

# THE Dispatch

A PUBLICATION OF DISCOVERY LIVING, INC. 

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*W*hat is your Legacy? All of us here at Discovery Living were thrilled when our Endowment Challenge grant application was recently approved by the [Greater Cedar Rapids Community Foundation \(GCRCF\)](#). A key to the fiscal stability of non-profit organizations is to have resources invested in a trust or endowment fund. Having a strong endowment often determines which businesses have the fiscal stability to endure for the long haul. An endowment consists of permanent funds that are invested with the principle kept intact, while interest and other earnings are used to further our work here at Discovery Living.

By investing in the GCRCF endowment, you are investing in our long-term future and that of the local communities we call home. The GCRCF's mission is to connect donors to deserving people and organizations, and to provide leadership on important community issues.

Our grant allows Discovery Living to receive matching dollars from the GCRCF for qualifying gifts made by donors to our endowment fund. Examples of qualifying gifts include cash, stock options, insurance annuities, retirement account dividends, and property. For every \$3.00 donated, the GCRCF will match \$1.00 - up to a per household maximum of \$1,000 in matching funds. Donors benefit from federal tax deductions, as well as Endow Iowa tax credits. Here is an example of possible benefits of a gift to our endowment fund:

Donor makes a \$10,000 gift  
25% Endow Iowa Tax Credit: \$2,500  
35% Federal Deduction: \$3,500  
Total Tax Savings: \$6,000  
Cost of Gift to Donor: \$4,000

Using this example, Discovery Living would actually receive an \$11,000 endowment gift (\$10,000 gift + \$1,000 in matching funds) at a cost of \$4,000 to the donor.

Any and all gifts are appreciated but we have established a very special designation for those who gift \$4,000 or more to our endowment. Individuals

who gift this amount will be charter members of the **Discovery Living Legacy Society**. With their consent, Legacy Society members will be acknowledged in our newsletter and website, and invited to special events. This special group of supporters will truly help shape the future of our organization.

If you want to learn more about this wonderful opportunity to help Discovery Living, while benefiting from tax incentives, please feel free to call the Discovery Living office at (319) 378-7470 and ask to speak with Bob Hebl. You can also learn more about Discovery Living, Endow Iowa and other benefits of giving at [www.discoveryliving.org](http://www.discoveryliving.org).

By Bob Hebl, Executive Director

 LEGACY SOCIETY



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## Have you checked out our new Dispatch format?!

Last issue, we rolled out a brand new Dispatch experience to ring in the new year. We hope you find many of the enhancements we've made both interesting and useful. Most notably, for those of you who receive the newsletter online or via email, we encourage you to try out some of the more interactive elements: Touch or click on a picture to link to a partner's website or learn more about an article's subject. Touching or clicking blue words can put you in contact with a resource staff or an event's coordinator, or link you to more detailed information on a given topic. Touching an address links you to a map to help you find important places - just keep clicking on whatever interests you most. We hope you enjoy the new Dispatch!



Whenever you see this  
icon, touch or click for  
additional pictures!

Whenever you see the  
"Play" arrow, touch or  
click for video!



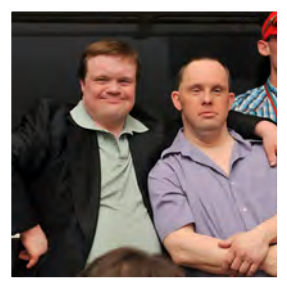
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Several dozen of the people supported by Discovery Living recently took part in the annual [Arc of East Central Iowa](#) Valentine's Ball. The hall at St. Mathews Church was filled with sharply dressed dancers, bright lights and smiling faces that helped make Valentine's Day 2013 a day to remember.

# Cupid's Big Day



## WINTER WONDERLAND

Our recent snowfall provided some excellent cross country skiing opportunities at [Camp Courageous](#). Everyone involved seemed to enjoy the beauty of nature and benefited from some wonderful exercise as well. The ski adventure was topped off with a cup of snow pudding.



Folks had such a good time that many, well.... at least a few of us, are already looking forward to next winter!

*"Blessed are those who give without remembering. And bless those who take without forgetting."  
- Bernard Meltzer*

# RETHINKING TURN<sup>OVER</sup>



## Discovery Living Employee Turnover Rate Remains Well Below Industry Average

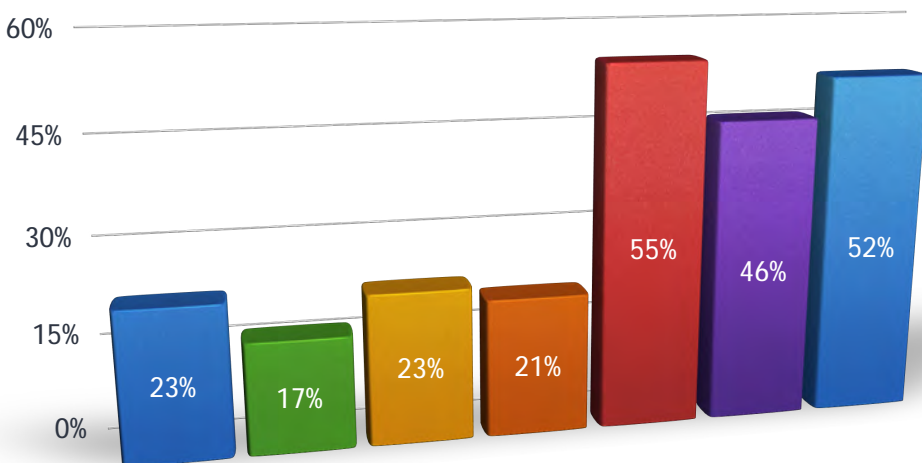
Employee turnover is an issue that has long challenged many industries, and has been a very serious concern for companies that provide care to people with disabilities. We, at Discovery Living, certainly understand that recruiting and retaining a stable direct care workforce is key to the delivery of quality services – and are pleased that our annualized turnover rate remains well below the national average.



As you will see in the graph below, Discovery Living’s annualized employee turnover rates for the last three years are: 2010 – 23%, 2011 – 17%, 2012 – 23%. Discovery Living’s three year average annualized employee turnover rate for that time period is 21%. Compare these numbers with 2011 direct care turnover data provided by the [US Department of Health and Human Services](#), which indicates that average direct care turnover rates typically range between 40-75% for private providers of residential disability supports. Most experts agree that the turnover rate for private community based disability service providers is over 50%. In 2011 the [Center for Excellence in Assisted Living](#) reported that the average annualized turnover rate for caregivers working with the elderly was

46%. In 2012, the [Iowa Department of Human Services](#) issued a report finding that the annualized turnover rate for Certified Nursing Assistants working in the nursing home industry was 52%. As you can see, employee turnover is a challenge faced by many Iowa employers.

Annualized Employee Turnover Percentage



- Discovery Living Direct Care Turnover 2010
- Discovery Living Direct Care Turnover 2011
- Discovery Living Direct Care Turnover 2012
- Discovery Living Direct Care Turnover 3 Year Average
- National Average of Supported Community Living Direct Care Staff
- National Average of Assisted Living Direct Care Staff
- National Average of Nursing Home Direct Care Staff

We understand that turnover rates vary from home to home and will continue our efforts to recruit and retain the highest caliber employees possible.





# KNIGHTS OF COLUMBUS

## OUR FAITHFUL FRIENDS

For over 25 years, Discovery Living has benefited from the tireless efforts of the Knights of Columbus Persons with Intellectual Disabilities (PID) Fund Drive. Area councils spend hundreds of hours each year to ensure that Discovery Living is able to cover service costs that are not reimbursed by Medicaid, our primary funding source. We are able to purchase and modify critical items such as homes and vehicles, as well as obtain adaptive equipment, because of the generosity of friends like the Knights of Columbus. In the past three years, local Knights of Columbus Councils have donated over \$125,000 in PID Tootsie Roll sale proceeds to Discovery Living! Over the last 25 years, this total is well over \$750,000! The Knights of Columbus are consistently our biggest source of donated funds each year. In addition to the PID drive, nine Knights serve on our board of directors and KC members routinely donate furniture, appliances, equipment, and services to help our organization. The Knights also support many other fine organizations like the ARC, Camp Courageous and Special Olympics. These dedicated volunteers have touched thousands of lives in Iowa and millions of people worldwide. **A big Discovery Living Thank You goes out to the following Knights of Columbus Councils for supporting us in 2012: 5390 - Marion, 5544 - Cedar Rapids, 909 - Cedar Rapids, 5677 - Cedar Rapids, 11942 - Fairfax/Walford, 12136 - North Linn, 14952 - Cedar Rapids, 13426 - Mechanicsville area, and the Iowa Knights State Council.**



*Pictured are Knights of Columbus District Deputy, Gerald Fetzer and Regional Director, John McGinness presenting Discovery Living Executive Director, Bob Hebl with proceeds from the 2012 Persons with Intellectual Disabilities Fund Drive.*

...worth 1,000 words



The Jomar Ladies: Movers and "shakers" at the upcoming choir concert!



*"Never lose sight of the fact that the most important yardstick of your success will be how you treat other people - your family, friends, and coworkers - and even strangers you meet along the way."  
- Barbara Bush*



# Special Olympics

## Iowa District Basketball



On February 17, a large number of athletes converged on Jefferson High School in Cedar Rapids. Fans enthusiastically cheered as the **Special Olympics** District basketball tournament took place. We are pleased to report that several folks from our Discovery Living family participated and made us all proud.



### Discovery Living's

## 2013 Travel and Adventure Film Series

We are pleased to announce our **2013 Season**:

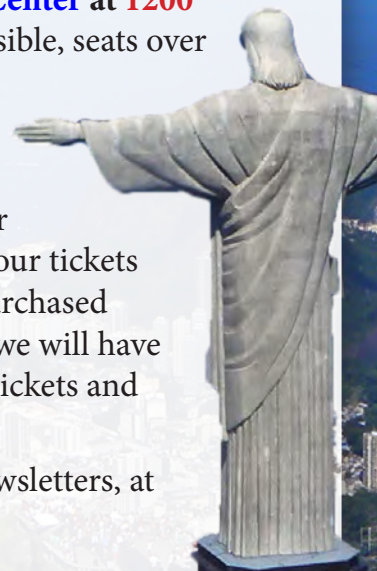
- Sunday, September 22 - **Discovering the Dutch** - [Sandy Mortimer](#)
- Sunday, October 6 - **America's Amazing Places** - Bob DeLoss
- Sunday, November 3 - **Sailing Down to RIO on the Queen Elizabeth 2** - [Doug Jones](#)
- Sunday, December 1 - **Madagascar: Land of Unique Wildlife, People and Pirates**  
- [Marlin Darrah](#)

All shows begin at 2:00 pm

Please remember that our 2013 shows will be held at **The Marriott Convention Center at 1200 Collins Road NE in Cedar Rapids**. The Marriott convention center is fully accessible, seats over 200, has plenty of parking, and is centrally located.

Those of you have pre-ordered tickets will soon receive your tickets and a show brochure in the mail. Those of you who are interested in purchasing tickets may do so by calling our main office or just stop by during regular business hours. Our single season ticket price is \$20 and a family season pass is \$44, if you purchase your tickets prior to July 1. Single and family season passes are \$24 and \$48, respectively, if purchased after July 1. Single admission tickets on the day of the show are \$7.00. As always, we will have snacks and beverages available for purchase during intermission. Proceeds from tickets and snack sales go to support the work we do here at Discovery Living.

Additional information can be found in upcoming Discovery Living Dispatch newsletters, at [www.discoveryliving.org](http://www.discoveryliving.org), or you can call our office at (319) 378-7470.



As expected, local officials and legislators have had their plates full addressing a wide range of issues related to the continued transition of the mental health and disability system from a county to a [regionalized system](#). One of the requirements of this legislation was that counties form into regions - or demonstrate that they have the capacity to be a standalone entity. As of this date, it appears as though our local county officials have decided on a nine county region that includes: Linn, Johnson, Delaware, Jones, Benton, Dubuque, Bremer, Buchanan, and Iowa County. This region has over 550,000 people and would be the most populated region in the state. Other counties are partnering up and, when all is said and done, there will likely be anywhere from 10 to 12 regions statewide. Counties must indicate their intent to form a region by April 1, 2013 - or file to be a standalone entity by May 1, 2013. Regions will be required to enter into performance based contracts with the Department of Human Services and begin operating on or before July 1, 2014.

The idea behind the regionalization is to deliver more uniform services across the state by having a handful of regionalized entities share common systems, personnel and resources. There are many system and service related issues that will need to be worked out to make this vision a reality, and in order to minimize service disruptions. Mental health and disability leaders are working hard to try and make this complex process move as seamlessly as possible. Many people with disabilities, their families, advocates, and service providers, including your leadership team at Discovery Living, will continue working with county and [DHS](#) officials on this important project.

*"How wonderful that no one need wait a single moment to improve the world."*

*- Anne Frank*



...worth 1,000 words



Lynette Gerhold stops for some fuel before her shopping trip.



The legislative season is upon us. Over the past several weeks your leadership staff has been working in conjunction with the [Iowa Association of Community Providers](#) to ensure that legislative leaders are well informed regarding key issues that impact the people we support, such as the need for state leaders to fully fund Medicaid services during the system redesign. Pictured above, R to L, is Bob Hebl with [Governor Terry Branstad](#) and Steve Miller, with the National Alliance on Mental Illness. Pictured below, L to R, are: Bob Hebl, State Representative Art Staed, Pat Costigan – REM Iowa Community Services, Kathy Johnson, Abbe Center for Community Mental Health, and Shelly Chandler with the Iowa Association of Community Providers.

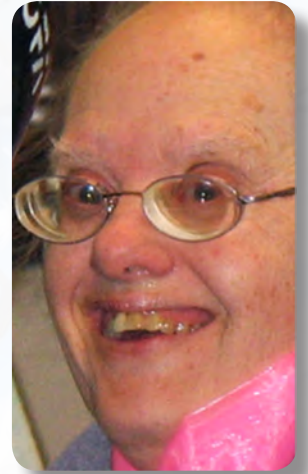




*Beverly Ann Day*, 66 (in her eyes age 19, since 1965) grew her angel wings and flew to heaven on Monday, April 1, 2013. Awaiting her with open arms and huge smiles were her parents, Tom and Lucille Etten Day and her brothers, Bruce and Ronald. Beverly was born Sept. 19, 1946. She was raised in Anamosa and lived with her family until moving to the Discovery Living group home on June 3, 1984. Beverly also worked at Options of Linn County from 1984 to 2006, before retiring to a life of leisure.

Beverly enjoyed van rides, root beer, singing, Elvis, playing her guitar, karaoke, having her nails done, getting dolled up with her jewelry and cute clothes, looking at her JC Penny catalogs, Wendy's, dancing, her purse, checking out giant library books, having her picture taken, giving out hugs and kisses to everyone, and so much more.

Beverly had such a genuine and loving soul and touched everyone deeply who came in contact with her. Thank you Bev, for being you and making all of us richer, happier and better people for having known you. We will miss you.



Submitted by Mary Hand,  
Coordinator

*We will never forget...*

*"Our Treasured Friend"*

by Tiffany Shelton, CLA

*Heaven now has our treasured  
friend*

*Now his pain has come to an end*

*Among angels, he walks through  
Heaven's gates,*

*As we look back on his wonderful  
traits:*

*Sweet and silly, thoughtful and  
kind*

*Are just a few that come to mind*

*All who knew him were truly  
touched by his wonderful heart*

*Too soon he did part*

*Rest in paradise, our sweet friend*

*Until we meet in Heaven again*



*Douglas E. Hahn*

A member of the Discovery Living family passed away on Wednesday, April 3, 2013.

Doug was born April 1, 1945, in Cedar Rapids. He was born with autism and, at the age of 12, moved to Woodward State Hospital. In 1994 he moved into a Discovery Living home.

Doug worked at Options of Linn County until he retired in 2005, attending Milestones of Marion.

Doug touched a lot of hearts,

where he lived, worked, and during his retirement.

Doug participated in Special Olympics for many years, most recently competing in Bocce Ball, where he won several medals. He enjoyed attending Camp Courageous, boat rides, painting, bird feeders and birdhouses, listening to music, holidays, ice cream sundaes, and spending time with family and his staff members. We will miss Doug a great deal.





1 0 1 5 Old Marion Road, NE  
Cedar Rapids, I o w a 52402

Place  
Stamp  
Here

[www.discoveryliving.org](http://www.discoveryliving.org)  
(319) 378-7470

*Helping adults with  
intellectual disabilities  
live successful,  
satisfying lives in the  
mainstream of the  
community.*