If you are interested in receiving information about educational programs, topics in direct care, and other opportunities, sign up NOW with Iowa CareGivers. You can 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 or bailey.phares@iowacaregivers.org.

This newsletter is made possible in part by IDPH Contract # 5885SN02.
Snippets from Di on Frequently Asked Questions:

“Is Iowa CareGivers Affiliated with Iowa Health Care Association or the National Association of Health Care Assistants?”

No, the Iowa CareGivers is a free standing, INDEPENDENT nonprofit organization that focuses on serving the needs of those who work in direct care. We feel strongly that those who work in direct care deserve an independent voice. If we were to give up our independence or merge with Iowa Health Care Association, a nursing home trade association, it would create the potential for real or perceived conflicts of interest. Being independent enables us to be true to our mission and those we serve… the direct care workforce. We do work with many employers that embrace our mission and see the value in a well-educated, skilled, compensated, and empowered direct care workforce. If you have any questions, please call me at 515-249-0138 or email me at Di.findley@iowacaregivers.org.

“Do you support an increase in the minimum wage?”

We support the means to elevate the financial stability of those who work in direct care. Iowa needs to fill 20,000 new direct care positions by 2020. Decent wages are critical to our being able to find and keep good people in this high demand occupation. Any minimum wage legislation must include protections that will prevent families from losing eligibility to various programs that they rely on such as child care subsidies or health insurance for their children. The last thing we want to do is put people at even greater financial risk.

“How much should direct care workers make an hour?”

How much do YOU need to make an hour to live comfortably or raise a family?

Make Your Vote Count in November!
By Julie McMahon, Consultant, Iowa CareGivers

You can’t win if you don’t play! You’ve all heard this as it applies to the lotto, but it relates just as much to voting! Election outcomes are determined by those who participate. Elected officials make important decisions about how we will spend our money (taxes) and on many other issues that make a difference to all of us living in the United States. As a direct care worker (DCW), you are concerned about many issues that affect you and your family; i.e. how you are able to provide care, safety in the workplace, what you will be paid, DCW education and credentials, and how you receive your own health care! Decisions on these and many other issues are made by your elected officials. Before you vote in the November 2014 election, think about the issues/problems that are important to you as a direct care worker and then look for candidates who share the same concerns.

In an upcoming special edition of THE HUB, we will be providing feedback from some of our candidates for public office as to how they plan to address issues faced by you and other direct care workers in Iowa. You’ll also have an opportunity to hear from the candidates for Governor at the Iowa CareGivers conference in September. Until then, take steps to be an informed voter! 1) Register to vote if you aren’t already registered. 2) List concerns/issues that affect you as a DCW. 3) Look for opportunities to learn about the candidate. If you’re still not sure, don’t be afraid to ask questions about a candidate’s position on issues important to you. Make your vote count in November!

IMPORTANT: YOU MUST BE REGISTERED TO VOTE!!
REGISTRATION DEADLINE IS OCTOBER 25, 2014

The voter registration deadline for the November 4, 2014 General Election is October 25, 2014 (10 days before the election). If you need to register, you may get Voter Registration Forms from your County Auditor Office, the Office of the Iowa Secretary of State (www.iowavotes.us OR www.sos.state.ia.us), public libraries, Department of Human Services and Department of Transportation offices, or political party offices.

General Election: Tuesday, November 4, 2014. Polls open from 7 a.m. to 9 p.m.
Have You Taken the Financial Fitness Check-Up?

THERE IS STILL TIME!!
Sign Up for the September Financial Fitness Challenge!

The Iowa Financial Fitness Challenge is a highly effective on-line training program focused on financial education and well-being. This program is being offered, FREE of charge, to Iowans who work in direct care—thanks to the generous support of the Iowa Insurance Division, and in partnership with Iowa CareGivers, the Investor Protection Institute, and Educated Investor. If you are providing hands-on care to older Iowans, children or adults with disabilities, this program is for you!

The Financial Fitness Challenge was first offered under this partnership in February 2014. Iowa CareGivers is pleased to announce that the program was an overwhelming success! 70% of graduates reported they have made or intend to make changes financially as a result of this program and 85% said they would recommend this program to co-workers, family, and friends. The February program was so successful it was extended in May 2014.

“Believe me when I say that I found a financial treasure that has helped me as a Direct Care Professional to work toward my financial fitness.”

Fran Mancl, a Direct Care Professional from Dubuque and a graduate of the February and May Financial Fitness Challenge

FINANCIAL FITNESS CHALLENGE TO BE OFFERED AGAIN IN SEPTEMBER 2014!

Due to the overwhelming success of this program and the growing interest in learning more about an array of financial topics, this program will be offered for 10 weeks beginning the week of September 15th! If you previously participated in the Financial Fitness Challenge, you can still participate in September and select another learning plan!

FOR THOSE WHO WORK IN DIRECT CARE:
You can access this FREE on-line financial education program by: Enrolling as an individual who works in direct care and sign up today at: http://www.financialfitnesschallenge.com/ia-individual-application/


Learn more about the Financial Fitness Challenge at: http://FinancialFitnessChallenge.com or find information on the Iowa CareGivers website at www.iowacaregivers.org
“Magic Moments”
By Erin Bowers, Conference Committee Chair 2014

When was the last time you had a moment with a bit of magic in it? We can find magic in the smallest things; a thankful smile, a gentle and caring touch, watching someone accomplish something they have been struggling with. As a direct care worker, you help give people little magic moments every day. The “magic of care giving” is in the caring moments you share with the people you serve and their families. Come and celebrate those “Magic Moments” with us!

This year’s theme, “Magic Moments,” is about learning how to wave your magic wand and learn new tricks you can use to care for yourself and share your magic with those you work with. Our opening keynote, Debra Salz, will help unlock the magic you have inside. Debra’s message will expose the connections of how attitude and motivation can propel you into greatness and help you achieve happiness, balance, and success that is magically yours! We are excited to offer the “Prepare to Care” general session by Anita Stineman. “Prepare to Care” is an exciting new state approved training opportunity for those who work in direct care. Don Broshar, our keynote on Tuesday, will help give you a little magic to help you deal with some of those difficult situations and behaviors you face as a direct care worker. We have a very exciting closing keynote: Arthur Fratelli. Arthur is a renowned comedy mentalist and professional showoff. He says to prepare to laugh, cheer, and be a part of the magic with this interactive comedy experience.

The recognition program will be held over lunch from 11:00 to 12:30 on Monday. We will be celebrating you and the magic you share every day. Please join us to recognize your fellow direct care workers that have spread their magic to the people they work with.

Health screenings are available again this year! A healthy YOU is vital to the welfare of those who depend upon you. Keep your magic alive by visiting the health screenings, which will be directly across from the registration table this year. Screenings may be offered include bone density, blood pressure, BMI (body mass index), blood cholesterol and blood sugar, as well as an oral health screening.

Pack your magic wand and register for the 2014 Iowa CareGivers Conference “Magic Moments!” The conference will be held at The Meadows Events and Conference Center at Prairie Meadows on Monday, September 8 and Tuesday, September 9. You may register by going to www.IowaCareGivers.org. The registration deadline is August 28, 2014. There will be a late fee on registrations after August 28th. If you have questions, please contact us at information@iowacaregivers.org or 515-223-2805.

Conference Workshops: Q and A

What are some ways that you, as a direct care worker, can help family caregivers manage their self-care? Assisting a family caregiver to manage their self-care involves helping them understand how to have realistic expectations, focus on what they can do, take responsibility, communicate effectively with others, deal with emotions, and set goals and work towards them. Creating Your Magic Wand: How to Recognize and Address Signs of Caregiver Burden and Depression by Laura Temple, Iowa Geriatric Education Center/University of Iowa

Have your questions answered about caregiving concerns for patients with dementia, delirium and depression. Brief movie trailers will be presented on each of the medical conditions followed by three 15 minute question and answer sessions. This workshop is for you, so bring your questions. Stump the presenter and learn from your caregiving colleagues. Caring for the Patient with Dementia and Chronic Medical Illness by Gerald J. Jogerst, MD, University of Iowa Hospitals and Clinics

TO LEARN MORE, check out these workshops and many others online at www.iowacaregivers.org.

Special Thanks to the Following for Making the Free Health Screenings for Those Attending Conference Possible

• Des Moines University Physician Assistant Program
• Des Moines Area Community College
• Polk County Health Department
• Iowa Dental Hygienists’ Association
Johnson County CNAs Honored: Little Things Mean the Most (Continued from page 1)

By Pam Railsback, Local Long-Term Care Ombudsman and Johnson County Quality Long-Term Care Committee member.

“They found a way to connect with the residents on an emotional level.”

Direct care workers are the nuts and bolts of any long-term care facility; just ask the residents!! Nobody knows them like you do: you know they like their coffee before they get out of bed, or know that they like their baths right before they go to bed. As a Local Long-Term Care Ombudsman, I’m an advocate for residents in all long-term care facilities. I visit facilities on a daily basis, and talk with residents about their stay. I hear residents talk about staff as if they were their own sons or daughters. It means a lot when staff can anticipate their needs and provide great care. I’ve learned that often the little things mean the most: when you make someone laugh, give them a hug, or even listen to a concern, you make a difference, and residents appreciate that more than words can say!

In order to express appreciation for direct care workers in Johnson County, the Johnson County Quality Long-Term Care Committee publically honored eight extremely hard working nursing home CNA’s for their excellence. Each Johnson County nursing home selected ONE outstanding certified nurse aide to be honored by the Johnson County Quality Long-Term Care Committee. Of the eight nominated, two CNA’s have been in this profession for 29+ years! Each recipient had one thing in common: they found a way to connect with the residents on an emotional level. Each of these outstanding women displays compassion, teamwork, leadership, a sense of humor, and the willingness to go above and beyond in order to provide great care and enhance resident’s lives. We honored each of these individuals by treating them to breakfast and showering them with cash and gifts donated by 12 local businesses. Each individual also received a scholarship to the Iowa CareGivers fall conference, a hotel stay, and a conference t-shirt, compliments of the Iowa CareGivers. Recipients of these awards and prizes were speechless, and seemed very honored and touched that they were recognized in such a big way. The Johnson County Board of Supervisors also acknowledged June 19, 2014 as Certified Nursing Assistants Day in Johnson County, and recognized each recipient in a signed proclamation. There are many outstanding direct care givers throughout the state of Iowa, and you all make a difference each and every day! Thank you for coming to work each day, and making a positive difference in your facility.

Iowa CareGivers Partnership with Northwest Iowa Community College Offers Many Opportunities

By Marilyn Stille, Northwest Iowa Community College

Northwest Iowa Community College (NCC), Sheldon, Iowa, held its 14th Annual Caregivers’ Conference for the area direct care professionals. This year’s theme was “Fines Double in Road Construction” with Deadra Stanton guest motivational speaker. Deadra shares her stories of “life’s lessons” with humor and inspiration. Each participant received a goodie bag and door prize provided by area health care facilities.

This is the second year NCC has co-sponsored with Iowa CareGivers, four scholarships to attend Iowa CareGivers annual conference. This year’s conference will be held at The Meadows Event and Conference Center, in Altoona, Iowa. This year’s winners were Lois Salazaar and Elaine Stevens. Each of them were given the opportunity to invite a coworker as well. Vicki Lammers and Patricia Amerson will be joining them at this conference.

The goal for Northwest Iowa Community College each year is to let the direct care professional know how much they are appreciated and how important they are to the health care team.
**CONGRATULATIONS TO THE 2014 IOWA CAREGIVERS LEADERSHIP GRADUATES!**

### 2014 Graduates

<table>
<thead>
<tr>
<th>Michelle Ahrens</th>
<th>Junell Grady</th>
<th>Steve Lemon</th>
<th>Jessie Santi</th>
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<tbody>
<tr>
<td>Patricia Amerson</td>
<td>Rebecca Greiner</td>
<td>Mark Lerner</td>
<td>Karen Sargent</td>
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<td>Calleen Anderson</td>
<td>Lisa Haas</td>
<td>Lisa Lewis</td>
<td>Jacquelyn Serch</td>
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<td>Jason Angelo</td>
<td>Tammy Hamlin</td>
<td>Heather Maier</td>
<td>Tammy Shedd</td>
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<td>Jen Ayers</td>
<td>Audrey Hansen</td>
<td>Kathy Matthiasen</td>
<td>Brandy Sievers</td>
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<td>Alicia Beltman</td>
<td>Chelsea Hattendorf</td>
<td>Kim Mozena</td>
<td>Shirley Sigler</td>
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<td>Kevin Boothby</td>
<td>Rhonda Henrichs</td>
<td>Taylor Murray</td>
<td>Jennifer Skinner</td>
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<td>Jacey Bosch</td>
<td>Teresa Hockett</td>
<td>LeAnn Najera</td>
<td>Penny Smith</td>
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<td>Christina Bryant</td>
<td>Darlene Hulbert</td>
<td>Jeanette Nance</td>
<td>Jennifer Stowell</td>
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<td>Sue Corrin</td>
<td>Julie Hulleman</td>
<td>Laurie Nordahl</td>
<td>Linda Stueve</td>
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<td>Natalie Cross</td>
<td>Amanda Humpal</td>
<td>Carol Petersen</td>
<td>Bruce Thomas</td>
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<td>Amanda Dady</td>
<td>Michele Hurd</td>
<td>Sylvia Petersen</td>
<td>Lucinda Turnis</td>
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<td>Joy Davis</td>
<td>Ellyn Johnson</td>
<td>Jessica Peterson</td>
<td>Amanda Van Ekeren</td>
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<td>Dana Denton</td>
<td>Diana Johnston</td>
<td>Holly Plummer</td>
<td>Becky VanWagner</td>
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<td>Brigett DeVos</td>
<td>Kay Kaiser</td>
<td>Bethany Poutre</td>
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<td>Sandy Dickman</td>
<td>Louise Langloss</td>
<td>Katrina Riemersma</td>
<td>Shawna Waterman</td>
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<td>Nancy Ertz</td>
<td>Laurie Larsen</td>
<td>Alyson Robertson</td>
<td>Brandi Wenger</td>
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<td>Mollie Eslinger</td>
<td>Marcy Larsen</td>
<td>Carla Robinson</td>
<td>Megan Winters</td>
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<td>Jessica Feekes</td>
<td>Beth Laws</td>
<td>Stacie Rothke</td>
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View the full photo galleries at: [www.iowacaregivers.org/education/leadership_program.php](http://www.iowacaregivers.org/education/leadership_program.php)

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**HAIKU:**

**Call to Leadership**  
**Bringing people together**  
**To care for others.**

**Courage**  
**Awareness**  
**Loving**  
**Life**  

**Touching**  
**Out of the box**

**Lunch**  
**Eye-opening**  
**Advancement**  
**Dementia**  
**Earn**  
**Respect**  
**Sincere**  
**Honest**  
**Inspiring**  
**Promotion**

Submitted by Darlene Hulbert, recent Iowa CareGivers leadership graduate!

**Congratulations Darlene!**
Iowa CareGivers Receives Grant from Mid-Iowa Health Foundation for Oral Health Education for Direct Caregivers

Di Findley, director of Iowa CareGivers, recently announced that Iowa CareGivers is very grateful to have received a $42,000 grant from Mid-Iowa Health Foundation. The money will be used to improve access to and quality of oral health for older Iowans in central Iowa who are homebound or live in nursing homes. An oral health curriculum that aligns with the State’s newly created oral care competencies for direct care workers will be developed and tested.

Endowed in 1984 with proceeds from the sale of Northwest Community Hospital in Des Moines, strengthening community health has been the focus of the Mid-Iowa Health Foundation for thirty years. During the past three decades, Mid-Iowa Health Foundation has awarded over $18 million dollars to more than 200 central Iowa nonprofit organizations. Through the foundation’s grants programs, funds are awarded each year to local nonprofit organizations to improve the health of vulnerable people in our communities.

According to Suzanne Mineck, President of Mid-Iowa Health Foundation, “Our vision is to be a catalyst for improving the health of vulnerable populations in greater Des Moines. As our community partner, we are pleased to award this grant to Iowa CareGivers.”

**Partners include:** Delta Dental of Iowa Foundation, Department of Public Health, DMACC, Dental Hygienists’ Association, University of Iowa, Iowa CareGivers, health and long term care providers, and others.
Look inside for articles, information, and much more...

Iowa CareGivers Board of Directors and Leadership Council Meetings Remaining for 2014

<table>
<thead>
<tr>
<th>Meeting Type</th>
<th>Date</th>
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<tr>
<td>Board Meeting</td>
<td>October 21, 2014</td>
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<tr>
<td>Leadership Council Meeting</td>
<td>October 21, 2014</td>
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<tr>
<td>Annual Meeting &quot;Dive In&quot;</td>
<td>October 21, 2014</td>
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Magic Moments Contest

Share your personal story of a magic moment you had with someone you serve.

WHAT IS A MAGIC MOMENT?
A short period of time which is very special because something happens with someone which makes you very happy.

HERE’S HOW TO WIN:
1) ‘Like’ Iowa CareGivers on Facebook
2) Share your Magic Moment Story

The entry with the most ‘likes’ and ‘shares’ wins a FREE iPad mini!

Entries must be posted by September 1st and need not be present at Magic Moments conference to win.

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.