

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

2018
CONFERENCE

**SAVE
THE
DATE!**

JUNE 4 AND 5, 2018
CULTIVATING
CAREGIVERS



See page 6 for details

CAREGIVERS ARE WORTH THEIR WEIGHT IN GOLD!

See page 9 for more

IOWA DENTAL HYGIENISTS' ASSOCIATION PROVIDES CONTRIBUTION TO IOWA CAREGIVERS

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TAKING APPLICATIONS FOR THE IOWA CAREGIVERS DIRECT CARE PROFESSIONAL COUNCIL

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14 MORE MOUTH CARE MATTERS INSTRUCTORS JOIN THE TEAM

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IOWA CAREGIVERS (IC) DIRECT CARE PROFESSIONAL (DCP) COUNCIL

ANNOUNCES 2018 ISSUE PRIORITIES

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To reduce printing and postage costs, the HUB will be delivered electronically only to employers and other stakeholders. If you need a hard copy of the HUB, contact us. Those in direct care will receive mailed copies.

INSIDE:

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- Dry Mouth
- Mouth Care Matters Highlights
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- Toughest Job You'll Ever Love
- Substance Use Disorder
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- Board and Council News
- 25th Anniversary Highlights
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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 #5888NW02

Iowa CareGivers (IC) Direct Care Professional (DCP) Council ANNOUNCES 2018 ISSUE PRIORITIES

We are members of the Iowa CareGivers (IC) Direct Care Professional (DCP) Council. We review the IC issue priorities every year before they go to the Board for approval. They value our input to make sure our policies are in the best interest of those of us who work in the field of direct care and the many lowans we serve. On behalf of the Iowa CareGivers (IC) Board of Directors, Advisors, staff, consultants, and our Council, we are happy to share our [2018 Issue Priorities](#).

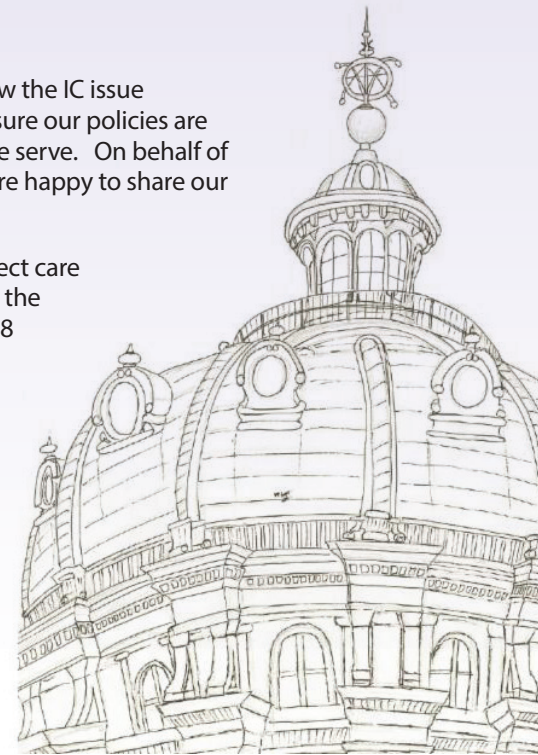
Our jobs are sometimes tough but we love what we do and the lowans we serve. But the direct care workforce crisis is taking its toll on us and many others working in the field. It's also affecting the people we serve. We can't meet their needs if our needs aren't also met. We support the 2018 issue priorities because they address our need for: 1) more standardized education that will follow us wherever we go; 2) a wage high enough that we and others can afford to work in the field; and 3) a state database system that will keep track of our credentials.

When these issues are addressed, it will make it easier to find and keep people in our field. We plan to contact our state legislators and ask them to support the priorities, and we hope you will, too. Please contact the IC office if you need more information on how you can help. Thank You!

Members of the Iowa CareGivers' Direct Care Professional Council

Our Simple Ask of You: Send a handwritten note or email to your two state legislators and ask them to place a high priority on direct care and family caregiver issues.

Find Your Legislators: www.legis.iowa.gov/legislators/find



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. They provide a voice to discussions, promote events that are important to peers, network in a variety of settings, and help at conference. They keep us rooted in our mission and make sure we are serving the needs of direct care workers and those served. For a list of current council members, see page 11.

Iowa CareGivers is currently looking for those working in direct care from across the state and a variety of settings to serve on the council. If you or someone you know has a passion for the profession of direct care and a commitment to developing your leadership skills and taking on new roles, this opportunity may be for you! If you are interested in a position on the council, please contact pam.biklen@iowacaregivers.org for an application or visit our website at http://www.iowacaregivers.org/about_us/direct_care_professional_leadership_council.php. We will be taking applications through December 2018.

Council members and past leadership graduates will be given the opportunity to preview a pilot training of a new leadership module on the evening of June 3, 2018 (the evening before conference). Space may be limited.

IOWA'S IMPACT

<http://bit.ly/2BddQHp>



Iowa's Work in Addressing Direct Care Workforce Issues Gets National Attention

PHI, a national leading authority on the direct care workforce, releases a case study that describes how Iowa's leaders are addressing the direct care workforce crisis through incremental systemic changes. PHI National Case Study, [click here](#).

Special Thanks to Contributors

Amidst the workforce, budgetary, and legislative challenges, our donors went above and beyond this year. Thanks so much. Please visit page 10 or the donor page of our website to learn more.

Good News... Bad News! CNA “8 HOUR WORK RULE”

By Julie McMahon, Consultant, Iowa CareGivers

After years of working to address the barriers encountered by Certified Nurse Aides (CNAs) as far as work requirements, Iowa CareGivers wants to share some **Good News** about the “8-hour work rule”. The federal government released new guidelines on the CNA work requirements in June and they became effective November 28, 2017. The new guidelines go a long way in improving what has been a barrier for Iowa’s CNAs to remain active on the nurse aide registry while employed in settings other than nursing homes.

GOOD NEWS:

What the federal government says about the “8-hour work rule”: New Guidelines Would Not Limit Where You Could Provide the Care/Services!

If documentation verifies that a CNA performed nursing or nursing-related services for monetary compensation (including providing assistance with activities of daily living (ADL) care) for at least one documented day during the previous 24 months, he/she is not required to take a new nurse aide training and competency evaluation program or a new competency evaluation program (NATCEP/CEP). It is not required that these services be provided in a nursing home setting so long as the CNA was performing nursing or nursing-related services including assisting with ADLs.

BAD NEWS:

What state government says about the “8-hour work rule”: State’s Interpretation of New Federal Guidelines Does Not Go Far Enough in Removing Barriers to CNAs and Their Employers!

The Iowa Department of Inspections and Appeals (DIA/State) interprets the guidelines as applying to four employment types, (Certified Hospitals, Home Health Agencies, Hospice Programs, and Ambulatory Surgical Centers). CNAs employed in places other than these four employment types will need to continue asking DIA for consideration of employment in other employment types as meeting the qualifications to maintain active status on the nurse aide registry; thus, continuing to create an unneeded barrier to CNAs and employers.

WHAT DO THE CHANGES MEAN TO YOU?

Q: I am a CNA and have active status on the Iowa Nurse Aide Registry. I started working for a home health agency 18 months ago. Should I have any concerns about remaining active on the Iowa Nurse Aide Registry?

A: If you are working in a federally-certified Hospital, Home Health Agency, Hospice Program, or Ambulatory Surgical Center, your employer will be able to report your employment to the Department. The Department will accept those reports of employment without review of duties or schedules. The Department is no longer looking at 8 consecutive hours. You will keep your active status on the Nurse Aide Registry.



Julie McMahon

Q: I am a CNA who has been employed by a federally-certified home health agency for the past six years averaging 30 hours of direct care for which I receive compensation. I’ve been told I no longer have active status on the Nurse Aide Registry. How do I get back on the Registry?

A: To regain your active status on the registry, you will need to take the CNA test again. That is the only way to move from inactive to active status. Once active, going forward, you will be able to maintain active status by your employer reporting employment.

Q: I am a CNA who has been employed by a homemaker-home health aide program for the past seven years. The agency is not certified but some of my hours each week are with a hospice program which is certified. My average week includes a minimum of 28 hours of direct care for which I receive compensation. How can I find out if I am still active on the Iowa Nurse Registry? If I’m inactive, how do I regain my active status?

A: Most likely, you don’t have active status on the Nurse Aide Registry. You or your employer can check with the Nurse Aide Registry by emailing DCW@dia.iowa.gov or calling the Iowa DCW Registry at 1-515-281-4077. To establish active status on the registry, any CNA that is currently inactive on the registry would need to retest to become active. That is the only way to move from inactive to active status. Once you retest and become active on the Registry, your employer will need to ask or petition the Department of Inspections and Appeals at least every 24 months to maintain your active status. There isn’t a sample petition or form but documentation submitted should include assignment of services you provide (job description) and average number of hours or percentage of time you perform these services during a time frame. The Department will evaluate the work your employer reports as proof for keeping your active status on the registry. These determinations will continue to be made on a case-by-case basis.

Iowa CareGivers believes access to home and community services is a critical component of a comprehensive long-term services and support (LTSS) system in Iowa. Direct care workers performing “nursing or nursing-related services including assisting with activities of daily living (ADLs)” are essential to a strong LTSS system in Iowa. Any regulations and/or interpretation of regulations that creates a barrier for direct care workers to maintain active status on the Nurse Aide Registry has a significant impact on the LTSS system and Iowans in need of their services.

Iowa CareGivers will continue to urge the Iowa Department of Inspections and Appeals to broaden their interpretation of the federal guidelines.

THERE IS NO HEALTH WITHOUT GOOD ORAL HEALTH*

By Carol Van Aernam, RDH, BA

Dry Mouth: (Xerostomia)

Never change a care plan or offer mints, gum or treatment mentioned in this article without first checking with your direct supervisor, person served, or family caregiver who is making decisions for the person you are serving.

Question: Why is a dry mouth important?

Answer: Without enough saliva in your mouth you have difficulty speaking or trouble tasting, chewing and swallowing. You have an increased risk of getting tooth decay, gum disease, mouth sores, thrush, and difficulty in wearing dentures.

Question: What causes a dry mouth?

Answer: The side effects of over 400 medications, both prescription and over the counter drugs. Side effects of certain diseases and infections including Alzheimer's disease, diabetes, anemia, rheumatoid arthritis, hypertension, Parkinson's disease, cancer and stroke.

Question: What are the symptoms of a dry mouth?

Answer: If they are not producing enough saliva you may notice the person served experiences a dry or sticky feeling in the mouth, frequent thirst, a burning or tingling sensation in the mouth and especially on the tongue. They may also have hoarseness, dry nasal passages or sore throat, bad breath and problems wearing their dentures.

Question: What can be done about a dry mouth?

Answer: Treatment will depend on what is causing the problem. If it is caused by medication, check with your supervisor who can refer to their physician to see if the physician can adjust their medication. An artificial saliva product may help keep the mouth moist. There are several mouth rinses, sprays, and mints that are available over the counter.

Question: What can you do to help the person you serve?

Answer: If approved, some of the following may help: offering water or sugarless drinks often and at meal time; suggesting they avoid drinks with caffeine such as coffee, tea, and some sodas; chewing gum or sucking on sugarless hard candy to stimulate saliva flow, but important to ensure there is no risk of choking; recommending they avoid tobacco, alcohol, spicy and salty foods which can cause pain in a dry mouth; suggesting the use of a humidifier at night.

Question: What should I do if the problem continues?

Answer: Refer to your direct supervisor or family caregiver depending upon the setting in which you work.

DAILY ORAL CARE EQUALS INFECTION CONTROL.

*Surgeon General, Report on Oral Health, 2000



Carol Van Aernam
RDH, BA Registered
Dental Hygienist

Carol is a regular contributor to the HUB during the Mouth Care Matters Project

Nursing and Other Staff Find Mouth Care Matters (MCM) Class Beneficial

Based upon recommendations from providers, Iowa CareGivers has piloted a Mouth Care Matters (MCM) program for nurses and supervisory staff.

A program was held in fall 2017, hosted by Senior Housing Management Corporation and made possible by a partnership and funding through Central Iowa Works.

When asked what changes they would make in their personal work activities to address the delivery of oral care, responses included:

- Discuss oral care with all residents themselves
- Notify families of poor oral hygiene
- Start being proactive in oral care
- Oral assessment/delegations
- Education, role-playing
- Staff training, reminders

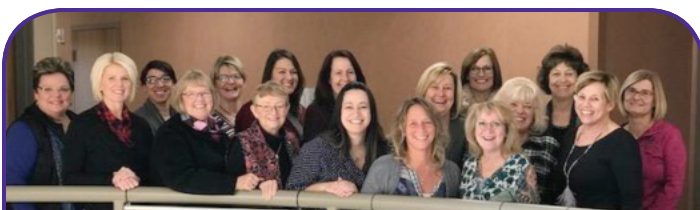
100% said the program was excellent or very good

100% said the training enhanced their knowledge about the link between oral health and one's overall health and well-being.

100% said the training better prepared them to support other staff under their supervision and/or co-workers in providing good oral care.

SPECIAL THANKS to Mary Kelly and Carol Van Aernam, Mouth Care Matters Instructors and to Iowa Valley Community College for Providing Nursing CEUs, and Central Iowa Works for their financial support.

Check our website for a full photo gallery: www.iowacaregivers.org



14 More Mouth Care Matters Instructors Join the Team

CONGRATULATIONS GRADUATES!

Windy Ayres, Ankeny	Nadia Kouri, Coralville
Carla Beem, Cedar Rapids	Danielle Luhring, Waverly
Laura Diebold, Cedar Rapids	Kirstin Marchese, Cedar Falls
Becke Dorenbush, Clear Lake	Robin McNeil, North Liberty
Carole Ferch, Davenport	Deb Milke, Cedar Rapids
Peggy Funk, Mason City	Gayla Moore, Ames
Lisa Hebl, Iowa City	Brenda Platz, Solon

[Click here](#) to view the full photo gallery from the training.

100% were satisfied with the training

100% 100% rated the quality of the adult learning and oral health curriculums as excellent

"I am so grateful that I was given the opportunity to attend the Mouth Care Matters instructors training course in Ankeny. It most definitely exceeded my expectations! I anticipated that I would learn the curriculum for the Mouth Care Matters course but this training also included valuable information on how to teach adults. Now that I have been given knowledge on how adults learn it will be very beneficial not only in teaching MCM but in my current role as an I-Smile Silver Coordinator. The instructors were amazing and very easy to follow!"

– **Carole Ferch**, RDH, I-Smile Silver Coordinator, Scott County Health Department

Carol will be teaching her first class at Eastern Iowa Community College in Davenport on September 18.

Special thanks to Dr. Anita Stineman, Carol Van Aernam, and Mary Ann Young for teaching and hosting the class. Thanks to the University of Iowa College of Dentistry for their sponsorship and to Des Moines Area Community College for donating the meeting space. None of this would be possible without the support of Delta Dental of Iowa Foundation and the Lifelong Smiles Coalition.

Invitation to Health and LTSS Employers

Share Your Workforce Ideas, Challenges, and Solutions

Join us in a lively solutions-focused discussion on building a stable direct care workforce of the future at one of the following Regional Listening Sessions.

Audience: For Health and Long Term Services and Supports (LTSS) Employers (administrators, directors, supervisors, human resources, education directors, etc.) who

employ certified nurse aides, home health/care aides, direct support professionals, nonmedical companions, hospice aides, adult day care workers, homemakers, and others in the direct care field. Hosting community college representatives are also invited to participate.

APRIL 4, 2018: Southwestern Community College-Red Oak Center, Red Oak, IA

APRIL 24, 2018: Eastern Iowa Community College-West Davenport Center, Davenport, IA

Watch your email and our website for more details.



8 Graduate from Iowa CareGivers Mentor Instructor Training

Instructors Robin Martin, Virginia Gay Hospital and Bev Riege, Kirkwood Community College (both Iowa CareGivers consultants), hosted a Mentor Instructor Training at Kirkwood Community College. The program prepares staff development, supervisors, human resource, and other lead staff to return to their organizations and provide the Iowa CareGivers "A Call to Mentoring" training for direct care staff. Mentoring has been proven, time and again, to help retain staff. To learn more about "A Call to Mentoring," call Mary Ann Young at 515-223-2805.

Kudos to the Following Graduates and Organizations: Kathryn Mesch; Heather Elammari; Amanda Recker; Carla Matt; Hannah Waters; Makenzie Miller; Julie Merritts; Voniqua Campbell. The following organizations were represented: Ottumwa Job Corps, Hiawatha Care Center, and Solon Retirement Village.



Mentor Instructor Graduates with Instructor Robin Martin, back row/far right



Mentor Instructor Graduates with Instructor Bev Riege, back row/far left

Make sure to save **JUNE 4 & 5, 2018** for the **Iowa CareGivers Conference.** **CULTIVATING CAREGIVERS**

Prepare to open your hearts and minds to new ideas, information and tools to become the best caregiver you can be! Participating in this conference will help you grow and nourish your passion for direct care.

We'll be:

- Planting seeds of knowledge through workshops
- Nurturing your well-being through oral and health screenings
- Adding fertilizer for your growth through networking
- Pulling out the weeds of burnout
- Providing sunshine through motivational speakers
- Reaping rewards at the recognition program, and
- Going home with a bountiful harvest to share!

Dress casual or in your best gardening attire!

Look for the full agenda and conference brochure this spring.

Those interested in sponsoring or exhibiting at conference can email pam.biklen@iowacaregivers.org with your interest. We'll send out more information on how to sign up for these opportunities in early 2018.



Learning More About Substance Use Disorder

By **Ann Appleseth**, On behalf of *UCS Healthcare*

As direct care workers in Iowa, you may witness how the stigma of substance use disorder, including opioid/heroin addiction, can affect a person in need of treatment. Here are a few common words used in the treatment of substance use disorder.

What is stigma? A stigma is a negative belief about a person because of real or perceived health status. Stigma can result in rejection or avoidance of a person and may prevent individuals from seeking treatment.

What is treatment? Each individual person should have an assessment with an accredited treatment provider to determine what type of treatment is needed. This may consist of individual or group therapy, medication assisted treatment, psychotherapy or other specialized treatments.

What is medication assisted treatment (MAT)? As defined by [SAMSHA](#), MAT is "the use of medications with counseling and behavioral therapies to treat substance use disorders and prevent opioid overdose."

For more information about substance use disorder treatment, visit the website of [UCS Healthcare](#).

A Substance Use Disorder Program Will Be Presented at the 2018 Iowa CareGivers Conference.



Rachel Pfeifer
President, IDHA

CONTRIBUTORS STEP UP TO FUND MOUTH CARE MATTERS CLASS IN DAVENPORT

We commend the Iowa Dental Hygienists' Association (IDHA) for their financial support, and for their role in recruiting an excellent team of hygienists who have become Mouth Care Matters (MCM) instructors and thank them for their support.

Learn more at: www.iowadha.com

These two contributions will make possible another Mouth Care Matters class, scheduled for September 18, 2018 in Davenport, IA.

**Eastern Iowa Community College
West Davenport Center
2950 N Fairmount St.
Davenport, IA 52804**

Please watch our website for more details.



Mary Ann Young

Mary Ann Young's commitment to MCM is unwavering. As Manager of the Mouth Care Matters project, she has immersed herself into the project, building relationships, and promoting the program. We extend a heartfelt thank you to Mary Ann, her husband, Bill, and sister, Karen, for their generous donation in memory of their parents, Maizie and Max Hollander, and we extend our condolences for the recent loss of their father. Thank you!!

YOUR AREA AGENCY ON AGING

By Kay Vanags, Family Caregiver Specialist

A Resource for You and the Individuals and Families You Serve

As a valuable partner in caring of older adults and persons with a disability, the AAAs thank the direct care workers for all that you do and hope that we can be a resource for you or your clients.

If you are old enough to remember when President Johnson was in office, you might remember that in 1965, he signed the Older American's Act. That was the first official act that began support for a range of home and community-based services, such as congregate and home-delivered meals and other nutrition programs, in-home services, transportation, legal services, elder abuse prevention and caregivers support for individuals sixty years of age and older. This single act provided financial support to all 50 states to make these services available and affordable.

Forty-five years ago, Aging Resources of Central Iowa and other Area Agencies on Aging (AAA) were established in Iowa to serve older adults in all 99 counties. For almost half a century, the AAAs in Iowa have aided older adults in living independently in the home of their choice by either directly providing these core services or by funding existing providers. The Older American's Act enables these essential services to be accessible as well as affordable.

All of the 6 Area Agencies on Aging in Iowa provide similar support to people 60 years old and older by assessing their needs and suggesting appropriate services. Finding answers to the many questions that arise is critical in aging well. Each AAA can also provide care coordination/ case management for older adults that need multiple supports. Calling an AAA has been the first call for millions of older adults as they experience changes in their lives and want to stay in their homes.

In 2001 the Family Caregiver Program was added to the array of Older American's Act services to support invaluable family members that care for older adults or younger people with any type of disability. Family Caregiver Specialists talk with spouses, adult children, neighbors or anyone that may be looking for answers on how to support their "family" member. The goal of this program is to connect caregivers to resources, educate them about appropriate programs, listen to the struggles that most caregivers experience and in some cases fund respite or services that support the caregiver.

Five years ago, all of the AAAs were designated as Aging and Disability Resource Center. Statewide this program is called LifeLong Links. Our services expanded to include anyone 18 years and older who has any type of disability. We are now a place to begin finding out what services, supports and programs are available for this younger population to enable and encourage them to remain independent. Each AAA has Options Counselors that can work with all clients to explore service options that might be needed now or in the future.

The most recent addition to all the AAA's services is an Elder Abuse Prevention and Awareness Program. Specially trained staff are available to provide information to individuals and communities in an effort to raise awareness about the elder abuse issues. If people have concerns about an older adult, the specialists can discuss available options.

If you have made it to the bottom of this article, you might be surprised at all the services that the AAAs provide. Here we are...45 years of service to the State of Iowa and still going strong! If you are not sure which AAA is your local center, please call LifeLong Links at 1-866-468-7887.



Kay Vanags
Family Caregiver Specialist



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!

Iowa Nursing Facility Staff Turnover Summary Report 2012 - 2015

<http://bit.ly/2EboarX>



Iowa Workforce Survey 2016:

For information on wages, compensation, vacancies and more.

[Click here to view the workforce survey.](#)



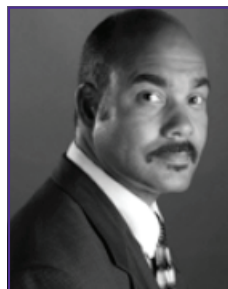
MEET YOUR 2018 IOWA CAREGIVERS BOARD EXECUTIVE COMMITTEE



Anne Kinzel
Chair



Deanna Lehl
Vice-Chair



Jerry Jenkins, Jr.
Treasurer



Becky Pryor
Secretary

Farewell and Thank You to the Following:

Terms have ended for the following Board and Council Members:

- Nancy Anderson**
- Renee Bernier**
- Tom Carpenter**
- Rob Denson**
- Vicky Garske**
- Tracy Hoveland**
- Charlotte Nelson**
- Maribel Slinde**
- Anthony Wells**

We are so grateful for their service. Their commitment will continue as advisors.

Down to Earth Strategic Planning

Iowa CareGivers Board, Advisors, and Council members, staff, and consultants rolled up their sleeves and “dug in” to plan a “Down to Earth” and impactful future for Iowa CareGivers and the Iowans it serves!



Deanna Lehl, Elisabeth Buck, Shirley Sorenson, Jim Miles Polka, members of the Iowa CareGivers Board of Directors



(Seated) Renee Bernier, Anthony Wells, Tracy Hoveland; members of the Iowa CareGivers Direct Care Professional Council joined by Board Member and Facilitator for the Day, Jim Knoepfler

Date	Meeting
March 28, 2018	Executive Committee Meeting
April 18, 2018	Board of Directors Meeting
June 27, 2018	Executive Committee Meeting
July 18, 2018	Board of Directors Meeting
September 26, 2018	Executive Committee Meeting
October 17, 2018	Annual Meeting (Tentative)
December 12, 2018	Executive Committee Meeting



Ann Black pictured with her mother, Mary Ann Baker

Welcome to New Volunteer — Ann Black

As a re-careering communicator with a passion for caregiving and aging issues, I am honored to be joining the extraordinary volunteers on the Iowa CareGivers team.

I retired at the end of July 2017 from AARP Iowa where I had served as Associate State Director of Communications since the state office opened in 2001. Working at AARP with my staff colleagues, volunteers and partners, including Iowa CareGivers, was one of the highlights of my 40+ year career.

Before joining AARP, I worked in news, media relations, marketing communications and public relations for corporations and ad agencies in Dallas, Miami, San Francisco and Des Moines. I grew up in Burlington, Iowa, and went to Southern Methodist University in Dallas to study Journalism and English. I started my career as a reporter for the Dallas Morning News. In 1994, my husband and I moved back to Iowa to raise our daughter and assist in caregiving for my mother.

Thank you to Betty Grandquist, Mary Ann Young and Di Findley for inviting me to get involved with Iowa CareGivers. [Of course, when you go to lunch with the three of them and they ask if you'll help, there is only one answer – yes!] I'm looking forward to contributing my time and talents to help advance the mission of this organization that is so vital to the health and well-being of Iowa families.

CAREGIVERS ARE WORTH THEIR WEIGHT IN GOLD!

Just for Fun! See what your weight in gold is:



<http://onlygold.com/Info/Value-Your-Weight-In-Gold.asp>



**Former Lt. Governor
Sally Pederson**

Paid and family caregivers touch our lives in so many ways every day. We often hear, "they are worth their weight in gold," but what does that really mean? If your life has been touched by a paid or family caregiver; or if you or those you love have experienced, first-hand, the value of a caregiver ... you know they are "priceless". We invite you to make a financial contribution to help ensure that we can meet the growing demand for caregivers by ensuring that they have the education, skills, tools, resources, and overall support they need to provide the best service possible.

Sincerely,
Ivan and Marian Lyddon
Former Lt. Governor
Sally Pederson



**Ivan & Marian
Lyddon**



Margaret Swanson

Margaret Swanson, a long-time community activist and philanthropist, started an endowment fund for Iowa CareGivers upon her passing. A portion of the proceeds from the sale of her beloved family lake cottage paved the way for others to help ensure the future of Iowa CareGivers' programs and services... initiatives that assist important and successful programs and services for caregivers. Margaret experienced first-hand the importance of those who work in direct care when her daughter, Chris, was left in a coma following a head-on car collision, an accident which eventually took Chris' life. Margaret's unwavering appreciation of those in direct care lives on through the Iowa CareGivers Endowment. We are grateful that Margaret's daughters Jeannie and Martha continue to support us and their mother's vision.

Please consider a contribution or learn more about the new IC Endowment. For more information: please visit our website at <http://www.iowacaregivers.org/make-a-donation/index.php#>.

ON THE 25TH ANNIVERSARY: REFLECTIONS OF A DIRECT CARE PROFESSIONAL

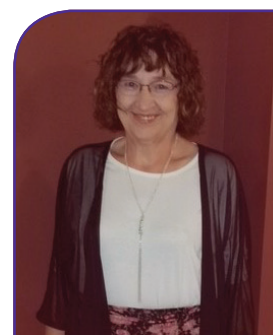
I came to Iowa CareGivers as a recent empty nester and soon fell in love. Iowa CareGivers really cares about the work we do every day.

At our Annual Conference, we are given so many tools to perform our jobs more professionally. At Leadership Training we learned to become an advocate for our profession. Following leadership training I joined the Leadership Council. Many unique opportunities followed: We went to the Capitol and talked to our local legislators about our issues. And on to Washington, DC and Orlando, we learned that our problems in rural Iowa were nationwide. Many Best Practices were learned and shared that we could use at home.

Through our tenacity, the Governor named a Task Force to address Direct Care Worker issues. I was one of three DCW's named to this Task Force for the first time in Iowa's history.

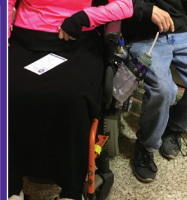
I truly believe without IC I wouldn't still be working as a DCW for 32 years. Thank You for all you do for Iowa's caregivers!

Thankfully,
Diane Frerichs



**IOWA CAREGIVERS
REACHED 25-YEAR
MILESTONE! THANKS FOR
HELPING US CELEBRATE!**

See the full photo gallery: www.iowacaregivers.org



A Heartfelt THANK YOU to all for their generous support through tax deductible contributions, event sponsorships, and partnerships.

IN MEMORY

Cathy

Mary and Don McLaughlin (In memory of my sister, Cathy, who needed round the clock care from March 30 – August 5, when she passed away from brain cancer.)

Peggy Bierma

Nancy and Stephen Anderson

Ev Brightman

Carol Van Aernam

Charles Shannon Edwards

Betty Grandquist

Gary C. Edwards

Julie and Tom McMahon (In recognition of the care and support provided to Gary by direct care workers at Shepherd of the Valley Health Care Center in Casper.)

Lucille Gayle

Carl McPherson (My mother spent her life being a caregiver.)

Roger Lee Hayenga

Leslie Ann Hayenga Adams (My dad was a great supporter of my participation with Iowa CareGivers and especially proud of my work in healthcare. Let this donation honor his life and those who cared for him.)

Max and Maizie Hollander

Mary Ann and Bill Young, Karen Bush

Kathy Kriegler

Anne Kinzel and Lou Cathcart (Kathy was a wonderful person taken from this earth too soon. Caregivers helped her passage through hospice.)

Louis Lex

Julie and Tom McMahon (In memory of Louis Lex who received such great care at Accura Healthcare in Ames, and who, along with his wife, Louise, really contributed to "making America great.")

Jeanette Lyon

Debra Koenig (In honor of my mother and the wonderful CNAs that cared for her during her final months.)

Margaret Mancl

*Shirley Bailey
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Ed Nichols

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Robert C. Olsen

Julie and Tom McMahon (In memory of my cousin, Robert C. Olsen, who knew and cared about direct care workers in his family, his career, and more recently as someone who received care and services. We thank those who made such a difference in his life.)

L.H. Rembold

Susan Hyland

Jimmy T. Stevens

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Connie Stevens*

Margaret B. Swanson

Mara Swanson (My mother knew first-hand the value of caregivers. This organization was very dear to her heart.)

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Annual Gift

- Education (Supports programs that increase knowledge and skills of direct care workers and other caregivers, empowerment programs, recruitment campaigns, relationship-building with family caregivers.)
- Statewide campaign to honor those in direct care
- Greatest need

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- I would like to learn more about the Iowa CareGivers Endowment to help sustain future impact and success

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You can either complete this form here or go to our website at www.iowacaregivers.org/make-a-donation/index.php

THE LEADERSHIP LOG

The Iowa CareGivers Direct Care Professional Council serves an important role for the Iowa CareGivers and the profession of direct care. They provide a voice to discussions, promote events that are important to peers, network in a variety of settings, and do all of this above and beyond their busy work schedules. For a list of council members, see page 11. There are also opportunities for other leaders within the direct care profession to step in and serve in leadership roles and activities. Here are a few of the activities that both council and other direct care leaders have participated in:

I am advocating on behalf of my persons served in regards to changes in health care coverage.

I am creating opportunities to advocate on behalf of direct care with my legislators.

I am recruiting individuals into the direct care profession by sharing my story.

I staffed an exhibit at the Hospice Conference on behalf of Iowa CareGivers.

I am creating activities to make our work environment more positive.

I am educating others about the benefits of the Prepare to Care programs.



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.

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