

THE Dispatch

A PUBLICATION OF DISCOVERY LIVING, INC. 

BOARD OF DIRECTORS

PRESIDENT

James Nelson

VICE PRESIDENT

Craig Clark

TREASURER

Pat Schmitt

SECRETARY

Dianna Young

Tom Auterman

Dan Banyas

Anne Cunningham

Denis Duppong

Jeff Gibney

William Knapp

Terry Moran

Leigh Murdoch

Scott Olson

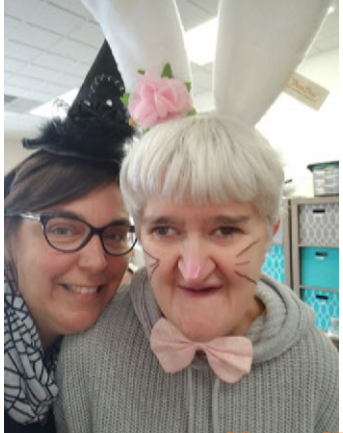
Ralph Savoy

Mike Stallman

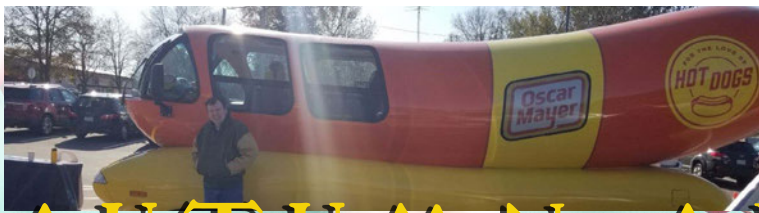
Frank Varvaris

Karen Volz

Good Things are
On The Rise!
at Discovery Living (pg.5)



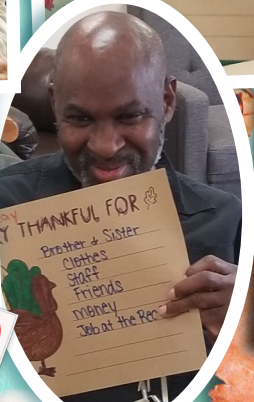
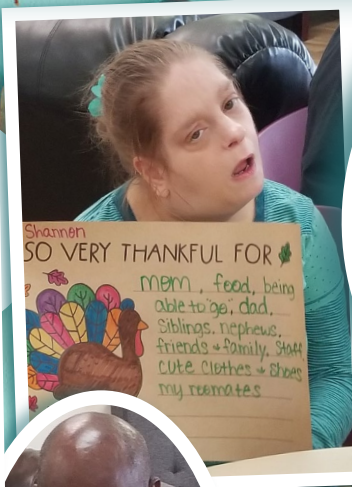
HALLOWEEN HIJINKS



AUTUMN ADVENTURES

THANKSGIVING THOUGHTS

Folks at the rec center share some of the things they are most thankful for, this year.





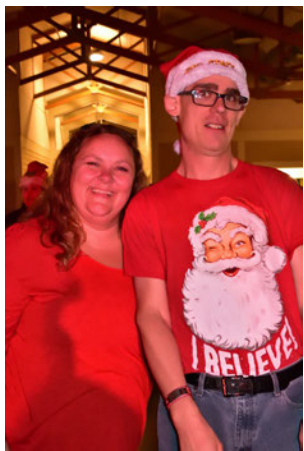
Counting Our Christmas Blessings

We have an annual tradition, here at Discovery Living, of getting together each December to celebrate the accomplishments of the year, recognize our long-term team members, and bind it all together with good food and conversation. It is an event we always look back on fondly.



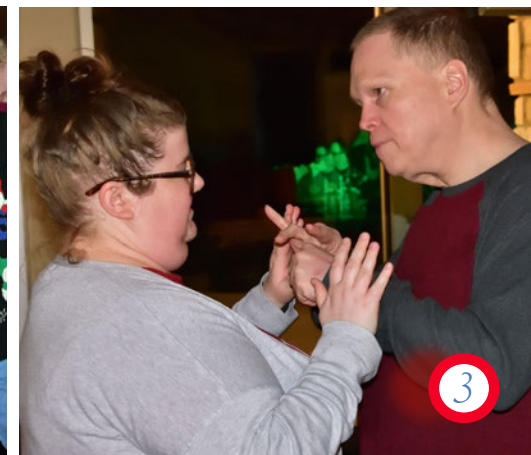
Jean Aldrich was recognized for 30 years of service!

**"Optimism is the faith that leads to achievement."
-- Helen Keller**



**'TIS THE SEASON
(TO LAY DOWN
THE BOOGIE)**

Waiting for Christmas to come can be a lot of stress! Dodgy weather. Parties to plan. Holiday crowds at work. Thankfully, Cedar Rapids Parks and Rec has just what the doctor ordered - an annual prescription to GET DOWN! Community members in search of their winter's groove turned up in droves at the rec center, and the DJ did NOT disappoint!



Prairie Wings
MEDIA PRODUCTIONS, L.L.C.
Jim Messina
Prairie Wings Media Productions, L.L.C.
4517 Benton St. NE
Cedar Rapids, IA 52402-3024
(319) 286-9464
e-mail: prairiewings@hotmail.com

Every mountain top is within reach, if you just keep climbing
- Barry Finlay



In case you have not heard yet... we have launched an Endowment Challenge. We were recently blessed by a \$25,000 endowment match gift from John Morris, our previous Executive Director, and his wife, Nancy.

This is the time for you to maximize the impact of your gift. Each gift will be matched dollar for dollar until the \$25,000 gift is matched. Your gift will be managed by the [Greater Cedar Rapids Community Foundation](#) and invested for the benefit of Discovery Living. The earnings from these investments will be contributed to Discovery Living every year to help us fulfill our mission.

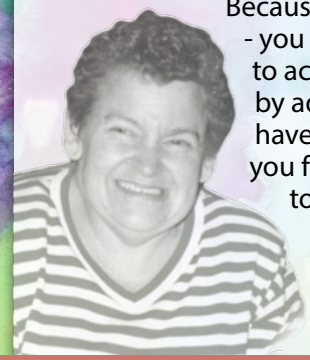
The Morris Endowment Match Challenge



2019 ANNUAL APPEAL

- There's Still Time! -

By now, hopefully you are familiar with Nancy's story shared in the most recent Annual Appeal mailing. Thank you to all those that have already donated! And to those that haven't, the giving window is still open!!



Because of you - your gifts, your support - you have enabled us to continue to act as Nancy's 'provider for life' by adapting her home as her needs have changed over the years. Thank you for your ongoing commitment to Nancy and the other 140 adults with disabilities supported by Discovery Living. Please make appeal checks payable to Discovery Living.

Annual Appeal gifts are accepted through June 30th!

Please make endowment checks payable to:
Greater Cedar Rapids Community Foundation
Indicate in the memo field:
Discovery Living Endowment
Mail check directly to:
Discovery Living
1015 Old Marion Road NE
Cedar Rapids, Iowa 52402

WE'RE PARTICIPATING IN THE
HY-VEE REUSABLE BAG PROGRAM

When you buy the \$2.50 red My Heart Reusable Bag this month, \$1 will be donated to our organization.



We are excited to share that Hy-Vee store leadership at Johnson Avenue and Oakland Road have selected Discovery Living as the Hy-Vee reusable bag program non-profit for the month of February.

We will receive a \$1 donation for every Reusable Bag purchased at the Hy-Vee locations at **1843 Johnson Avenue NW** and **3235 Oakland Rd NE** (both in Cedar Rapids) for the month of February.



Bob Hebl with Grand Knight Tom Spartz of KC Council 5390



We continue to be blessed by our founders, the Knights of Columbus, through their annual campaign for People with Intellectual Disabilities (CPID). This campaign is also known as the Tootsie Roll Drive as Knights volunteer their time to sell tootsie rolls at local businesses. This year's campaign was another success, and Discovery Living continues to receive donations from many area councils.

Bob with Grand Knight Justin Roberts of KC Council 5544



Belle's Ringin'!

Several members of the Discovery Crew were out in full force this season, spreading cheer and ringing bells for the Salvation Army and the people they serve. Click the flickr link below for more fun photos!



"The great use of life is to spend it for something that will outlast it." -- William James

Selfless Seamstresses...? Quilty as Charged!

Nimble fingers



St. Ann's Study Club



Discovery Living members have been blessed with gifts of quilts from two remarkable teams of stitching artists over the past few months. 'Nimble Fingers', from St. Stephens Lutheran Church in Atkins, donated eleven handmade quilts, and the ladies from St. Ann's Study Club at St. Patrick's Catholic Church in Ryan donated five. These beautiful quilts were made with love and, in turn, are sure to be loved by the members to whom they were gifted.



Good Things On The Rise!

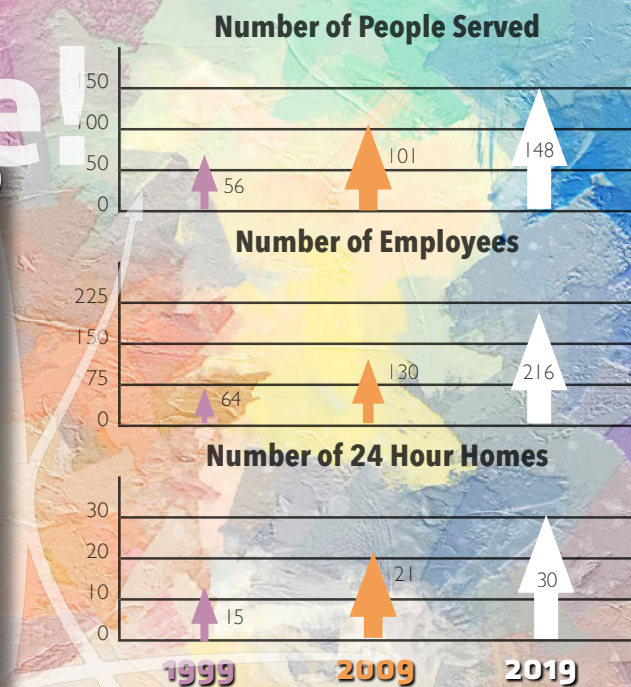
Bob Hebl, Executive Director (from cover)

People with disabilities, their families, advocates and service providers have learned to accept that the world we live in is a constant state of flux. Regulatory, eligibility, legislative, and funding changes are just a few of the many system issues that have very real consequences for the people we support, their loved ones, and our organization.

The Discovery Living Board of Directors and leadership staff have always worked hard to stay ahead of impactful changes in order to minimize any potential adverse impact on the people we support. In the last few years, we have navigated a rapidly evolving overhaul of the manner in which services are accessed, funded and monitored.

So what do you do in an environment such as this? You adapt, plan, and - to the best of your ability - work to shape the service system and your supports to remain focused on the person served. Fundamental to this effort is the recruitment and retention of quality employees at all levels of the organization. Because of our employees hard work, our reputation remains very strong, and we are considered a preferred service provider by the over 100 people currently on our service waiting list.

The result of these efforts is that our organization has not only held steady, we have expanded our services to help more people each year. The graphs on the right help illustrate the growth of our services. The numbers are encouraging, but what they do not tell you is that our success is directly linked to the hard work and compassion our employees demonstrate each day. Thanks to our employees for all of the hard work and dedication. Because of your efforts, Discovery Living is looking forward to a bright future.



Just because someone carries something well doesn't mean that it isn't heavy. -- Chad Hymas



THE DIRECT CARE OPPORTUNITY ACT

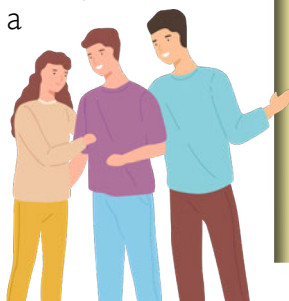
- The Direct Care Opportunity Act (HR 4397) was recently introduced to the United States Congress. The intent behind this bill is to invest additional resources in the areas of staff wages and training to reduce employee turnover, and increase longevity of service, in the disability services industry. The Iowa Association of Community Providers is working with legislative leaders to address this issue right here in Iowa.
- As most of our readers know, staff recruitment and retention challenges have plagued our industry for years. Many service providers have frozen employee wages for several years, while others have actually reduced wages and/or closed down programs due to the staffing crisis. It is estimated that Iowa disability providers would need to hire an additional 20,000 employees next year, just to fill vacant positions.
- More information will be coming your way and we may be asking you to contact select legislative leaders to support this important initiative.
- Please contact Bob Hebl at bhebl@discoveryliving.org if you ever have questions regarding legislative matters.

Guardianship

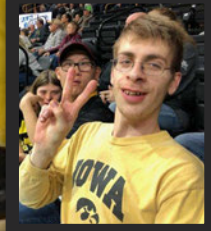
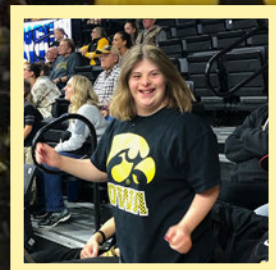


Some unanticipated changes in guardianship laws have left families and caregivers with questions. These laws became effective on New Year's Day, 2020, and thankfully Disability Rights Iowa and our friends at the Arc have been there to help us clarify the extent of the alterations. As a service to our readers, we have created a link to the Disability Rights Iowa article (www.discoveryliving.org/guardianship.pdf) and want to further

make you aware that Josephine Gittler, the primary author of the legislation, recently hosted by the Arc in a live Q&A about the changes, will soon be releasing a recorded webinar addressing many of the most frequently asked questions. Look for further information where and when this recording will be available at www.thearcofiowa.org.

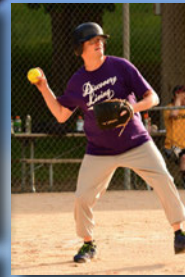
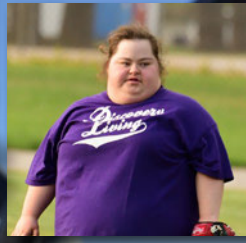


B-BALL with some BESTIES



and a BIRTHDAY!

(Happy Birthday, Mark!)



Discovery Living



Unified Softball 2019



Photo credit - Jim Messina of Prairie Wings Media Productions, LLC

You just can't beat the person who won't give up. -- Babe Ruth

The Potent Perks of Positivity

- Make peace with the past so it does not affect the present. You will then notice the abundance of good things in your life!
- What others think of you is none of your business. Focus on you and the things that bring you joy and peace.
- Time heals most things. Give it time, and ask for help when you need it.
- Refrain from comparing your life to others and from judging others. Team up to make things better.
- Sometimes it is all right to not know the answer. Life is about learning together.
- You are in charge of your happiness. Positive thinking is good for your health!
- Smile! It will increase your enjoyment in life.



DONATE

You. That's right, YOU. As we wrap up another issue of the Dispatch, we want to take a moment and thank you, our steadfast friends and supporters, without whom there really could be no Discovery Living. Some of you are parents. Some are case managers. Some run a business that strengthens and sustains our local economy. Some of you volunteer or sit on our board. Some of you are Discovery Living employees. Almost all of you are connected to our members in some meaningful way. But there is another way you can connect with our members in a meaningful way. Did you know that while Medicaid accounts for much of Discovery Living's operational funding, we depend on regular donations to assist with the high costs of home and vehicle purchases and modifications – which add up to several hundred thousand dollars annually? Please check out the "Giving" tab at www.discoveryliving.org, or contact our office at (319) 378-7470 and consider some of the ways you could be a hero to one or many of the people served - and probably for a lot less than you imagine. Oh, and thank you ...for being "you."





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

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

www.discoveryliving.org
(319) 378-7470



www.campcourageous.org
(Paid for by Friends of Camp Courageous)

*A very special
"Thank you!"
to our sponsors
for making
our mission
of service
possible!*



the wise choice. | benefit advisors



**Pate Asphalt
Systems**



MARION



**The Arc of East Central Iowa - Bob Mickey Collision
Center - Bradley & Riley, PC - Five Seasons Tire - Home
Appliance Center - House of Carpets - Mike Stallman
Options of Linn County - Toyota of Iowa City**

For details and information on how YOUR business or organization can sponsor The Dispatch, contact [Monica Ravn](mailto:Monica.Ravn@discoveryliving.org) at (319) 378-7470 and reserve your space now.