Pocket

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**Changes in 2013 Program Dates**  
Please Disregard Any Previous Program Schedules [page 4](#)

**Need Affordable Health Care?**  
**You May Benefit From Affordable Care Act!**  
**Your Voices Are Critical As The State Develops the New Health Benefits Program**

*More information on [page 8](#)*

This newsletter is made possible in part by IDPH Contract #s 5882NW23 & 5882SN02

### INSIDE:

- From the Executive Director
- Direct Care Professional Spotlight
- "A Call To Mentoring"
- Educational Standards
- Centenarians Escorted by DCPs
- From the Heart Recognition

### STAY INFORMED!

If you are interested in receiving information about educational programs, topics in direct care, and other opportunities, register **NOW** with the Iowa CareGivers. You can complete the registration form on our website at [www.iowacaregivers.org](http://www.iowacaregivers.org). You can also register by phone or request a form at 515.223.2805 or by email at [georgeanna.spagnola@iowacaregivers.org](mailto:georgeanna.spagnola@iowacaregivers.org).

## Retiring The Word “Association”

In the future we will be known as Iowa CareGivers rather than IowaCareGivers Association. Our name, now 20 years old, brings opportunities but also challenges. Considerable community input aided our decision to make the change.

### Why drop “Association” from our name?

1. People view “associations” as organizations that receive large membership dues or fees that provide all the financial support needed. That is not the case with Iowa CareGivers. We are a 501c3 nonprofit and are not supported by membership dues. We provide a valuable support to our state and communities... helping to ensure that all Iowans receive good care and support by a well-qualified direct care workforce. We rely on financial contributions from individuals, grants from corporate and private foundations, public contracts, and through program fees. The reality is that the word “Association” limits our ability to raise the funds needed to expand our programs and services.
2. Confusion! We are often confused with Iowa Health Care Association and other organizations. That confusion finds us spending a lot of time explaining who we ARE NOT rather than who we ARE!



*Di Findley, Executive Director,  
Iowa CareGivers*

### Why not make a more dramatic change in our name?

1. We gathered a great deal of input on this topic from direct care professionals, family caregivers, various organizations, and the public. We received many good ideas and suggestions. Our decision came down to this: We were told by public relations experts, fund raisers, and others that “we have 20 years of equity in our name and to give that up would be a big mistake.” It was recommended that we NOT give up that incredible name recognition, but rather do a better job of letting people know we exist and why we exist.
2. The cost of a major name change would be too costly and it could take years to re-build the name recognition we now have.

Considering the change of name was a fun and interesting process. It allowed us to see how much value we have in the name “Iowa CareGivers” and how so many in Iowa (and beyond) recognize the name and the value of the work we do.

**So.... we are now the Iowa CareGivers!** Proud of what we were and proud of what we are!

## Professional Leadership

### 14 Direct Care Professionals Graduate from Iowa CareGivers “A Call to Leadership®” Program

Many of those participating in the December 4 Leadership Program in Pella are involved in the Department of Public Health’s Direct Care Workforce Initiative pilot project. The project is testing standardized education for the direct care workforce.

The Leadership program helps direct care professionals think more broadly about leadership outside of the workplace, professionalism, and how to become a spokesperson and role model for the direct care profession.

**Congratulations to  
this great group  
of graduates!**



*Leadership Program graduates in Pella on Dec. 4, 2012*

## Please Welcome Lisa Niehoff of Huxley, Iowa

Says new Leadership Council Member, Lisa Niehoff, "I wish to become a part of a team of other professionals who devote their vast knowledge, combined with their own experiences, in service to your Leadership Council."

She also states, "I believe training and communication in all aspects of the direct care position is of extreme importance, and I consider this a top priority in keeping staff consistently professional and aware of their value." Lisa is involved in many activities that help to promote the profession of direct care. We are excited that she has chosen to use her leadership skills by joining our council.

**Thanks Lisa!** We look forward to you joining this team.



### Spotlight: Laura Stein

*Universal Worker,  
Member of the  
Iowa CareGivers  
Direct Care Professional  
Leadership Council*

**Where I work:** Southfield Wellness Community

**Recent accomplishments:** I helped at a regional meeting of the Iowa CareGivers and was honored to present one of the "From the Heart" recognitions at the Iowa CareGivers annual meeting.

**My favorite part of caregiving:** Being needed and helping others with daily activities. I always listen to them and try to help when I can.

**Something I'd like to change about the caregiving profession:** I would love to change the wages and the insurance benefits.

**How will caregiving change in the next ten years?** We will have more elderly and less caregivers. We will have more training and knowledge.

**My advice to employers about what they need to do to recruit and retain direct care workers:** Fully train new hires. Offer insurance and more pay.

**Something I'd like to accomplish:** I'd like to get my legislators to come in to my place of employment to see what we do.

**Someone I admire:** I admire not just one person, but a group, the Iowa CareGivers. I learn so much. I also admire my husband because he is very caring and stands by me in any decisions I have to make.

**Outside interests:** I love to read and just be with my family and spend time with my grand-daughter.

**About my family:** My husband, Dennis and I have 5 children, 4 boys and 1 girl. I also have 2 grand-daughters.

**My favorite vacation spot:** Florida, with my family surrounding me.

## THE LEADERSHIP LOG

### What Have Direct Care Professional Leaders Been Up To?

"I assisted with an Iowa CareGivers "A Call to Leadership" program held in Pella in December." – **Jeff Weinstock**

"I talked one on one with new co-workers about Iowa CareGivers." – **Michael Owens**

"I spoke with 5 employees at a work meeting about Iowa CareGivers." – **Kathy Leibold**

"I spoke with a class of Certified Nursing Assistant students about Iowa CareGivers and the opportunities to promote their new profession." – **Sherry Oswald**

"I participated in the State's Direct Care Worker Advisory Council meeting." – **Anthony Wells**

"I voted during the recent election." – **Vicky Garske**

"I participated in a webinar with legislators in January on behalf of the Direct Care Workforce Initiative." – **Becky Johnson**

"I distributed information about Iowa CareGivers to a few CNA classes." – **Tracy Hoveland**



**Graduates of the Iowa CareGivers Leadership Program are invited to attend our first statewide Leadership Conference.**

*"Filling Your Leadership Bucket"*

**February 28, 2013**

**8:45 a.m. to 3:30 p.m.**

Des Moines Area  
Community College,  
2006 South Ankeny Boulevard,  
Ankeny, IA - Building 7, Oak Room

**Questions,** please call Pam at  
Iowa CareGivers, 515-729-9729.

## 2013 is packed full of educational opportunities for YOU!

Here's a brief look at what is coming up from Iowa CareGivers. You can look forward to the same high quality programming as always. Watch the HUB newsletter, Iowa CareGivers Website, your email, mail, and other resources for the following programs:

- **Regional conferences are back!** In 2013, the Iowa CareGivers will be holding 4 regional conferences across the state. Look for them in April and May 2013. The regional conference will be a one day event full of programs on various topics related to direct care. Agendas are not set yet, so if you have any suggestions on what you'd like to learn, let us know.
- **"A Call to Leadership"** "A Call to Leadership" is a one day educational program that focuses on leadership outside the workplace. The focus of the program is on professionalism and leadership within the direct care profession. Participants identify ways to enhance the professional status and image of their profession, and develop various leadership and advocacy skills. Look for most of these programs in June.
- **"A Call to Mentoring"** "A Call to Mentoring" is a two-day educational program for direct care professionals to enhance peer mentoring skills as a means to help retain direct care staff. The program content focuses on the role of a peer mentor, the importance of active listening and other communication skills, and how to deal with the challenges of mentoring. There will typically be a fee for this program. See more details in Mary Ann's article on the next page.
- **NEW!** The Iowa CareGivers Direct Care Professional Leadership Council is hosting their first Leadership conference. All who have graduated from the Iowa CareGivers Leadership program are invited to attend. See page 3 for more information. There is no fee to attend.
- **Statewide Educational Conference:** We are excited to share the news that we will be at a new location for this year's annual conference. Check out the details on this page. Our statewide educational conference is typically held in the fall with over 300 from across Iowa and neighboring states in attendance. The conference provides high quality educational sessions, networking opportunities, community resources, free health and oral care screenings, and a lot of well-deserved recognition. Conference sponsors make it possible for us to keep the registration fees at a very affordable rate. Look for registration information in July. This year's theme will be announced soon, so keep your eyes and ears open, check our website often, and sign up for Facebook and Twitter notices.



### Updated dates and locations for 2013 Iowa CareGivers Programs

**Mark your calendars now.** Additional information will be provided as the programs approach. If you have any questions about these programs, please contact Pam Biklen, Program Director, Iowa CareGivers, at 515.729.9729 or pam.biklen@iowacaregivers.org.

**April 8, 2013**  
**"A Call to Leadership"**  
 Northwest Iowa  
 Community College  
 603 West Park Street  
 Sheldon, IA 51201  
 Building A, Rooms  
 116-119

**April 18, 2013**  
**Iowa CareGivers**  
**Regional Conference**  
 Northeast Iowa  
 Community College  
 Wilder Business Center  
 1625 Highway 150  
 South  
 Calmar, IA 52132

**April 23, 2013**  
**Iowa CareGivers**  
**Regional Conference**  
 Muscatine Community  
 College  
 152 Colorado Street  
 Muscatine, IA  
 Strahan Hall  
 Room 27

**April 30, 2013**  
**Iowa CareGivers**  
**Regional Conference**  
 Southwestern  
 Community College  
 1501 W Townline Rd.  
 Creston, IA 50801  
 Instructional Center  
 Room 220

**May 14, 2013**  
**Iowa CareGivers**  
**Regional Conference**  
 DMACC Carroll Campus  
 906 N. Grant Rd.  
 Carroll, IA 51401  
 Room 142

**June 11, 2013**  
**"A Call to Leadership"**  
 University of Iowa  
 Bioventures Building  
 2500 Crosspark Rd.  
 Coralville, IA 52241  
 Multipurpose Room

**June 18, 2013**  
**"A Call to Leadership"**  
 Comfort Inn and Suites  
 1200 E Baker St.  
 Mt. Pleasant, IA  
 Meeting Room

**June 25, 2013**  
**"A Call to Leadership"**  
 Southwestern  
 Community College  
 1501 W Townline Rd.  
 Creston, IA 50801  
 Instructional Center  
 Room 333



**Pam Biklen**, Program Director

*Please contact me if you have any questions related to our programs or if you would like to share ideas for programs.*

**Pam Biklen**  
**Program Director,**  
**Iowa CareGivers**  
**515-729-9729**  
**pam.biklen@**  
**iowacaregivers.org**

## NEW DATES NEW LOCATION

**Mark Your Calendars Now!** Iowa CareGivers Annual Statewide Educational Conference for Direct Care Professionals

**Monday, September 23 and Tuesday, September 24, 2013**

The Meadows Events and Conference Center  
 Prairie Meadows  
 1 Prairie Meadows Drive  
 Altoona, IA 50009

Look for theme announcement in the next newsletter.

## “A Call to Mentoring”: Are You Ready?

by Mary Ann Young, Consultant, Iowa CareGivers

“A Call to Mentoring” program that is designed for Direct Care Professionals (DCP) and employers of Direct Care Professionals is being expanded by Iowa CareGivers in 2013.

### Why is mentoring so important?

At least 15,000 direct care professionals will be needed by 2018 to meet the growing demand of workers in this profession. Plus, many health and long term care employers already experience extremely high turnover. The annual DCP turnover rate is about 60% and the estimated cost of turnover to our state was \$190 million in 2011.

### The reasons DCP’s leave the field include:

- Lack of respect for the important work they do
- Lack of benefits such as affordable health coverage
- Low wages
- Limited opportunities for advancement within the field of direct care
- The job duties are not what they expected

### Does Mentoring Work? YES!!

- Mentoring is proven to help retain staff longer
- Mentoring programs attract new workers
- Residents and clients receive more consistent care from more consistent staff
- Job satisfaction is increased through mentoring
- DCP’s learn better communication skills, professionalism, and how to work as a team through mentoring classes

**AS A DIRECT CARE PROFESSIONAL, THIS PROGRAM IS TAILORED TO “YOU”!**

### “A Call to Mentoring” Program consists of two components:

1. “A Call to Mentoring: Mentor Manager Toolkit”
2. “A Call to Mentoring: A Direct Care Professional’s Guide to Mentoring”

The “**Mentor Manager Toolkit**” is designed especially for employers of DCP’s who provide most of the hands on care and support to older Iowans and kids and adults with disabilities.

“**A Direct Care Professional’s Guide to Mentoring**” is designed for DCP’s (certified nursing assistants, home health aides, direct support professionals, patient care technicians, and hospice, rehabilitation, and medication aides.) This **two-day program** helps prepare DCP’s to become mentors at their places of employment. This program is a thoughtful presentation that uses a number of teaching strategies and tools to foster interaction.

### Who will be teaching the “Call to Mentoring” program for Direct Care Professionals?

Iowa CareGivers has hired Mary Ann Young to teach the two-day course which will be offered across the state at locations determined by the level of interest in the local areas. Mary Ann brings a wealth of expertise in public policy impacting older adults, as well as experience in education. During her thirty-four year career with the Iowa Aging network at the state and local level she developed a passion for the mission of Iowa CareGivers and has served on the Iowa CareGivers board, as well as several committees. While with the Department on Aging, she participated on numerous councils and task forces, including but not limited to, the Iowa CareGivers Association, the Governor’s Developmental Disabilities Council, the Transportation Coordinating Council, the Governor’s Conference Steering Committee, and the Aging and Disability Resource Center Advisory Council.



Mary Ann Young

### How can I enroll in the “Call to Mentoring Program” for Direct Care Professionals?

If you have an interest in this program, simply contact the Iowa CareGivers Office by:

- Calling Iowa CareGivers at 1-515-223-2805, or
- Contact Iowa CareGivers through our website at: [www.iowacaregivers.org](http://www.iowacaregivers.org)

It is the intent of Iowa CareGivers to offer this program on a regional basis across the state during 2013. Be sure to let us know if you are interested so we can begin planning the sessions. THIS PROGRAM IS DEDICATED TO YOU, THE THOUSANDS OF DCP’S WHO PROVIDE VITAL SERVICES TO INDIVIDUALS OF ALL AGES AND ABILITIES.

## Iowa Legislators Will Make Decisions That Touch Your Life!

by John Hale, Public Policy and Development Consultant

The new year brings a new session of the Iowa Legislature meeting at the Capitol in Des Moines. There are lots of newly elected legislators roaming the halls, and lots of opportunities to educate them on the important work done by members of the direct care workforce.

Where do we start this education? We start with this – *the goal to create a Board of Direct Care Professional in the Iowa Department of Public Health. The creation of the board will establish consistent educational standards for the direct care workforce, provide opportunities for you to specialize and advance in a direct care career, and have you viewed and treated as a member of a valued profession.*

Legislation is being introduced in the Iowa Legislature to meet that goal. The time to contact your legislators is **NOW!**

You can find out information about who your state senator and state representative are and how to contact them by going to this website and simply entering your city and zip code: <https://www.legis.iowa.gov/Legislators/find.aspx>.

For those without internet access, ask your town clerk or county auditor who your legislators are and how to contact them.

**What You Can Do:** 1) Contact them by e-mail or phone; 2) tell them who you are and where you are from; 3) ask them to support the direct care workforce in Iowa. Tell them about the need to improve the educational standards for those in direct care, and to give Iowans more reasons to enter and stay in the direct care workforce! 4) Listen to the Iowa Public Radio week-long series on “Being a Caregiver in Iowa” (see the links below) and then send the links to your state legislators and ask them to listen to it!!

“**Being a Caregiver in Iowa**” aired February 4 – 8 on Iowa Public Radio. It is powerful and moving!

**February 4, 2013** – <http://news.iowapublicradio.org/post/being-iowa-caregivers-direct>

Topics: 1) Iowa CareGivers Discusses Direct Care Workforce Issues and State Educational Standards 2) Lisa Davis, Certified Nursing Assistant, Discusses the Rewards and Challenges of Being a Direct Care Professional.

**February 5, 2013** – <http://news.iowapublicradio.org/post/being-iowa-caregiversautism>

Topic: Family Caring for Son with Autism

**February 6, 2013** – <http://news.iowapublicradio.org/post/being-iowa-caregivers-dementia>

Topic: Woman Diagnosed with Early Onset Dementia Receives Support From Her Husband

**February 7, 2013** – <http://news.iowapublicradio.org/post/being-iowa-caregivers-dementia>

Topic: HCI Takes You into the Life of a Hospice Nurse and Volunteer and a Family Served During the End of Life

**February 8, 2013** – <http://news.iowapublicradio.org/post/being-iowa-caregivers-home>

Topic: Iowan is Grateful for the Care He Receives in His Home

**February 8, 2013** – <http://news.iowapublicradio.org/post/being-caregiver-iowa>

Iowa Public Radio’s “**River to River**” pulls the week-long series together in their one-hour program that includes further conversation with several of those who appeared in the “Being a Caregiver in Iowa” are interviewed.



**John Hale**, Public Policy and Development Consultant

**YOUR VOICES ARE SO IMPORTANT!**

## Education Standards

### Direct Care Professional (DCP) Perspective on Core Training: Moving Toward Educational Standards

When I became a Direct Care Professional (DCP) 6 years ago I received the training given to us at that time.

I am very thankful for having the opportunity to serve on the Leadership team and to help develop new training standards for the DCP’S and to make it a career.

I have had the opportunity to participate in the Personal and Home Care Aide State Training Grant (PHCAST) pilot program, led by the Department of Public Health, and have completed the Core-Home and Community Living (HCL) and the IADL- Instrumental Activities of Daily Living.

I feel this was very educational and was glad to have received this training. I felt it was very helpful with the care given to clients. It is great to be a part of an elderly client, to give them companionship and to help with their daily living so they can remain in their homes. The HCL and IADL gave me that opportunity. I will take any courses that will enhance my education in the Direct Care Field and my goal is to work towards those credentials.

Sincerely,  
**Marcelyn Churchill from Live A Better Life and Home Instead Senior Care of Des Moines.**

*Home Instead Senior Care of Des Moines is participating in the Department of Public Health’s Personal and Home Care Assistant State Training Grant (PHCAST) project. The 3 year project is developing and testing statewide educational standards for direct care professionals across all care and support settings. To learn more about the project contact Erin Drinnin, Project Manager, Direct Care Workforce Initiative, Iowa Department of Public Health at 515.281.3166 or erin.drinnin@idph.iowa.gov*



## What Is A Tax Credit Anyway?

A tax credit is an opportunity each year during tax time that will give you a refund when you file your taxes or cut down the amount of taxes you pay in the first place.

Receiving a tax credit can mean additional money to start a savings account, pay for car repairs, purchase a new computer for your family or pay off a credit card or other debt.

The following credits are available for working families:

Tax Credits For Working Families	
FEDERAL	IOWA
Earned Income Tax Credit	Iowa Earned Income Credit
Child and Dependent Care Credit	Iowa Child Dependent Care Credit
Child Tax Credit	

## It All Adds Up!©

### An Earned Income Tax Credit Can Put Hundreds of Dollars in Your Pocket!

Below is a screen shot of a page from the It All Adds Up!© Earned Income Tax Credit Online Toolkit. The toolkit provides basic information that is easy to understand and includes a listing of Volunteer Income Tax Assistance (VITA) sites where you can go for FREE tax preparation. Different VITA sites may set different income guidelines to be eligible for FREE tax preparation. Just ask!

*While the toolkit is designed for those who work in direct care and their employers, it is also suitable for anyone who may be eligible for the Earned Income Tax Credit. View the toolkit at [www.iowacaregivers.org/addsup](http://www.iowacaregivers.org/addsup).*

## Inside the Toolkit:

- First of All, What Is a Tax Credit?
- Are You Eligible for a FEDERAL Tax Credit?
- Are You Eligible for an Iowa Earned Income Credit?
- Get Your Taxes Done for Free
- Checklist of Items to Take When Getting Taxes Prepared
- List of Volunteer Income Tax Assistance (VITA) Sites in Iowa
- Avoid "RAPID REFUND" Trap!
- Make the Most of Your Refund
- Resources for Individuals
- Resources for Employers
- Contacts



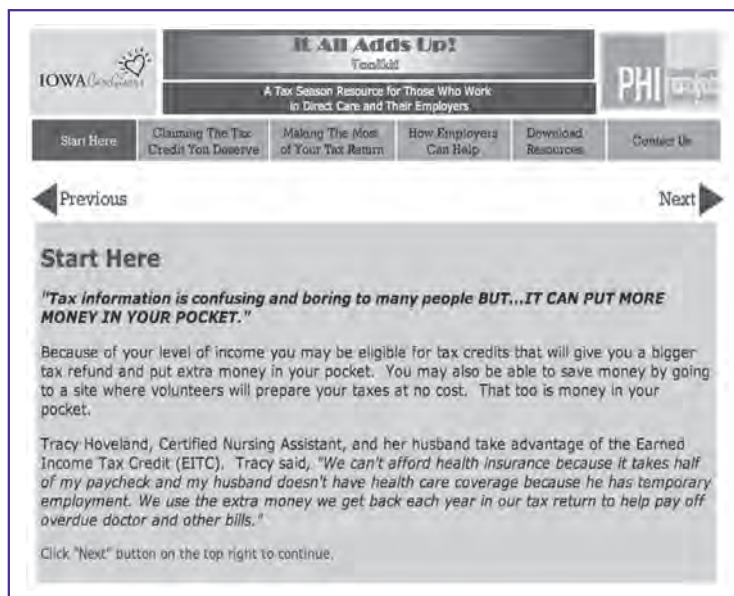
## If You Have Questions Regarding Your Taxes

Call 2-1-1. Available 24/7. **ISED Ventures:** [www.isedventures.org](http://www.isedventures.org) or 515-283-0940.

*It All Adds Up is made possible by support from Northwest Area Foundation, Mid Iowa Health Foundation and in partnership with Upper Midwest Public Health Training Center and the PHI Earn, Keep, Save MORE campaign. Special thanks, too, to ISED Ventures for their assistance in its development.*

**If you earned \$50,000 or less in 2012, you may be eligible for FREE tax preparation at one of United Way's eight VITA sites across central Iowa.**

Call 2-1-1 for locations and hours. It's convenient, accurate, no-stress and **FREE**.



**Questions About "It All Adds Up" Online Toolkit** or how to get a hard copy of the toolkit, please call 515-223-2805 or download at [www.iowacaregivers.org/addsup](http://www.iowacaregivers.org/addsup).



## FROM THE *Heart* 2012 Recipients in Review

**Senator Pam Jochum** for her continued commitment to the direct care workforce by leading efforts in the legislature. For understanding the importance of this workforce and how important the Iowa CareGivers is to the efforts to give this workforce the respect, the training, the pay and benefits, and the career opportunities they deserve.



*Senator Pam Jochum*

## Reaching 100 Years Old — Something to Celebrate

Direct Care Professionals scurried to welcome, escort, and honor Iowans who reached the 100 year old milestone during a celebration hosted by Governor Terry E. Branstad, Lt. Governor Kim Reynolds, the Iowa Department on Aging in October.



*Pictured Left to Right: Lisa Davis (Luther Park), Rianne Veenstra (Home Instead), Lin Salasberry (Iowa CareGivers), guest of honor Clea Perkovich and Clea's personal home care assistant, Brenda Roberts. Not pictured Marcelyn Churchill (Home Instead).*



*Pictured Left to Right: Guest of honor Clea Perkovich and Certified Nursing Assistant, Matt Clevenger.*

## Advocacy

### Your Voices on Health Care Reform Are Critical!

**Participate in a Survey** to Help Make Sure That The New Health Benefits Program Will Truly Serve Those Who Need It!!

You will have the opportunity to participate in a survey to help plan for the start of the new law. The University of Iowa Public Policy Center and College of Public Health will be doing an online survey to find out your preferences for things like:

1. How to purchase the insurance,
2. Where to go to receive the best information, etc.

They would like you to be one of the groups to complete the survey since many of you do not get insurance from your employer or can't afford what may be offered through your employer. YOU may benefit from the new law. This information learned from you through this survey will be provided to the Iowa Department of Public Health as they get ready for this insurance coverage to begin in 2014. Please look for an email about this survey later this spring.

For those without an email address on file with us, a link to the survey will also be published in the next issue of the Hub newsletter.

## Direct Care Professionals Gather to Thank Senator Pam Jochum

The gathering to honor Senator Pam Jochum was a heartfelt experience. After the presentation, I appreciated having the opportunity to share some social conversation with Senator Jochum and get to know her better through listening to the thoughts and ideas she shared.

As I walked to my car I recall thinking that it is a "sad" fact that many Direct Care Professionals do not feel they are valued by the state and much of society for who they are and what they do. Those in direct care, like me, want to be recognized as professional and be paid for what they are worth; to receive the benefits they deserve and need so they can simply afford to remain in direct care, a profession they love, and make a living in today's economy.

Then I recall thinking ... it really is a "joyous" fact that Senator Pam Jochum supports the creation of a Board of Direct Care Professionals to strengthen the direct care workforce in Iowa. I am pleased that as an elected official she knows the value of those in direct care and holds them in high regard. Senator Pam Jochum really knows that we provide care and support for many vulnerable people in Iowa that need it or may some day require it. She really supports having an educated workforce that has good credentials to perform quality direct care.

Although brief, I'm glad for having attended. In our social conversation time, Senator Jochum did stress the importance of having as many direct care workers as possible contact their legislators and let them know they are aware, they are listening and following the direction of this direct care initiative.

**Fran Mancl,**  
*Certified Nursing Assistant*



## Margaret Swanson Iowa CareGivers Fund



**Tom Carpenter,**  
Treasurer, Board of  
Directors, Iowa CareGivers

Iowa CareGivers, throughout its history, has been largely dependent on contract income, both government and some private entities. With the establishment of the Margaret Swanson Iowa CareGivers Fund at the Community Foundation of Greater Des Moines, the organization desires to work toward a more financially secure future. That can be achieved with contributions such as Margaret's which can be set aside to supplement the other funding of the organization.

It is clear that the long term needs of Iowa CareGivers will require more private funding. The Board is committed to working on such efforts and gifts for the longer term to be added to the Margaret Swanson Iowa CareGivers Fund or to establish a similar fund for the benefit of the organization will work toward the long term financial security of Iowa CareGivers. If you are interested in pursuing such a gifting opportunity, visit with Di Findley, executive director or a board member and we will help accomplish your wishes.

**by Tom Carpenter, Treasurer,  
Board of Directors, Iowa CareGivers**



**Margaret Swanson**

The Iowa CareGivers was blessed by Margaret Swanson. She cared deeply about those who provide direct care because her life was touched when her daughter, Chris, received direct care following a tragic car accident that left her in a coma for many years. Sadly, Chris never recovered. But because of that personal experience, Margaret saw the importance of Iowa CareGivers. She gave her time, ideas and money to support its important work.

Margaret remembered the Iowa CareGivers in her will. A special fund named for Margaret was established at the Community Foundation of Greater Des Moines, and we are so grateful for her gift.

If your life has been touched by someone who works in direct care, consider a contribution to the Margaret Swanson Iowa CareGivers Fund. Your support will help to ensure that all older Iowans and persons with disabilities receive good and compassionate care! And it will also keep Margaret's legacy alive.

### Please Consider a Gift to the Iowa CareGivers

Show your support for the work we do on behalf of aging Iowans, Iowans with disabilities, their families, and the paid direct caregivers that support them. Your contribution will support 1) high quality educational programs that increase the knowledge and skills of paid direct caregivers; and 2) advocacy that impacts policies that a) ensure the safety and well-being of you and your loved ones and b) encourage Iowans to become paid direct caregivers and make it a career.

#### Here's how you can help:

##### Make a financial contribution.

YES I WILL. Make checks payable to Iowa CareGivers or contribute online at [www.iowacaregivers.org](http://www.iowacaregivers.org)

Amount of Contribution \$ \_\_\_\_\_

YES I WILL. Please contact me about considering a larger gift in my will or estate plan.

My contribution is:  In Honor of  In Memory of  
Full name of Honoree or Memorial:

\_\_\_\_\_

Mailing Address of Honoree or Family of Memorial:

\_\_\_\_\_  
\_\_\_\_\_

Name \_\_\_\_\_

Complete Home Mailing Address

\_\_\_\_\_

City, State, Zip \_\_\_\_\_

County \_\_\_\_\_

Phone (home) \_\_\_\_\_ Phone (work) \_\_\_\_\_

Phone (cell) \_\_\_\_\_

Email Address \_\_\_\_\_

(Emails are not shared with others.)

Please keep my contribution anonymous.

Your contribution may be tax deductible as prescribed by law.  
Donors will be listed in the Iowa CareGivers Annual Report  
unless otherwise instructed.

**A Heartfelt thank you to all of the following for your generous support and special contributions.**

**In Memory**

**Gus Nelson**

*Lori SchraderBachar*

**Donna Neville**

*Louise DeWitt*

*Nancy Grandquist Fields*

*Di Findley*

*Sharon Gee*

*Becky and Wes Groff*

*Mr. and Mrs. David Lawnsdail*

*Charlotte Nelson*

*Mr. Harvey Siegelman*

*Mr. J.E. and Mrs. R.W. Spencer*

**Jimmy T. Stevens**

*Connie Stevens*

*Di Findley*

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*\*Listed are contributions from the period 10/1/2012 to 1/17/2013*

**THANK YOU TELLIGEN FOR  
PROVIDING PRINTING OF THE  
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CONFERENCE FLYERS.**

## A Message from New Board Chair

I am proud and excited to serve as the new Chair of the Iowa CareGivers Board of Directors. It's 2013, and we have some extraordinary challenges ahead, but I am lucky to follow wonderful leaders such as Betty Grandquist, her board and our Iowa CareGivers Direct Care Professional Leadership Council. They, along with our incredible staff and all who have served the organization over the last 20 years have put us in a position to turn challenges into opportunities.

I am confident that the staff, board, council, consultants, and volunteers have the drive and the skills to work hand in hand to advance the quality of care and support for individuals with disabilities and older Iowans *by providing education, recognition, advocacy and research in support of those who work in direct care.*

Together, let's move our 2013 Public Policy Agenda, programs, services, and the caregiving profession forward!

— **Maribel Slinde, Board Chair**

## Iowa CareGivers 2013 Executive Committee



**Maribel Slinde,**  
Chair



**Anne Kinzel,**  
Vice Chair



**Kim Downs,**  
Secretary



**Tom Carpenter,**  
Treasurer

## Iowa CareGivers Board of Directors 2013 Meetings

All meetings will be held at the Iowa CareGivers Office Conference Room, unless noted otherwise.

**All meetings will begin at 3:30 p.m.**

Board Meeting (Full Board)	January 16, 2013
Executive Committee Meeting	March 27, 2013
Board Meeting	April 17, 2013
Executive Committee Meeting	June 26, 2013
Board Meeting	July 17, 2013
Executive Committee Meeting	September 25, 2013
Board Meeting/Annual Meeting	Oct/Nov 2013 TBD
Executive Committee Meeting	December 18, 2013

## Resources

### VA Caregiver Support Program

If you are a caregiver of a Veteran, let the VA Caregiver Support Program help you. To learn more, visit [www.caregiver.va.gov](http://www.caregiver.va.gov) or call the VA Caregiver Support Line, **1-855-260-3274** toll free.

### A Conversation on Spirituality and Cancer April 22, 2013

Raccoon River Park Lodge | West Des Moines  
1:00 - 4:30 pm — Workshop | 5:30 - 7:00 pm — Keynote Address with Dinner  
Call **Katie Jones**, Iowa Cancer Consortium 319.467.4568 for more information.

## Iowa CareGivers Board of Directors 2013

Maribel Slinde, Chair  
Anne Kinzel, Vice Chair  
Kim Downs, Secretary  
Tom Carpenter, Treasurer

Nancy Anderson  
Dr. Robert Denson  
Howard Hammond  
Colleen Jolly  
Deanna Lehl  
Charlotte Nelson  
Mary Oliver

### Advisors

Betty Grandquist  
Ivan Lyddon  
Shirley Sorenson

## Iowa CareGivers Direct Care Professional Leadership Council Members

Leslie Hayenga-Adams  
Renee Bernier  
Carla Cole  
Vicky Garske  
Tracy Hoveland  
Becky Johnson  
Kathy Leibold  
Lisa Niehoff  
Sherry Oswald  
Michael Owens  
Valerie Oxenford  
Laura Stein  
Jeffrey Weinstock  
Anthony Wells

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Contributing Editor

Di Findley  
Executive Director

Lin Salasberry  
Direct Care Professional Outreach Coordinator

Georgeanna Spagnola  
Data Management Associate

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Mary Ann Young,  
Consultant

## Iowa CareGivers

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Website: [www.iowacaregivers.org](http://www.iowacaregivers.org)

## From Our Readers

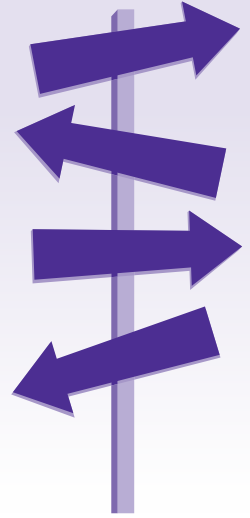
*I wanted to shoot you an email thanking you so very much for the opportunity to be a part of such an amazing organization. ICA has been an inspiration to the students at Job Corps, and to me. The feeling of support I get from being a member, and the information received from your website and newsletter help me truly feel like a Direct Care Professional, even if I am still just a student. Thank you from the bottom of my heart.*

– Adam Gruwell, Ottumwa

## Inspiration

***Do not follow where the path may lead. Go instead where there is no path and leave a trail.***

**Harold R. McAlindon**  
(also attributed Ralph Waldo Emerson, Muriel Strode, and others)



**Make sure to visit us on the web at: [www.iowacaregivers.org](http://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.*

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