

Delivering information to those at the center of quality care

GOT YOUR BACK GIFT

"We've Got Your Backs!"

A new way you can support Iowa CareGivers, the organization that has your backs!

Continued on page 10



Conference Highlights!

More on pages 6 & 7

Earned Income Tax Credit (EITC) **DOUBLES** from 7% to 14% for the 2013 tax season.

The "It All Adds Up" online toolkit will provide information and resources you need to know to claim the credit you may be eligible for! *More on back cover*

How Financially Fit Are You?

Financial stress has been shown to increase the risk of diabetes, heart disease, high cholesterol, depression, and other conditions. *More on page 9*

3 Honored for Leadership and Length of Service in Direct Care

More on page 8



Val Oxenford and Leslie Hayenga-Adams



Janis Weber

Peer Mentoring Works. Employers can visit the Iowa CareGivers website at www.iowacaregivers.org to access the new mentor program brochure and the free online mentor manager toolkit that walks you through the steps to implement a mentor program for direct care staff. The two-day "A Call to Mentoring" program for those who work in direct care will be offered in 3 Iowa locations this year. *Learn More on page 6*

This newsletter is made possible in part by IDPH Contract #5884SN02.

INSIDE:

- Being "Our Best Self"
- New Health Care Law and YOU
- Update on Education Standards
- Leadership Log
- From the Heart Recognition
- Farewell to Georgeanna

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

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 georgeanna.spagnola@iowacaregivers.org.



Di Findley, Executive Director,
Iowa CareGivers

Inspired to “Be Our Best” ...

As the executive director I am expected to prepare a message that will motivate, inform, and inspire. But then I read the article by Sherry Oswald, member of the Iowa CareGivers Leadership Council, and her son Britt, and I was reminded that I draw my inspiration from YOU! Iowa CareGivers draws its inspiration and reason for existence from YOU. Read Sherry’s story below and you will be inspired.

Being Our “Best Self” by Sherry Oswald, CNA

Every parent wants their children to follow in their footsteps in one way or another, I just never expected it to be literal.

I began as a caregiver for my in-laws in 1999. We moved to Dubuque with a 3 year old, 2 year old and newborn. We lived with my in-laws and my children were baptized by fire at being caregivers. I became a C.N.A. in 2005 with the encouragement of my mother-in-law, Nita. Nita always wanted me to increase my education and be the “best self” I could. She passed away in 2008 and there is not a day that goes by that we do not think of her. I have taken her mantra and encouraged my own children to be their “best self”.

Britt is my middle son. He has always been the “lovey” boy. We would go to church and all the older women were his “Grandma.” He always has a smile and hug for everyone.

In June of 2009, Britt was in a serious accident with his Boy Scout Troop and he became my hero. He called 911 and was the first person on the scene. At 11 years old he had to see his Scoutmaster and a fellow scout die and two others suffer serious injuries and all he could do was stand by and watch because he knew better than to move anyone. He told me that day he wanted to become a caregiver because he never wanted to feel helpless in a crisis ever again.

Britt is a junior in high school this year. He began the C.N.A. 75 hour class in August through his high school in cooperation with Northeast Iowa Community College.

The first week he asked me to study with him and started quizzing me on terms and cares. He truly enjoys his teacher and was the only male in the class. (I think he likes the female attention!) He had to get a TB test, flu shot and scrubs. Shopping for a male for scrubs is a nightmare as the stores pretty much sell female attire. He began his clinical rounds and was of course put with all the male patients. He was blessed to be in the facility with Fran M., a fellow C.N.A. and advocate at Iowa CareGivers. He had met Fran at conference this year. What a great time he had. He said the work was hard but the clients made it all worthwhile, of course that is what we all believe. Britt takes his state testing on November 7, 2013. I have enjoyed watching my son mature into a wonderful caregiver. I know he will always be his “best self”.



Sherry Oswald and her son Britt

Health Care Changes, Chaos, and Confusion?

Changes in how to access health care coverage are underway. If you are following the stories about “Obama Care,” you may be confused, have a lot of questions, and perhaps don’t know where to turn for answers. It’s true that there have been a number of bugs in the new system, but I urge you to filter out the politics, and give the system a chance to work. Focus on what you need to do to get access to affordable health care.

Read John Hale’s article on page 3 and please go to the trusted sources of information that he has shared with you.

Confused About the Changes Going On In Health Care? Concerned About Where To Go For Help? *by John Hale*

Health Care Reform is Here!

It's messy. It's challenging. It's confusing. But it's good news for all those with no health insurance, or poor health insurance!

You've most likely heard or read about the challenges that exist with the start-up of health care reform in Iowa and America. Political squabbling about the changes underway. Websites that don't work. Delays in decisions. If you're wondering "what the heck is going on?" you are not alone!

The question becomes this – with all the changes and all the confusion, where can I go for help?

- By the time you get this newsletter, our hope is that the federal/state website www.healthcare.gov will be functioning much better and can be helpful to you. The site is intended to allow you to find out your health care choices, the benefits, the costs, etc.
- The toll free number to call is 800.318.2596. It's available 24 hours a day, 7 days a week.
- There will be organizations near you in Iowa called "Navigators" and "Application Assistants" to provide personal assistance to you. You can find out who they are by either going to the website or calling the toll free number listed above.
- Licensed insurance agents throughout the state should also be able to offer assistance.
- Your employer may also be helpful, particularly with information about any plans that are offered to you through them.

The deadline for individuals to buy health insurance and avoid a penalty is March 31, 2014.

Please note that because of the early problems with the health insurance website, discussions are occurring in Congress to extend that deadline.

Questions to ask yourself and those who assist you:

- Will the doctors I typically see and hospitals that I would like to use be part of the plan I'm considering?
- Will the prescription drugs I take be covered?
- What will my out of pocket costs be in addition to the monthly premium I will pay? (There will be deductibles and co-payments for various things)
- Will I be eligible for tax credits to make the plans more affordable?

Please be aware that the law requires you to obtain health coverage. If you do not, you will be required to pay a yearly penalty.

Protect Yourself From Fraud: Don't allow people to take advantage of you. You may hear or see ads, or be contacted, about plans that don't exist or that offer you only minimal coverage. **To combat that, deal only with the sources cited above.** And be careful about who you share your social security numbers and other confidential information with.

Many people are working very hard to make the various changes easier to understand and to assist you in taking action. Anything that's new will have some bugs to work out. Keep in mind that this new law could end up being very, very helpful to you!

Your Voices Were Part of a State Survey on What Iowans Need to Use and Understand the New Health Insurance Marketplace

"vast majority of those surveyed anticipated needing some or "a lot" of help with the new system"

In a final report to the Iowa Department of Public Health, a study by the University of Iowa Public Policy Center concludes that many potential users of the new Health Insurance Marketplace (Marketplace), sometimes called Exchanges, face a series of challenges with current levels of insurance, lack of familiarity with the Affordable Care Act (ACA), and unease in using an online system to choose a health insurance plan. Most of those surveyed said they would need some or "a lot" of help with the new system.

To read the full report, go to this website: <http://ppc.uiowa.edu/sites/default/files/himconsumerreporttowsite.pdf> or call Iowa CareGivers if you need a hard copy of the report.

Training Standards and Credentials: We're Not There Yet, But We've Taken a Lot of Baby Steps

by Erin Drinnin, Iowa Department of Public Health

NOTE: "Direct Care Professionals" includes all those who work in direct care such as certified nursing assistants, home health aides, hospice, medication and rehabilitation aides, direct support professionals, universal workers, etc.

The Direct Care Workforce Initiative is a project led by the Iowa Department of Public Health in partnership with direct care professionals, educators, and employers to improve training and recognition for Iowa's direct care workforce. The project has changed a lot over the last seven years, and I want to update you on what we have achieved and what work is still left to be done.

As many of you know, the work of the Initiative began with the Direct Care Worker Task Force and then the Direct Care Worker Advisory Council (which is still in place). The Council submitted a report to the Iowa Legislature in March of 2012 recommending standardized training and credentialing for direct care professionals in Iowa. At the same time, the Department of Public Health was working with direct care professionals, educators and employers to develop the state's first-ever comprehensive training package in direct care. Known as Prepare to Care: Iowa's Direct Care and Support Curriculum, the training provides a variety of courses and prepares people to work in many different settings.

So where are we now and what does it mean? The table below outlines each of the recommendations of the Direct Care Worker Advisory Council and its current status. Although many of the recommendations have not been achieved, we have taken a lot of baby steps toward getting there.

<p>DCW Advisory Council Recommendations</p>	<p>Establish training modules that are responsive to needs of consumers; meet statewide standards; transfer across settings/ employers</p>	<p>Establish an instructor network statewide through a train-the-trainer approach</p>	<p>Establish career pathways that provide Core, Advanced, and Specialty Training and result in credentials with the state</p>	<p>Establish a Board of Direct Care Professionals that will protect the public; assure that workers are qualified; provide credentials; require continuing education; and grandfather the current workforce</p>
<p>Current Status</p>	<ul style="list-style-type: none"> • Prepare to Care curriculum developed. • In process of training instructors statewide • Legislation requires making it available statewide • Not required 	<ul style="list-style-type: none"> • Legislation currently requires making the curriculum available statewide. • Training of instructors has begun. 	<ul style="list-style-type: none"> • Not established. Credentialing programs must be created in legislation. • Currently advanced certificate exams are being offered at community colleges and result in a certificate of completion from the state. 	<ul style="list-style-type: none"> • Not established. Credentialing programs (and the Boards that oversee them) must be created in legislation. • There is currently no mechanism for certifying or credentialing direct care professionals in Iowa • The Iowa Direct Care Professional Directory (The Care Book) has been established to track workers who take the Prepare to Care curriculum or pass advanced certificate exams.

I hope that you who work in direct care will continue to learn about the initiative, our new training, and what is new with the project. I also hope that this information allows you to educate others about what has been accomplished and what recommendations of the Council have not yet been achieved. I have been awestruck by the hard work and dedication of the direct care professionals involved in this project – the ambassadors that educate members of their communities, the education review committee that provides feedback on our curriculum, the individuals who attend meetings and staff our booth at conferences. There are many opportunities to continue to be involved and educate people about the direct care profession in Iowa... and to help us keep making baby steps! For more information on the Direct Care Workforce Initiative and the Prepare to Care curriculum, go to <http://iowadirectcare.wikispaces.com/> or contact Erin at 515-954-8107 or erin.drinnin@idph.iowa.gov.

Our Hopes for You...

Our hopes for you after attending any of Iowa CareGivers programs are...

- That you feel appreciated. Because what you do is so important!
- That you learn something you didn't know before.
- That you improve your knowledge or skills.
- That you connect with others who work in direct care.
- That you renew the spark that brought you to direct care, so that you will choose to stay and make it your career!

Thank you for "Going the Distance" with us at our annual conference this year and for participating in many of our programs in 2013. Thank you again for what you do every day!

Be on the look-out for information on our 2014 programs coming soon. Plan to see three "3 P's in a Pod" Regional Conferences in the spring, four regional Iowa CareGivers Leadership Programs in May/June, and Iowa CareGivers Mentor Programs in at least three locations in the state. Our annual conference will again be held in September of 2014, with dates being released in the spring. And watch for important resources like the earned income tax credit (EITC) toolkit, the Financial Fitness Program, and many more throughout the year. We look forward to sharing "our hopes" with you in 2014.



Pam Biklen,
Program Director

Please contact me if you have any questions related to our programs.

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

Caring Around the World

My name is Tracy Hoveland. I'm a direct care worker. On October 4-13, 2013, I went to Bulgaria to serve on a mission trip. As a care worker, I feel that I show love and care to the people I come in contact with every day. On this mission trip, I helped where help was needed and gave hugs or kind words where needed. Being a direct care worker, you learn that some just need a hug or a word of kindness, not always that they need help, but a friend. Going to Bulgaria, I had the chance to meet some great people and develop some great friendships with the people on this mission trip. I hope that if you ever have a chance to do something like this, you do it! Wow, that is all I can say. I would do it over again.

THE LEADERSHIP LOG

What Have Direct Care Professional Leaders Been Up To?

We met a woman in Starbucks who had recently become a certified nursing assistant and took the opportunity to promote Iowa CareGivers and its services.

- **Anthony Wells and Leslie Hayenga Adams**

I served as a room monitor at the Iowa CareGivers Conference.

- **Jeff Weinstock**

I participated in the Direct Care Workforce Initiative Outreach meeting at North Iowa Community College.

- **Kathy Leibold**

My co-workers and I put together a display demonstrating what we learned at the Iowa CareGivers conference for our employer Skills Fair.

- **Vicky Garske**

I have been encouraging students from our local school system to complete their volunteer service at the facility where I work.

- **Anthony Wells**

I have submitted a news release and photo from the Leadership Award Presentation at the Iowa CareGivers Conference to several local newspapers.

- **Leslie Hayenga Adams**

I have shared information I learned at Iowa CareGivers conference with my co-workers.

- **Michael Owens**

I used my leadership skills on a recent mission trip to Bulgaria to help at an orphanage.

- **Tracy Hoveland**

I participated in the "Prepare to Care" Direct Care Workforce Initiative Program in Mason City, in which one of my clients participated and was highlighted in an article for the Globe Gazette and other local news.

- **Becky Johnson**

I assisted with the registration desk for the health screenings at the Iowa CareGivers conference.

- **Renee Bernier**

“A Call to Mentoring”©

Why is mentoring so important?

At least 20,000 additional direct care professionals will be needed by 2020 to meet the growing demand of workers in this profession. “A Call to Mentoring” program is offered as valuable resource to help retain staff and to attract new workers. The benefits of this program include more consistent care from more consistent staff.

“A Call to Mentoring: A Direct Care Professional’s Guide to Mentoring” is a two-day program designed for direct care professionals to prepare to become mentors at their places of employment. This program is a thoughtful presentation that uses a number of teaching strategies and tools to foster interaction.

As an employer, how can I learn more about the mentor program?

Iowa CareGivers has created a toolkit for employers. “A Call to Mentoring”: Manager Toolkit includes tips for employers on how to implement a peer mentor program for direct care professionals. This comprehensive resource is free, downloadable, and is available at the Iowa CareGivers website: www.iowacaregivers.org.

Be sure to contact Iowa CareGivers if you are interested in enrolling your direct care staff in the two-day peer mentor training or if you want to access the Manager toolkit. Simply contact us at 515.223.2805 or information@iowacaregivers.org.

Training will be offered in 2014 in at least three locations, so look for more information soon.

97% would recommend this program.
100% said they could use the information they learned.
100% rated the program as excellent/very good.

“It was beneficial learning about different personalities and how to interact with those different than me.”

Highlights from “Going the Distance” Iowa CareGivers 2013 Conference

“As we know, the direct caregivers are a very important part of the caregiving team. Without their dedication and loving care, we would not have the happy and well cared for residents, clients, and patients that we see all around us.

This year was the 13th Annual Caregivers Conference at Northwest Iowa Community College (NCC). With the support of NCC and the area facilities, I have been able to say “thank you” for the care our caregivers provide throughout the year.

I wanted this year to be “lucky” for four caregivers, and with the support of Iowa CareGivers and NCC those four people were able to attend the 2013 Iowa CareGivers Conference held in Des Moines on September 23 and 24.

“To me, the conference is incredibly rewarding to the participants! Each year I see smiles and appreciation, which is also very rewarding to me.” – Marilyn Stille, RN, Health Occupations Coordinator, Northwest Iowa Community College



“I was one of the lucky people who got to go to the Iowa CareGivers Conference in September. One of my co-workers had won an all-expense paid trip for two to the conference, and asked me to go along. I have never gone to the local caregivers conference before, so this was a new experience for me. The conference was a great experience...”

I would encourage anyone in the caregiving field to attend a conference, whether the local one or at the state level. Any new, fresh ideas you can come home with are helpful. And it is also a chance to recharge the batteries and realize that what we do can certainly be a lifetime profession.” – Ken Ven Huizen

And it is also a chance to recharge the batteries and realize that what we do can certainly be a lifetime profession.”
– Ken Ven Huizen

“It was the first time that I had the opportunity to go to the conference. I was very impressed. I met lots of neat people who really cared about their profession and the people that they took care of. It was stressed all the time about Direct Care Givers is a profession and we should be proud of the job that we do. We were thanked by speakers for making a difference in their family’s lives. We had high quality educational in-services and speakers that taught us how to handle stress, to have high standards in the job that we do and in our lives. I highly recommend everyone to go if they have the opportunity. It made a difference how I view my PROFESSION.”

– Laura Plum (over 20 years in the field)

“Just a note to express how uplifting, motivating and informative I found the speakers and the seminar leaders to be at the Iowa CareGivers Conference. It was a very worthwhile conference to attend. I was able to utilize many of the things I learned while at my job and gained new insight and perspectives concerning other areas of interest. I want to thank Marilyn Stille and the Northwest Iowa Community College in Sheldon, Iowa for the opportunity to experience the Iowa Caregivers Conference.”

– Ruth Lyftogt, Orange City

Highlights from "Going the Distance" Iowa CareGivers 2013 Conference

September 23 & 24, 2013

You can view the full conference photo gallery
on our website: www.iowacaregivers.org



"I loved the atmosphere! It's easy to get into a routine and lose perspective. This conference gave me the boost I needed and reminded me of how much I love what I do."



"Very much enjoyed the happy environment. Each topic I attended was very beneficial. Thank you!"

96% rated conference as excellent/very good



98% said they could use the information they learned

357 participants

97% would recommend conference to a co-worker



83% said conference contributed to the likelihood they would remain in the field

"Reminded me again why I love my job. I feel rejuvenated!"



"This has been the first conference for direct care I have been to. I have been inspired not only in my job aspect but personally as well. I can't thank everyone enough!"



MANY THANKS to our "Going the Distance" Conference Planning Committee, Sponsors, Speakers, Exhibitors, and Volunteers who made this event so wonderful.



THANKS ALSO

to the Des Moines University Physician Assistant Program, Polk County Health, and Dental Hygienists' Association for providing the health screenings at conference.

CONGRATULATIONS

to the 3 direct care professionals honored at the "Going the Distance" annual conference!



The Margaret Swanson Legacy in Giving Award was presented to Janis Weber for 40 Years of Service in Direct Care. She is employed at Keokuk County Health Center.

Valerie Oxenford, Certified Nursing, Restorative, and Transportation Aide, Oaknoll Retirement Residence, Iowa City and Leslie Hayenga-Adams, Certified Nursing Assistant and Activity Director, Avera Holy Family Hospital, were recognized with the Iowa CareGivers "Leadership Award" for their contributions to leadership in the field of direct care.



Janis Weber (2nd from left) with Wendy Schur, Sara Bruns, and Leasha Okones, Keokuk County Health Center



Leslie Hayenga-Adams (center) with Tony Wells and Sherry Oswald, Iowa CareGivers Direct Care Professional Leadership Council



Val Oxenford and husband surrounded by supportive Oaknoll co-workers



FROM THE *Heart*

Iowa Commission on the Status of Women Receives a "From the Heart" Thanks from Iowa CareGivers

The recognition acknowledges organizations and individuals who have contributed their time and other resources to support the work and mission of the Iowa CareGivers.

Upon accepting the recognition on behalf of the Commission, Phyllis Peters, Commission Chair, had this to say, "This is a large and expanding workforce that profoundly affects the lives of Iowa women and their families from the perspective of its mostly-female workers who provide the care, and from those who receive the care. Given Iowa's aging population and the Governor's emphasis on wellness and health, we need to do all we can to increase training and professional opportunities for Iowa's Direct Care workforce."



L to R: John Hale, Policy Consultant and Di Findley, Executive Director, Iowa CareGivers, Phyllis Peters, Chair, Iowa Commission on the Status of Women and Charlotte Nelson, Iowa CareGivers Board of Directors

Importance of Oral Health Care

Iowa CareGivers has been collecting oral health care surveys from those attending our programs and events for the past few years. The good news is that about 75% of those surveyed said they receive adequate education and training to provide oral care to the lowans they serve. The bad news is that 25% say they do not feel prepared to provide oral cares. If that were true of the entirety of the direct care workforce we would be talking about nearly 19,000 who work in the field without adequate oral health care training. And even some who have adequate training report a need for more training in: 1) providing oral care to non-compliant, end of life, and dementia clients, and kids who bite down; 2) how to assist someone with brushing; and 3) the need to understand the overall importance of oral health care.

How Financially Fit Are You? Take The Financial Fitness Challenge!

Economic times are tough and create even more challenges for those earning lower incomes. Financial worries and woes have an impact on our overall health and well-being. Sometimes we're just finding ways to hang on for another week and protect what assets we have. It is our hope at Iowa CareGivers that this opportunity to receive some FREE financial fitness education will help you gain a little more financial security and a better sense of well-being.

Make the Financial Fitness Challenge a part of your overall health and fitness plan.

WHAT IS THE IOWA FINANCIAL FITNESS CHALLENGE?

The Iowa Financial Fitness Challenge is an online training program focused on employee 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 at-risk Iowans, this program is for you!

THIS FREE ONLINE PROGRAM FEATURES:

- 24/7 access on any computer, tablet, or smartphone connected to the Internet
- Your choice of 6 learning plans (each learning plan includes five courses)
- Flexible schedule with suggested due dates so you can set goals but work at your own pace
- Minimal investment of time – complete the program in just 15 minutes a day or one hour per week over five weeks
- Short quizzes to track your improvement
- User friendly and interactive with tools to help you stay on track
- Topics on how to use a budget, manage debt and credit, build emergency savings, protect your identity, make the most of your benefits, and plan for the future

Iowa CareGivers is pleased to be a partner in bringing this FREE financial education program to you. You spend your days providing care and support to others. Now you can take care of yourself by using this engaging education program to promote your financial wellness.

IS MY PRIVACY PROTECTED?

- Your answers to the program questions are kept private and confidential. No one else has access to your personal information.
- Your personally identifiable information is not sold or shared with anyone.
- The program is completely unbiased and does not sell, promote or recommend any products or services.

DID YOU KNOW Americans with more debt also suffer more health problems, such as higher rates of depression, back pain, and high blood pressure.

SIGN UP for the Financial Fitness Challenge if you are ready to:

- Reduce your financial stress
- Improve your overall health
- Plan for your future
- Make the most of your paycheck
- Learn how to become financially well

SIGN UP TODAY AT:

www.financialfitnesschallenge.com/ia-individual-application/

DEADLINE FOR INDIVIDUAL REGISTRATION: December 20, 2013

LEARN MORE: ffc@educatedinvestor.com

PROGRAM STARTS: February 10, 2014

DID YOU KNOW that financial stress has been shown to increase the risk of serious medical conditions such as diabetes, heart disease, high cholesterol and obesity?

EMPLOYERS, how can I help our employees participate in the Financial Fitness Challenge?

As a health care employer, you know how important employee wellness is to the delivery of quality care to the people you serve. The financial wellness of your employees is just as important as their physical wellness. Now you can establish your organization as a "best place to work" by investing in the financial well-being of your employees. You can use this FREE program to:

- Boost employee satisfaction, morale, and productivity by reducing financial stress
- Save money by improved productivity, reduced health care costs, lower absenteeism, lower turnover, and improved engagement and loyalty at work
- Improve employee financial knowledge and behavior by up to 40%

As an employer, Iowa CareGivers invites you to sign up for a one-hour webinar to learn more about this program. Register today for one of the following dates:

11/20/13 @ 11AM Central

<https://www2.gotomeeting.com/register/745666538>

12/3/13 @ 1PM Central

<https://www2.gotomeeting.com/register/171107890>

Act today to take part in the FINANCIAL FITNESS CHALLENGE!

*Diabetes Care *Associated Press-AOL survey, 2008





When asked “What’s So Special About the Iowa CareGivers?” a common response over the years has been this ... “Iowa CareGivers has our backs!”

We can imagine no finer compliment. We **HAVE** had your backs. You’ve been able to count on us to share your voice and be your advocate; to design and offer programs and conferences that are about you and for you; to inform you through the HUB and website; and to make sure that policy-makers and other leaders listen to what you have to say.

Here is something you may not know — Iowa CareGivers must rely on individual contributions from people, like you, who believe in our mission in order for us to continue to “Have Your Backs.”

If you value the educational conferences, Hub newsletter, leadership programs, and the face, voice, and respect we bring to you and your profession, then please consider a “Got Your Back” contribution, and think about doing it on a yearly basis. If 500 of you would make a contribution of \$20 apiece, that would total \$10,000. If 2,500 made a contribution of \$20 apiece, that would total \$50,000.

In an organization as small and frugal as the Iowa CareGivers, \$10,000 or \$50,000 or something in between means a lot — those are dollars that get turned around and used to benefit **YOU** and all who work in direct care.

So — We’ve Got Your 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? If so, give whatever amount you are comfortable with... and urge your friends and co-workers to do so as well!

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

A HEARTFELT THANK YOU
to all of the following for
your generous support and
special contributions.

IN MEMORY

Leo Brennan Jr.

– Connie Brennan

Kathryn Matthees

– Linda and Bruce Simonton

Jimmy T. Stevens

– Connie Stevens

Jacob Addison Swearngin

– Shirley Renfro

**PARTNERS & DONORS
CONTRIBUTING
Up to \$999**

Di Findley

Betty Grandquist

Deanna Lehl

**PARTNERS & DONORS
CONTRIBUTING
\$1,000 and Above**

Anonymous Donor

Community Foundation of
Greater Des Moines (grant)

Iowa Insurance Division
(conference)

State Public Policy Group
(conference)

*Listed are contributions from the
period 8/9/13 to 11/1/13.*

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

Name _____	Phone (cell) _____
Complete Home Mailing Address _____	Email Address _____ <small>(Emails are not shared with others.)</small>
City, State, Zip _____	Gift amount \$ _____
County _____	My gift is: <input type="checkbox"/> In Honor of <input type="checkbox"/> In Memory of
Phone (home) _____	Full name of Honoree or Memorial: _____
Phone (work) _____	Mailing Address of Honoree or Family of Memorial: _____ _____
<input type="checkbox"/> Please keep my contribution anonymous	

Iowa CareGivers Board of Directors 2014 Meetings

Executive Committee Meeting	December 11, 2013
Board Meeting	January 15, 2014
Executive Committee Meeting	March 26, 2014
Board Meeting	April 16, 2014
Executive Committee Meeting	June 25, 2014
Board Meeting	July 16, 2014
Board Meeting/Annual Meeting	October 28, 2014 (tentative)

Thanks Georgeanna!

Thanks to Georgeanna Spagnola for being a part of Iowa CareGivers for the last 5 years! Georgeanna has been an integral part of our staff, serving as Data Management Associate and much more! Georgeanna will be retiring and moving on to a warmer climate. We will miss her greatly. If you would like to send your well wishes, you can email her at Georgeanna.spagnola@iowacaregivers.org or send her a card at the Iowa CareGivers office. Her last day is December 12, 2013.

"It has been my pleasure working with all of you. I wish you all the best as you go about the job of caring."

– Georgeanna



Georgeanna Spagnola,
Data Management Associate

Hey; I'm not leaving... just changing!

By John Hale

I've been working with the Iowa CareGivers and many of you for eight years. My primary focus has been on the public policy side of direct care – working to improve your compensation, training, and career opportunities; and to enable you to provide the best possible care and services to the people you support. We've accomplished a lot together, but there is still so much more to do!

I've decided that I could have more impact on the issues important to you by making a change. So, I'm ending my policy role with the Iowa CareGivers and starting to work independently on these issues via The Hale Group, the consulting company that I own and operate. I view this as NOT ending my role in direct care issues, but EXPANDING it.

You'll continue to see and hear from me in some different roles with the CareGivers. I'll be assisting more on fund raising for the organization and with the messages that will be used to talk about the work you do. It's a real privilege working with and for the Iowa CareGivers – and with and for you – and I look forward to continuing to doing so in some other ways!

And I hope you know this but it's important to stress it – you and all of those that work in direct care in Iowa are blessed to have an organization like the Iowa CareGivers to serve and support you! They are the reason that your issues are talked about and worked on. They are passionate and persistent. They genuinely care about you and your work. They have become a valuable resource for elected leaders and candidates who really want to know what's going on.

Bottom line? They make a big difference for you and the people you serve.



John Hale, Fund Development
and Communications
Consultant

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Resources

November is National Family Caregivers Month

and VA recognizes family Caregivers for the care and tireless support they provide to Veterans! For more information about the work VA is doing to support family Caregivers of Veterans, please visit www.caregiver.va.gov. For information about local services available for family caregivers of Veterans, please contact the VA Caregiver Support Coordinator or alternate in your area.

- **Central Iowa:** Gina MacRae 515-699-5999 ext. 4015 or Vivian Mogensen 515-699-5999 ext. 4369 (Des Moines)
- **Eastern Iowa:** Connie Holmes 319-338-0581 ext. 6865 or Sondra Reglein 319-235-1230 ext. 2250 (IA City/Waterloo)
- **Western Iowa:** Joni Morin 402-995-4618 (Omaha)
- **NW Iowa:** Heather Berard 605-336-3230 ext. 7720 or Kristin Breitag 605-336-3230 ext. 7898 (Sioux Falls)

Recruitment Toolkit will be available soon on our website: www.iowacaregivers.org.

Look for an updated Earned Income Tax Credit toolkit on our website: www.iowacaregivers.org in December or January.

Next year Iowa's State Earned Income Tax Credit will be 14% of federal, up from 7% this year. In 2014 it goes up to 15%. The Iowa Fiscal Partnership estimated this could put \$350 more, depending on family size and earnings, in the hands of low-and moderate income families. Over 500,000 working Iowans will benefit including more than 266,000 children.

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**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.