

# THE Dispatch

January - March 2022

A PUBLICATION OF DISCOVERY LIVING, INC. 

# Congratulations Discovery Living!

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[www.discoveryliving.org](http://www.discoveryliving.org)

State of Iowa  
Executive Department  
IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

## PROCLAMATION

WHEREAS, the employees of Discovery Living, Inc., tirelessly provide support to Iowans with disabilities; and

WHEREAS, we believe that all Iowans should, regardless of physical or developmental challenges, have full access to their community; and

WHEREAS, all people should have a network of community based support, which includes their family and friends; and

WHEREAS, Discovery Living has worked to ensure that Iowans with disabilities determine their own destiny, and live satisfying and successful lives; and

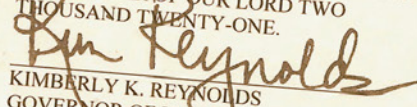
WHEREAS, Discovery Living has provided high quality support and services to Iowans with disabilities for over 40 years:

NOW, THEREFORE, I, Kimberly K. Reynolds, Governor of the State of Iowa, do hereby proclaim December 1, 2021 as

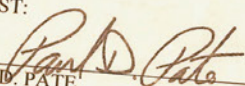
### DISCOVERY LIVING, INC. 40<sup>th</sup> ANNIVERSARY DAY



IN TESTIMONY WHEREOF, I HAVE  
HEREUNTO SUBSCRIBED MY NAME AND  
CAUSED THE GREAT SEAL OF THE STATE  
OF IOWA TO BE AFFIXED. DONE AT DES  
MOINES THIS 22<sup>nd</sup> DAY OF NOVEMBER  
IN THE YEAR OF OUR LORD TWO  
THOUSAND TWENTY-ONE.

  
KIMBERLY K. REYNOLDS  
GOVERNOR OF IOWA

ATTEST:

  
PAUL D. PATE  
SECRETARY OF STATE



**M**ost Festive  
**A**ccacia

**B**est Use of  
Lights  
**O**akcrest



# Holiday Joys

**At Long  
Last...**

...the  
Grinch  
meets his  
biggest fan,  
Karen.

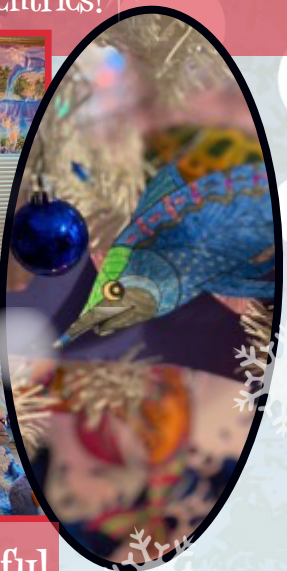


**C**elebrating in the midst of the pandemic took, of course, some creativity and adaptation. The typical parties and group festivities gave way to zoom greetings & "gatherings" and even some holiday hijinks that could still incorporate bonding and ignite the imagination - separately... but together. One such event pitted the houses against one another in a friendly, festive competition to see which household could bring the most to their tree-decorating game this season. Boy, did everyone deliver! Awards were given in several categories, and victors in each category earned their house a gift card for special member/staff activities. Check out some of these glorious entries!

**Carolers  
bring a  
joyful noise  
to the office!**



## Christmas in Camelot



**M**ost Colorful  
**V**alleyview


**B**est Overall  
**S**ummerwood

**M**ost  
& **C**reative  
**V**alleyview



**At Bart's...  
Livin' Our  
Best Life**





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.

# 2021 Employee Holiday Banquet

*"How far in life you go depends on your being tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and strong. Because someday in your life you will have been all of these."  
George Washington Carver*

SAVE THE DATE

Discovery Living

40

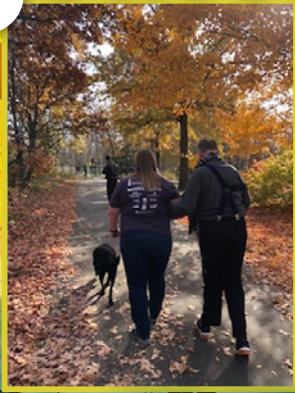
Changing Lives Since 1981

## DISCOVERY LIVING'S 40TH ANNIVERSARY CELEBRATION

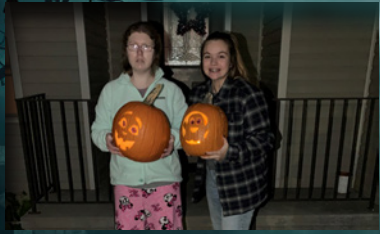
Come one, come all! Discovery Living is turning 40, and we would love nothing more than if you would join us as we take some time to honor the numerous individuals who have made Discovery Living what it is today. It will be a night of reflection. A night of memories. And it will be a night to look forward to the promise and prosperity of the road ahead. Festivities will commence on April 19th, 2022 - from 5-7pm at [The Hotel at Kirkwood Center](#).



# Seasons at the Centers

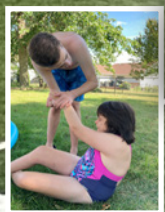


...AND HALLOWEEN AT THE HOUSES...

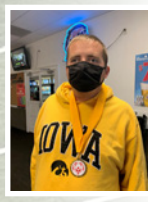
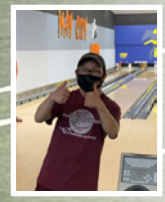


*Cheffin'*  
with  
CHEF JOEY

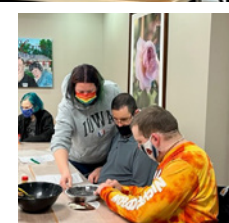
## THE SPORTS PAGE



SWIMMING



UNIFIED BOWLING



# Gratitude Board



Thank you to **all our Birdies for Charity donors** who gifted over \$12,200 to Discovery Living, making this our best year ever, and to **John Deere** for an 8% match of \$975! We appreciate this amazing support which will help us purchase and distribute supplies needed to keep our members and employees safe during the COVID-19 pandemic.



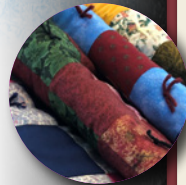
Our faithful friends, the **Knights of Columbus**, continue to bless Discovery Living. Despite the pandemic, area councils donated over \$47,000 in Persons with Intellectual Disabilities (PID) tootsie roll fund drive proceeds in 2021!



From left to right: Jeff Alt – Recorder, Terry Leier – Deputy Grand Knight, Mike Beke - Grand Knight, Bob Schmitt – Treasurer

Pictured at right are Officers from Council 5390 in Marion. **Council 5390** cancelled their PID drive in 2020 due to the pandemic - and conducted two PID drives in 2021! These two drives resulted in Discovery Living receiving nearly \$33,000 in donations from Council 5390 in 2021! Look for a complete list of area councils that continue to bless and support us in an upcoming issue.

**Nimble Fingers**, a quilting group with **St. Stephen's Lutheran Church** in Atkins, donated six beautiful, hand-made quilts to ensure individuals we support stay warm this winter.



"LET YOUR HEART FEEL FOR THE AFFLICTIONS AND DISTRESS OF EVERYONE AND LET YOUR HAND GIVE IN PROPORTION OF YOUR PURSE."  
- GEORGE WASHINGTON

## ANNUAL APPEAL 2021



THANK YOU to all our supporters who have donated to our **annual appeal** already – we appreciate you! If you haven't donated yet, no worries, there is still time!

You can download our brochure and pledge card here:

<https://discoveryliving.org/wp-content/uploads/2022/01/AA2021.pdf>

As we reflect on 40 years of service, we can't help but feel a sense of profound gratitude for all your gifts to honor our past, present, and future.



## IACP 2021 WAGE & BENEFIT SURVEY

The Iowa Association of Community Providers (IACP) is an organization that advocates, educates, and provides needed training and resources to people with disabilities, their families, and service providers. IACP represents 127 community-based providers who serve over 160,000 Iowans.

The data below is from IACP's 2021 Wage Survey Report:

- The average hourly direct support professional start wage in Iowa is \$13.18, which is well below our \$15.50 hourly DSP start wage
- The average DSP turnover rate in Iowa last year was 39%, well above the 21% turnover rate at Discovery Living
- 48% of employers do not offer vacation, sick, or personal time to part time employees, as Discovery Living does
- 85% of employers do not offer health or dental insurance to part time employees, as Discovery Living does

While we still have work to do, the data above makes it clear that our organization continues to offer wages and benefits that are above the industry standard for private employers.

The Mod Center Fundraising Team contacted Discovery Living, wishing to once again purchase Christmas gifts for the individuals we serve. At their request, we identified 14 individuals to submit a Christmas wishlist for themselves. The wonderful fundraising team shopped, purchased, and wrapped gifts... And then, one magical day, a group of personalized red sacks, filled with goodies, appeared under the Discovery Living Christmas tree. Thank you, MCFT. We are blessed and humbled by your generosity!



# In it for the Long Haul

As all of us here at Discovery Living celebrate 40 years of changing lives, it seemed like an appropriate time to evaluate how rare longevity of this nature is. According to the [National Center for Charitable Statistics \(NCCS\)](#), more than 1.5 million nonprofit organizations are registered in the U.S. This number includes public charities, private foundations, and other types of nonprofit organizations, including chambers of commerce, fraternal organizations, and civic leagues. Below are some non-profit statistics that were previously published in Non-Profit Quarterly:

- **Approximately 20% of non-profit organizations are less than 5 years old**
- **Over 30% of non-profits go out of business within 10 years**
- **Less than half of non-profit organizations last more than 20 years**
- **It is estimated that less than 15% of non-profit organizations remain in existence 40 years or more**

Our longevity has been the result of a dedicated workforce providing quality services that have established us as a provider of choice. We have also been blessed by the faithful support of families of the people we serve, along with numerous businesses, Linn County Community Services, and the cities of Cedar Rapids, Marion, and Hiawatha. Our numerous supporters have enabled our leadership staff and Board of Directors to focus on fulfilling our mission.

*The Nonprofit Quarterly, also known as NPQ, is a nonprofit magazine publication which provides research-based articles and resources to educate the nonprofit sector.*

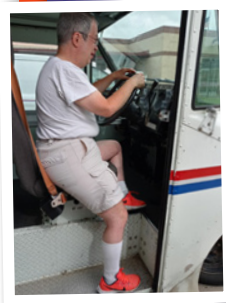
“There is no such thing as quality work without longevity.”  
*Johnny Hunt*

“You have to prove that you know what you’re doing. You have to have longevity. You have to stay around.”  
*Venus Williams*

## FRANKIE DELIVERS

Submitted by Cindy Norton, DSP

Throughout his life, Frankie Krotz dreamed of being a mailman. One fateful day, he stopped by the Marion Post Office and struck up a conversation with a postal employee about her job duties. Frankie



listened intently and when she was finished, thanked her for taking the time to share. Leaving the building, Frankie pointed at the mail trucks. A postal worker was nearby, so we asked if we could look inside one. He happened to be a supervisor, so Frankie was allowed to sit in the truck, which really impressed

him. I began to wonder if there was any way Frankie could perform a similar service within Discovery Living. I asked Cathy Mahan, administrative assistant at the office’s front desk, if Frankie could occasionally deliver the company’s outgoing mail to the post office. The next time he came to the office, Frankie had a sign affixed to the outgoing mail basket that read “Frankie’s Mail”.



So on Tuesdays and Thursdays he and a staff pick up the mail from the office and deliver it to the Marion Post Office. He’s even acquired a uniform and bag befitting of his new role from his colleagues at the Marion Post Office, which he wears every delivery day. Frankie is an excellent Discovery Living mailman, and we are proud of and grateful for the role he plays in our organization!



# twin pine goes to

# vegas! Baby!





# Remembering GLENN

Glenn Heathman, a member of the Discovery Living family, passed away on Friday, October 22, 2021. Glenn was 84 years old at the time of his passing and had received services from our organization for 18 years. Prior to moving to Cedar Rapids, Glenn worked as a farmhand for several years, and spent

25 years working at the Louis Rich processing plant in West Liberty. Glenn loved Johnny Cash, Marilyn Monroe, and old-time television. He spent the last few years of his time on earth at his home on Grand Ave. in Marion, which he seemed to enjoy very much. We will miss Glenn a great deal.

*“Be sure to put your feet in the right place, then stand firm.”  
- Abraham Lincoln*

## Health, Wellness, and You

People typically lose 50 to 100 hairs a day. This usually isn't noticeable because new hair is growing in at the same time. Hair loss occurs when new hair doesn't replace the hair that has fallen out.

Most people's hair tends to get thinner after the age of 50, and it's usually a result of genetics or hormonal changes rather than nutrition or some other factor.

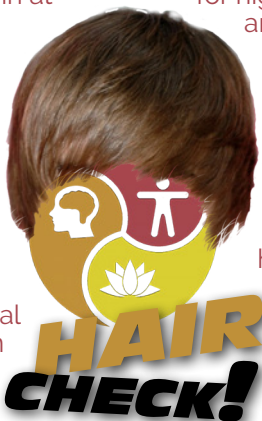
When looking at your hair, you should see little if any sudden changes. Things that may cause an increase in hair thinning include, but are not limited to: stress,

major surgeries, sudden weight loss, and starting a new medication (especially for high blood pressure, arthritis, etc.).

If you are noticing extra hair on your brush, in the shower drain, in the sink, or on your pillow over a three to six month period, you may have an underlying condition such as anemia, iron loss, or thyroid disease and should consult your physician.

Pay attention to your hair as it may be trying to tell you something ...and it's the crown you never take off.

AARP/Aug-Sept 2017



## Management Staff Changes...

**Thank you** to **Lauri Becker** for her 12 years of dedicated service as a community living coordinator. Lauri has had a 30+ year career in management positions and will be going back to work as a direct support professional for Discovery Living. Lauri will be splitting her time between Greenfield and Nemmers. While all of us will miss her as a CLC, we are grateful to keep Lauri as an employee.



Thank you to **Laura Lerch** for her 14 years of service as a community living coordinator and quality improvement specialist. Laura will be starting her career as a counselor for **Murray, Wilson, and Rose** in January 2022. Discovery Living is fortunate that Laura will remain a part of the Discovery family in a limited role; Laura will continue to coordinate our member classes and conduct our member satisfaction interviews.



We would like to welcome two new Community Living Coordinators to the Discovery family:

**Amy Troendle** began her Discovery Living career on 12/27. She is originally from Ohio and attended Hocking College. Amy worked as a house administrator and substance abuse counselor, while living in Ohio. Most recently, she served as an employment manager at To the Rescue. Amy will be coordinating our Northbrook I, Greenfield, and Camelot homes.



**Sabrina Strella** also began her Discovery Living career on 12/27. Sabrina is originally from Illinois and came to Iowa to attend the University of Iowa. Sabrina completed her student internship at **Camp Courageous** and became their respite director, and then program director.



Most recently, Sabrina was the activities coordinator on the behavioral unit at UnityPoint in Dubuque. Sabrina will be coordinating our Nemmers, Copper, and 49th St. homes.

Donate Today

The Dispatch is a quarterly publication of Discovery Living, Inc., © 2022. If you are interested in receiving a copy of our newsletter by email or traditional post, please contact **Leon Bohn** at [leonbohn@discoveryliving.org](mailto:leonbohn@discoveryliving.org).





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



*A very special  
"Thank you!"  
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for making  
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## MOLYNEAUX

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