

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



IOWA CAREGIVERS 2015 CONFERENCE

Ready to Take a Journey?

2015 Iowa CareGivers Annual Conference Theme and Dates Announced

(See page 8 for details)

TAKE CONTROL OF YOUR CAREER...



...and Be Among First in Iowa to Take State's New "Prepare to Care" Training... Online Training FREE 'Til June 30, 2015 (see page 4)

RETREAT TO RENEW YOUR PASSION

for "Toughest Job You'll Ever Love" A retreat for graduates of Iowa CareGivers leadership program and a guest fellow direct care worker (See page 7 for more information)

CNA GIVES THE ULTIMATE GIFT...

(See full story on page 10)



DIRECT CARE WORKFORCE | 2020

Iowa Needs to Fill 20,000 NEW Direct Care Positions by 2020. Who's going to fill the gap? What will direct care look like? How will we meet the care and support needs of Iowans? Join us for a discussion. (See page 7 for more.)

Regional Listening Sessions For In Home, Public Health, Community Based, and Hospice Employers.



Fran Mancl, Certified Nursing Assistant

BE A VOICE FOR POSITIVE CHANGE

"We need to take action based on our experience in direct care and what we know. Be a voice that is professional, positive, and potent with genuine concern for change where needed. Basically, be not afraid to tell our personal stories. I learned it can make a difference."

Fran Mancl, CNA (More on page 6)

NO HEALTH WITHOUT ORAL HEALTH*

Learn more about the importance of denture care. (Page 5)

INSIDE:

- Staff Turnover, Good or Bad?
- Support Iowa Health Workforce Center
- Prepare to Care Core Training
- Guiding Light: Sandi Koll
- Free Online Tax Credit Toolkit
- Financial Fitness Challenge
- Skills2Compete Coalition

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

Receive up-to-date information about educational programs, direct care news, and other opportunities! Sign Up NOW with Iowa CareGivers. 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.

Snippets from Di

Question: Is Direct Care Staff Turnover Good or Bad?

Answer: The simple answer...it depends on who you ask. In practical terms high staff turnover contributes to short-staffing, staff not showing up, and inconsistent care.

If I were an Iowan who was aging (and I am) or had a disability and needed assistance in order to live independently, it could mean: I can't get out of bed, get dressed, take a shower, go to the toilet, get a drink or nourishment; brush my teeth; or get to my job, doctor's appointment, or school.

If I were an Iowan living in a nursing home, it could mean: my call light isn't answered; I soil my clothing or bed because there isn't anyone to take me to the toilet; I may go without a bath or oral health care for days; health conditions go undetected and treated; I develop bedsores; and generally go unnoticed.

If I were working in the field of direct care, it could mean: I have to pick up the slack, work double shifts; or get called in on my scheduled day off causing me to miss important events or appointments. It means I am at greater risk of injuring myself on the job and suffering from high stress levels. It also means that when I leave at the end of the day I don't feel very good about the quality of care I provided to those who depended on me.

If I were a director of nursing or a supervisor, it could mean: I have no time to provide or manage care because I spend most of my time hiring and orienting new staff.

If I were an administrator or owner it could mean: high costs associated with recruiting, hiring, and orienting new staff; fines imposed by the state for poor quality; and a damaged business reputation.

We often hear references to "good turnover". And while I've not yet heard a "good" definition of "good turnover," some employers explain that "good turnover" is when one retires, leaves due to the physical nature of the work or an injury, or moves to a different town or state. In some cases they further their education to become a licensed nurse or other health professional. And that is good because we need more nurses and other health professionals, too. These are all valid reasons for leaving although I'm not sure I would refer to all of these instances as "good turnover". Consider this:

If those who work in direct care:

- ✓ Could specialize in oral health or other areas that don't require as much lifting and risk for injury, some might postpone retirement and stay in the field longer;
- ✓ Could make a "good wage" some who go on to nursing, social work, or other caring professions might remain in direct care where they find the work rewarding.

And so....TURNOVER is TURNOVER. Good or bad it comes with a hefty price.



Di Findley, Executive Director,
Iowa CareGivers

NOTE: It is important to point out that measuring staff turnover is no easy task. According to the Iowa Department of Human Services, the average annual turnover of CNAs in Iowans' nursing homes is about 60%. And according to the Department of Public Health's Direct Care Workforce Initiative, the average annual turnover of those who work in all direct care settings is also approximately 60%. That only tells us that 6 in 10 leave their jobs every year. We don't know where they go once they leave. Some leave the field entirely and some just move to another care provider. A survey of inactive CNAs on the state's Direct Care Worker Registry was conducted several years ago. And while the economy, job opportunities, and other factors may have changed since that time, the findings are still worth noting. Review those findings at <http://www.iowacaregivers.org/uploads/pdf/combinedrpt03.pdf>

Health Workforce Center Will Ensure Workforce to Meet Future Demands!

Iowa CareGivers policy priority for the 2015 legislative session is to establish an Iowa Health Workforce Center within the Iowa Department of Public Health (IDPH).



*Julie Mason McMahon,
Iowa CareGivers
Consultant*

JOIN US IN SHARING OUR MESSAGE: ACCESS TO CARE AND SUPPORTIVE SERVICES IS MORE THAN HAVING INSURANCE. ACCESS TO CARE ISN'T POSSIBLE WITHOUT A STABLE HEALTH AND LONG TERM CARE WORKFORCE!!

BACKGROUND: Multiple initiatives have studied the health and long-term care workforce. A common recommendation has been to establish an Iowa Health Workforce Center as a central coordinating point for all health and long-term care workforce initiatives, avoiding duplication of efforts. There needs to be a “home” established within IDPH that focuses on solutions already identified. It is now time to apply the recommendations.

Keeping a stable, talented workforce and creating a Culture of Care in Iowa requires a “vision,” a plan, and a sustained commitment by both public and private sectors. **This would be a primary role of the Center, working in partnership with all of us who share a common vision.**

TO FIND OUT HOW YOU CAN HELP, contact Julie McMahon at mcmahon_ia@mac.com or 515.321.6921, or Di Findley at di.findley@iowacaregivers.org or 515.249-0138

Skills2Compete Coalition Supports Economic Security for Those in Direct Care

by *Elisabeth Buck, Chief Community Impact Officer, United Way of Central Iowa*



“...industry standards and compensation of these workers do not reflect their critical roles”

The Iowa Skills2Compete Coalition is a statewide partnership of Iowa’s business, community, education, legislative and workforce development leaders that serve as an organized voice for “skills” at the State’s Capitol. Annually the Coalition develops recommendations for state policies that grow Iowa’s economy by investing in its workforce.

In 2015, one of its recommendations is to create the Iowa Health Workforce Center by funding the center’s work in developing better statewide training and industry standards for the state’s direct care workforce.

In many of Iowan families most vulnerable moments, direct care workers are there, providing physical and emotional support. And yet industry standards and compensation of these workers do not reflect their critical roles.

Investing in the Iowa Health Workforce Center would help support the direct care workforce to work toward better statewide training and standards. The field of direct care

workers needs to be professionalized. Furthermore, the patients, older Iowans, and people with disabilities needing the services of a direct care worker deserve the help of a professional, highly-trained worker. This Center would:

- Continue promotion and delivery of the “Prepare to Care” training for direct care workers
- Develop curriculum for specialty training in oral care, autism, mental health, dementia and other areas
- Advance and expand existing recruitment and retention initiatives
- Continue data collection and evaluation of these programs
- Monitor data on the supply and demand of the health and long term care workforce
- Develop strategies to improve the pay of direct care workers

It is time that direct care workers—pillars of emotional and physical support for the most vulnerable—can finally get the economic security they have long earned through their work.



Prepare to Care

Iowa's Direct Care and Support Curriculum

Prepare to Care

by Dr. Anita Stineman, University of Iowa School of Nursing

STATE'S NEW ONLINE CORE TRAINING FREE UNTIL JUNE 30, 2015 — BE AMONG THE FIRST DIRECT CARE WORKERS IN IOWA TO COMPLETE TRAINING

Complete the Core and Qualify to Take First State Recognized Specialty in Oral Health Care!!!

Want to take control of your career, strengthen your resume, and develop knowledge, skills, and attitudes that will help you provide the highest level of care? Or maybe you are looking for some continuing education opportunities.

If so, *Prepare to Care* modules are for you! Each module has been designed to help you develop a specific set of skills – you get to decide which module fits your interests and learning needs best. The modules are: Home and Community Living, Personal Support, Instrumental Activities of Daily Living, Personal Activities of Daily Living and Health Monitoring and Maintenance. These can be taken as a single module, or a combination!

The only requirement to taking the above listed modules is the completion of the six-hour Core Module. Core is used as a building block for all of the other modules. You can access the Core module by checking with your employer to see if they have trained instructors, or check with your local community college. **Or you can simply enroll on your own.**

The "Core Training" is currently being offered for **free** online through June 30, 2015. This is a great way to see what the "Prepare to Care" program is about. The course is for those who are new to the field of direct care and those currently in the field. You can enroll in the "Core Training" by visiting: <http://directcare.training-source.org/>

Additional information about the Core module, the link for connecting to it and all of the other Prepare to Care offerings can be found at: <http://iowapreparetocare.com> or www.iowacaregivers.org

"I've been a Certified Nursing Assistant (CNA) for 21 years, but there was so much knowledge I gained about Direct Support Professionals (DSPs) that I didn't know. I took the "Prepare to Care" class online. I would recommend "Prepare to Care" to any Direct Care/Support Professional." — **Brigett DeVos, CNA**

MOUTH CARE MATTERS An Oral Health Training for Direct Care Workers

by Mary Ann Young,
Iowa CareGivers
Consultant



Mary Ann Young,
Iowa CareGivers
Consultant

COMPLETE THE FREE 6 HOUR ONLINE PREPARE TO CARE CORE TRAINING BEFORE JUNE 30, 2015 TO QUALIFY FOR THIS ORAL HEALTH TRAINING
(Central Iowa Only At This Time)

Mouth Care Matters (MCM) will develop and test an Oral Health Specialty Training for those in direct care. The Oral Health Specialty Training will become the first state recognized specialty under the State's new Prepare to Care program. This training will increase access to and improve oral health care of older Iowans who are homebound or living in nursing homes, improving their overall health, comfort, and dignity.

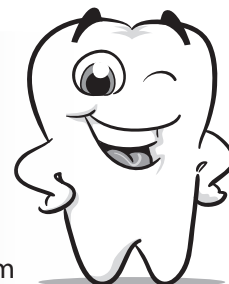
Potential benefits of Oral Health Specialty Training include:

- Keeping consumers and clients healthier overall
- Providing much needed expertise for the direct care workforce
- Ensuring staff are safe and knowledgeable while performing duties
- Providing training on managing difficult behaviors during oral care, as well as on oral implants and equipment
- Increasing efficiency and easing time constraints for those providing direct care
- Reducing turnover by providing specialized, sought-after expertise
- Making oral health a priority (Continued on page 5)

Mouth Care Matters (MCM) is an initiative of the Lifelong Smiles Coalition supported by the Delta Dental of Iowa Foundation.

For more information:

Mary Ann Young,
Consultant, Iowa CareGivers
515-360-7003
email: whink1234@mchsi.com



DAILY ORAL CARE = INFECTION CONTROL

THERE IS NO HEALTH WITHOUT ORAL HEALTH*

by Carol Van Aernam, RDH, BA



Carol Van Aernam
RDH, BA

Registered Dental Hygienist
Bachelor of Arts Degree
from the University
of Iowa



*Surgeon General,
Report on Oral
Health, 2000

DENTURES: Removable replacements for all missing teeth.

PARTIALS: Removable replacements for several missing teeth, some teeth present.

Question: Why do dentures/partial have to be removed for at least 4 hours every night or day?

Answer:

- To give the tissues a rest and prevent sores, infection and bad breath.
- Remove food, debris and germs from the mouth.
- Reduce the risk for Aspiration Pneumonia.

Question: Are you supposed to use a toothbrush or just soak them in a cleaner?

Answer:

- Use a denture brush or toothbrush to clean the dentures/partial
- Soaking is not a substitute for brushing

Question: Can regular toothpaste be used to clean dentures/partial?

Answer:

- No, it can scratch the surface of the dentures/partial.
- Use Denture Toothpaste, hand soap or mild liquid dish soap.

Question: Do dentures/partial have to be soaked when not in the mouth?

Answer:

Yes. It helps to keep their shape.

Question: What can be used to soak dentures/partial?

Answer:

- Commercial denture cleaners
- Fresh clean water, not hot water.

••• Mouth Care Matters •••

Oral Health Education for Direct Care Professionals

(Continued from page 4)

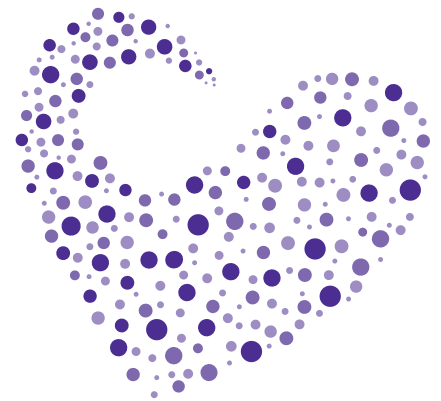
Mouth Care Matters To Be Available in Central Iowa

The Oral Health Specialty Training can be taken by those who work in direct care and have already completed the Prepare to Care Core training, which is available free of charge both online and in-person through June 30, 2015.

The Oral Health Specialty Training will be available starting Fall 2015 in the Des Moines Area Community College (DMACC) region. The DMACC region includes all or major portions of Audubon, Boone, Carroll, Dallas, Guthrie, Jasper, Madison, Marion, Polk, Story and Warren counties and minor parts of 11 adjacent counties.

Learn more about Oral Health Specialty Training for Direct Care Professionals at: <http://www.iowapreparetocare.com>

For more information: Mary Ann Young, Consultant, Iowa CareGivers • **Phone:** 515-360-7003 • **Email:** whink1234@mchsi.com



This project is funded by Delta Dental of Iowa Foundation, Mid-Iowa Health Foundation, and an Iowa Department of Public Health and Centers for Disease Control and Prevention Cooperative Agreement (#DP13-1307).

Be a Voice for Positive Change

by Fran Mancl, Certified Nursing Assistant



Fran Mancl,
Certified Nursing Assistant

“I felt insecure and intimidated, even gripped with uncertainty and hesitation about speaking up but....”

State lawmakers, Senator Pam Jochum, and Representatives Nancy Dunkel and Chuck Isenhardt, and then Representative-elect, Abby Finkenauer talked with seniors and staff at Stonehill Franciscan Services in Dubuque and engaged in a discussion on issues surrounding the senior-care health industry.

As a Certified Nursing Assistant (CNA) at Stonehill, I immediately made plans to participate and take part in the discussion. In many respects, before the legislative forum began, I felt insecure and intimidated, even gripped with uncertainty and hesitation about speaking up. But in my heart, as an Ambassador for the Direct Care Workforce Initiative, and being a direct care professional personally committed to supporting all direct care professionals and those they serve, I took several deep breaths and delivered my message and asked my questions.

**See page 12 for
the Leadership
Log of Activities.**

MY MESSAGE WAS SIMPLE. I gave my credentials in terms of knowledge and experience in direct care. I then told the legislators and those present that I just wanted them to hear again how the direct care worker shortage and the high turnover rate deeply impact on me, my co-workers, and direct care professionals throughout much of Iowa. I shared how the impact creates stress because I don't have a supportive work environment to meet the needs and demands for quality care and service without a stable, consistent staff of direct care co-workers to share the workload and meet all the needed services of care.

Further, I indicated the need and value of having educational opportunities and standards for the direct care workforce, and to receive a just compensation for what that workforce does. Both of these would make for a more stable workforce that is competent/skilled and of good character and trustworthy. The direct care workforce needs to receive compensation that applauds direct care as a valued professional career and one in which a direct care professional can make a living.

MORE IMPORTANTLY, I reminded them that both intensive and extensive work has been done over the years and multiple recommendations have been made. More meetings, committees, commissions, and further pilot projects on direct care issues aren't needed as much as some immediate action steps.

If I learned anything from the experience, it's that we need to go beyond studying the direct care issues and being informed. We need to take a stand, speak out, communicate and talk with others; especially those in a position to take action that will bring about change. We need to take action based on our experience in direct care and what we know. Be a voice that is professional, positive, and potent with genuine concern for change where needed. Basically, be not afraid to tell our personal stories. I learned it can make a difference.

I thank the legislators and others who were present for genuinely listening and responding in a supportive manner to the issues surrounding direct care. It is my hope that because I shared my story and delivered my message, they will make direct care issues a priority during the 2015 state legislative session.



The Toughest Job You'll Ever Love

A retreat to reawaken your passion and shape the future of direct care. For those who have completed the Iowa CareGivers "A Call to Leadership" Program

RENEW PASSION • NETWORK • LEARN • SHARE IDEAS • HAVE FUN!

Save one of the following dates:

- June 23 at Hawkeye Community College, Waterloo, IA
- June 30 at Iowa Central Community College, Fort Dodge

If you are a graduate of the "A Call to Leadership" program and are interested in attending, let us know! Please call 515-223-2805 or email bailey.phares@iowacaregivers.org if you'd like to attend.

In the spring, you will receive more detailed information in the mail, as well as instructions on how to register for this retreat!

Made possible in part by Iowa Department of Public Health contract #5885SN02.



DIRECT CARE WORKFORCE | 2020

Regional Listening Sessions For In-Home, Public Health, Community Based, and Hospice Employers

Your voice is key in building and maintaining the direct care workforce of the future.

Join your colleagues in a discussion and learning session to:

- Align the direct care workforce with the changing population and needs.
- Compete in an environment where recruitment and retention of direct care staff are difficult, but essential to meeting the care and support needs of Iowans.



Audience: Home Care, Public Health, and Hospice employers, administrators, directors, and supervisors; Community College representatives; IowaWORKS Centers; local Boards of Health and other policymakers.

Please plan to attend one of the "Regional Listening Sessions" below:

- **MAY 7, 2015** — North Iowa Area Community College, Mason City, Iowa
- **MAY 14, 2015** — Des Moines Area Community College, Ankeny Campus, Ankeny, Iowa
- **MAY 21, 2015** — Des Moines Area Community College, Carroll Campus, Carroll, Iowa
- **JUNE 4, 2015** — Northeast Iowa Community College, Dubuque, Iowa
- **JUNE 18, 2015** — Indian Hills Community College, Ottumwa, Iowa

An agenda and further details will be sent in the spring.

Made possible in part by Iowa Department of Public Health contract #5885SN02

Iowa CareGivers is proud to partner with these community colleges.



Sandi Koll, Volunteer: Lighting the Way

by Di Findley, Executive Director, Iowa CareGivers

“Longest serving volunteer helped plan first conference”

Over 20 years ago, the Iowa CareGivers held its first educational conference for those who work in direct care. I recruited a small planning committee made up of a couple of friends. Sandi Koll was one of those individuals. We had no money to promote the conference. Speakers donated their time. We had no “paid” staff to process registrations, and Des Moines Area Community College donated the meeting space.

I sat anxiously in our donated office space at Iowa Health Foundation, with my tapping fingers inches away from a tiny princess phone that rested on a huge executive desk that Dr. Tom Walz from the University of Iowa School of Social Work had refinished and donated. I waited....and waited...yep....and waited some more... knowing that hundreds and maybe even millions of direct care workers would soon be calling to register. Sandi and I stressed over what we would do if so many people came that the meeting space would be too small. That didn't happen, of course, but ohhh...these are the things that dreams are made of. Every day the last week or two before conference, Sandi called asking, “how many people do we have registered”, to which I replied...“counting you and me...two!” She never lost hope which restored my hope and in the end when about 30 people attended, she considered it a success and cause for celebration.

Sandi has served on the conference planning committee and hasn't missed a conference since. When asked why she volunteers for Iowa CareGivers she said, “It's FUN!” I love the last committee meeting just before conference when we (committee) all get together and put packets together. It's always so much fun!”

Today Sandi is joined by our Program Director, Pam Biklen, and a committee of highly talented and committed volunteers from various walks of life. Last year nearly 350 registered for conference.

This year's conference, “Passport to Direct Care” is August 24 and 25, 2015, at Prairie Meadows—The Meadows Events and Conference Center. Mark Your Calendars Now!

Guiding Light

Light is a form of energy that makes vision possible. This is experienced when a light, fire, or candle makes it possible for us to see an object in the darkness. What a perfect way to describe our volunteers. They share the Iowa CareGivers vision that all Iowans receive good care and support when and where they need it...by serving the needs of those who provide most of that care...the direct care workforce.

Passport to Direct Care

August 24 and 25, 2015

Prairie Meadows—The Meadows Events and Conference Center

Every day is an adventure for those of you who work in direct care! You may experience many unexpected challenges, but direct care provides you an opportunity to explore and discover what a wonderful journey you are on, especially being a part of the lives of those you serve.

This year's conference will provide you an all-inclusive package of support, information, education, networking, and fun. You will receive a guided tour through a specially designed itinerary of workshops and motivational sessions for those who work in direct care. Your passport will also grant you access to many exhibits and community resources. If you'd like, we also offer special health and oral health screenings as a part of your tour package.

Watch our website, www.iowacaregivers.org and the mail for more information.





When direct care workers have been asked “What’s So Special About the Iowa CareGivers?” a common response has been... “Iowa CareGivers has our backs!”

We know that when we’ve got your backs that you can do what is important to you...provide the best care and support to the lowans you serve. You’ve counted on us. Can we count on you? You can help support the Iowa CareGivers by making a “Got Your Back” contribution.

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

A HEARTFELT THANK YOU to all of the following for your generous support through tax deductible contributions, event sponsorships, and project partnerships.

In Honor

Of all of Iowa’s direct care workers

Tom and Julie McMahon

Dotty and Ellen Babas

Kathy and Joel Olah

In Memory

Jimmy T. Stevens

Connie Stevens

Jacob Swearngin

Shirley Renfro

Partners & Donors Contributing \$1,000 and Above

Anonymous Donor

Partners & Donors Contributing Up to \$999

Nancy and Stephen Anderson

Tom Carpenter

Rob and Pat Denson

Kim Downs

Connie Hadden

Howard Hammond

Colleen D. and Robert W. Jolly

Anne Kinzel and Lou Cathcart

Sandi Koll

Deanna Lehl

Ivan and Marian Lyddon

Debi Meyers

Charlotte Nelson

Maribel and Terry Slinde

Shirley Sorenson

Listed are contributions from the period 11/14/2014 to 1/28/2015.

YES, COUNT ME IN FOR A “GOT YOUR BACK” CONTRIBUTION

Name _____

Complete Home Mailing Address

City, State, Zip _____

County _____

Phone (home) _____

Phone (work) _____

Please keep my contribution anonymous

Phone (cell) _____

Email Address _____
(Emails are not shared with others.)

Gift amount \$ _____

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

Mailing Address of Honoree or Family of Memorial:

FINANCIAL FITNESS CHALLENGE

by Denise LaBuda, Financial Fitness Group

ARE MONEY SKILLS REALLY IMPORTANT? THE SHORT ANSWER IS YES!

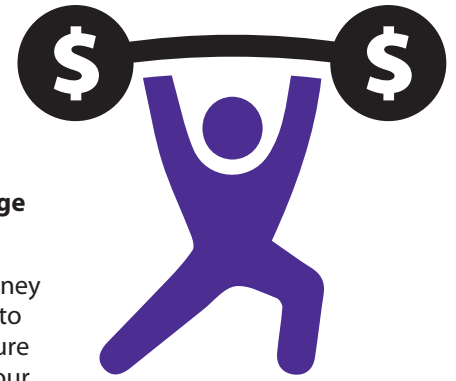
We live in a world today in which each of us has a responsibility to **learn about** and **manage** our money so we can build security for our families and ourselves.

However, by almost any measure, Americans score a failing grade when tested on their money behaviors, attitudes and knowledge. Workers at all income levels struggle in their abilities to manage money, make investment decisions, improve their credit, and build savings for future needs like retirement. And to top it all off, financial stress impacts our health, our job, and our long-term financial stability. *Many of these problems can be solved by learning more about how to make informed financial decisions.*

To get more information about the Financial Fitness Challenge, a FREE online financial training program for those who work in direct care, or to learn how to sign up visit the Iowa CareGivers website at http://www.iowacaregivers.org/education/financial_fitness_program.php or www.financialfitnesschallenge.com

SIGN UP TODAY for the Financial Fitness Challenge that begins February 2015! You can start the program anytime until March 20!

The Financial Fitness Challenge is brought to you by the Iowa Insurance Division in partnership with the Investor Protection Institute, the Financial Fitness Group, and Iowa CareGivers. For More Information, Contact: Mary Ann Young, Consultant, Iowa CareGivers at information@iowacaregivers.org or by phone at 515-223-2805.



CNA Gives Ultimate Gift: A Kidney to Husband of 30 Years

by Lori Krabbe, Certified Nursing Assistant (CNA)

My husband, Ken, and I are high school sweethearts. We just celebrated our 30th anniversary. In November of 2013, Ken's Glomerular Filtration Rate (GFR) (a way of measuring kidney function) dropped drastically and the doctor put him in the hospital to see what was going on. His kidney function dropped in a matter of weeks when it should have taken years to happen. They did a kidney biopsy and said all the years of high blood pressure damaged his kidneys. We were faced with him in stage 5 kidney failure.

I had just started a new job. I am a CNA and started with a home health agency. With all his doctor's appointments and vein mapping and surgery to put a fistula in, I decided to quit my job and take care of him. That was my focus.

He continued to work full time while battling all the side effects of stage 5 kidney failure. We made sure to get him on the transplant list as soon as possible. And starting with myself, we began to see who in our family would be a match to donate a kidney to him. I was a match, but had to lose 60lbs in order for us to be able to schedule surgery. So I started losing weight and when I hit a plateau I joined a gym and got a personal trainer. His health kept declining in front of my eyes and all the pressure was on me to lose the weight. It was hard to see. The first of October 2014, the surgeon called to check on us and see where I was with my weight loss, I told him my current weight and he said we were good to go to schedule surgery. It was set for December 1st, 2014. Our local news channel covered our story a week before surgery and was there to cover when we arrived at the hospital for surgery. I was released on Wednesday and he was home the next day on Thursday. We both have done great in the recovery process.

He is back to his old self and ready to go back to work February 2nd. I was out shopping and driving one week after surgery. My goal is to promote living donation so that we can decrease the number of people sitting on waiting lists.

The day of surgery, the doctor said he was only 4 weeks away from needing to start dialysis. It's so nice to see how he is able to do things again and take care of himself as that was not possible before surgery. We had a long year of doing nothing, no trips, no walking, nothing because he didn't have the energy and would fall asleep in the chair. We are so thankful that I was a match, surgery was successful and we have recovered nicely. It's certainly nice to have my old husband back. 2014 was a big year for him. We had our 30th Anniversary on August 3rd, our first grandchild was born August 13, he turned 50 August 23rd and our transplant surgery December 1st. We have so much to be thankful for. I will continue to be a voice for living donation in the future.

To Learn More About Becoming An Organ Donor:

<https://www.iowadonornetwork.org/>



Lori and Kenneth Krabbe

**NOW AVAILABLE! FREE Online Earned
Income Tax Credit (EITC) Toolkit**
www.iowacaregivers.org

2015 Board and Executive Committee Meeting Schedule

March 25, 2015	Executive Committee Meeting
April 15, 2015	Board Meeting
June 24, 2015	Executive Committee Meeting
July 15 2015	Board Meeting
September 30, 2015	Executive Committee Meeting
October 2015	Annual Meeting

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

Thanks from Iowa CareGivers

Iowa CareGivers thanks the following for their service to the Iowa CareGivers Board of Directors and Direct Care Professional Leadership Council and wishes them well in their next endeavors!

Kim Downs Howard Hammond Mary Oliver Sherry Oswald

"I have thoroughly enjoyed serving as a director on the Iowa CareGivers' Board for the past 9 years and supporting its mission of education, advocacy and recognition for direct care workers. My passion is improving the quality and safety of health care in our state. DCWs are a vital part of the health care team and have an important role in the delivery of high quality, safe patient care. I look forward to continuing to work with Di and the entire Iowa CareGivers' team as a board advisor and volunteer."

– **Kim Downs**

"This organization, on many occasions has given me the opportunity to succeed, to grow in my profession, to become a better leader, mentor and communicator. I cannot express enough how much you all have meant to me in friendship and guidance."

– **Sherry Oswald**

"I will fondly remember my years with CareGivers and the relationships built with staff, board members, and dedicated direct care workers. My best to you and others as you lead and make progress on the goals of the organization."

– **Howard Hammond**



Nancy Anderson and Mary Oliver at Iowa CareGivers Annual Meeting



Kim Downs and Anne Kinzel



Sherry Oswald and her son, Britt Oswald



Charlotte Nelson, Shirley Sorenson, and Howard Hammond socializing

Iowa CareGivers Board of Directors 2015

Maribel Slinde, Chair
Anne Kinzel, Vice Chair
Nancy Anderson, Secretary
Tom Carpenter, Treasurer

Dr. Robert Denson
Colleen Jolly
Deanna Lehl
Charlotte Nelson

Advisors

Kim Downs
Betty Grandquist
Ivan Lyddon
Shirley Sorenson

Iowa CareGivers Direct Care Professional Leadership Council Members

Leslie Hayenga-Adams
Renee Bernier
Adam Drawbaugh
Vicki Erickson
Vicky Garske
Tracy Hoveland
Becky Johnson
Kathy Leibold
Michael Owens
Valerie Oxenford
Laura Stein
Jeffrey Weinstock
Anthony Wells

Iowa CareGivers Staff

Pam Biklen
Program Director
Contributing Editor

Di Findley
Executive Director

Bailey Phares
Program and Data Management Assistant

Lin Salasberry
Direct Care Professional Outreach Coordinator

Iowa CareGivers Consultants

Terry Fankhauser
Finance Consultant

Julie McMahon
Consultant

Mary Ann Young
Consultant

Iowa CareGivers

1231 8th Street, Suite 236
West Des Moines, IA 50265

Ph: 515-223-2805 | Fax: 515-226-3214
Email: information@iowacaregivers.org
Website: www.iowacaregivers.org

THE LEADERSHIP LOG

The Iowa CareGivers Direct Care Professional Leadership 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. Here are a few of their recent activities:

I've been telling people about the benefits of the "Prepare to Care" program.

I'm working many extra shifts at my place of employment.

I distributed brochures on Iowa CareGivers and various programs at an in-service.

I provided an in-service at my place of employment.

I talked to a class of new CNAs.

I talked with my co-workers about direct care issues.

I voted in the elections.



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.

Look inside for
articles, information,
and much more...

NEW LETTER
HUB
THE
IOWA CAREGIVERS

Iowa CareGivers
1231 8th Street #236
West Des Moines, Iowa 50265

NONPROFIT
ORGANIZATION
U.S. POSTAGE PAID
DES MOINES, IA
PERMIT NO. 5294