

THE Dispatch

A PUBLICATION OF DISCOVERY LIVING, INC. 

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Your
INPUT
ENRICHES
our
OUTPUT!

EMPLOYEE SATISFACTION SURVEYS - 2023



Discovery Living would like to thank Missy, Andrea, and the staff at **Toula Yoga** for leading a yoga class at the Sensory Center, as well as waiving the fees for the class. Missy did an awesome job adapting the class for full inclusion, and everyone in attendance has asked when she'll be back again!



Cheffin'
with
CHEF JOEY



We had a load of fun at 48th during our Snow Day today! ReAnna spent the day with us and she is an absolute rockstar. Jesse and Vicki made a snow volcano!



Walking the talk is an important part of any organization's sincere attempts at building a healthy, lasting workplace culture. It was in that spirit that Discovery Living embarked on the Employee Satisfaction Survey of 2023, using the newly launched Paylocity HR system as the means of delivery. In a world of constant demands vying for our attention, engagement in any endeavor isn't easily achieved. Such was not the case when it came to this year's Employee Satisfaction Survey; a whopping 68% of our employees responded to the survey. Thank you to everyone who took the time to respond and provide your valued feedback.

The survey focussed on two overall issues: Are Discovery Living's employees generally satisfied with their employer, and in what areas can we improve? The answer to the first question was a resounding YES. As shown in the graph below, the vast majority of employees responded favorably to questions such as "Discovery Living shows care and concern for the needs of its employees" (87% Agree or Strongly Agree), "Discovery Living's culture is enjoyable to be a part of" (90% Agree or Strongly Agree), "I enjoy performing the day to day activities" (93% Agree or Strongly Agree), "Discovery Living provides my team with information that allows us to provide quality care to the individuals we support" (93% Agree or Strongly Agree), "My job gives me a sense of personal satisfaction" (94% Agree or Strongly Agree), and "Discovery Living has a positive reputation in the community" (96% Agree or Strongly Agree).

While we received more than passing grades on 16 of the 17 survey questions (79% or more Agree or Strongly Agree), one area emerged as a clear winner for where improvement is needed. Only 68% of employees

responded they agree or strongly agree to "When decisions are made, the people affected are asked for their ideas and input."

With 31 residential homes and 3 activity center locations, communication can be a challenge and has been an area of focus for us. We recently embarked on comprehensive system upgrades with the focus of improving communication, routinely gathering input from others, and engaging our employees. We will continue to focus on improved communication and look forward to what the next year has to offer. Thanks again for helping us continue to grow and improve.

Survey SAYS...



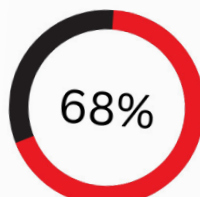
Discovery Living provides my team with information that allows us to provide quality care to the individuals we support



My job gives me a sense of personal satisfaction



Discovery Living has a positive reputation in the community



When decisions are made, the people affected are asked for their ideas and input



Discovery Living's culture is enjoyable to be a part of



I enjoy performing the day to day activities

All of us here at Discovery Living would like to thank the following House of Representative members who took time out of their busy schedules to meet with Brooke Kriegel and Bob Hebl during a January 24th trip to the State Capitol:

Cindy Golding, Art Staed, Elizabeth Wilson, Sami Sheetz, Jeff Cooling, Tracy Ehlert, and Tom Gerhold all took time to visit with us. We also want to thank **Molly Donohue** for touching base with us following our visit. Thanks to each of you for your time, service, and advocacy.



"Caregiving often calls us to lean into love that we didn't think was possible."

-Tia Walker

Directors of Operations

Amanda Tomlinson



Amanda graduated with a Bachelor of Science degree in Therapeutic Recreation from UNI in 2005. She continued her education and graduated with a Bachelor of Arts in Human Services from Upper Iowa University in 2011. She began her career in human services in 2001 at The Arc of East Central Iowa. She worked part time for Discovery Living from 2007-2011 and joined us again in 2019.

Krista Sigel



Krista began her career in disabilities in 2008 as a counselor at Camp Courageous of Iowa. She then worked at Reach for Your Potential while completing her Bachelor's degree in Psychology and Dance at the University of Iowa.

Sabrina Strella



Sabrina received her Bachelors of Science in Therapeutic Recreation from the University of Iowa. She has spent the last 6 years working in the human services field.

Carol Melton



Carol has a bachelor's degree in English/Sociology from Arkansas State University. She is always accompanied by her sidekick, Diamond, the therapy dog.

LEADERSHIP

Shannon Poe



Shannon has a Bachelor of Science in Parks, Recreation and Tourism from West Virginia University and a Bachelor of arts from the UofI in Therapeutic Recreation.

Jen has an Associate of Arts degree from Rasmussen Business College in St. Cloud, Minnesota. Prior to joining Discovery Living, she was a service coordinator for REM Iowa.



Jen Johnson

Leaba Campbell



Leaba graduated from Cornell College with a Bachelor's degree in Psychology and a chosen emphasis in human services. She has previously worked for the Mentor Network and later transitioned to System's Unlimited.

Community Living Coordinators

Mary Patton



Mary's degrees include a Master of Arts from the University of Iowa (2015) and a Bachelor of Fine Arts with a focus in art therapy from The School of The Art Institute of Chicago. Prior to joining Discovery Living their previous experiences include: career team member of the University of Iowa REACH Program, The Arc of Southeast Iowa, Iowa City Schools (City High), Systems Unlimited of Iowa City, and most distantly 8 years art therapy experience with Esperanza Community Services of Chicago, IL and as a graduate student.

Mary Hand



Mary Hand holds an associates degree in handicapped services from Kirkwood. She volunteered as a peer tutor for two years in high school prior to joining Discovery Living as a direct caregiver in 1988. She became a coordinator in 1992.

Michelle Ellingson



Michelle has been working in human services since 1988. She has served as an in-home care provider, a program manager at Options of Linn County for 8 years, and a direct care provider at Linnhaven for 9 1/2 years, prior to joining Discovery Living in May of 2010. She has a Bachelor's Degree from ISU.

Angie Wright



Angie has a Bachelor of Social Work from Mt. Mercy College. She volunteers with children's ministries at Stonebridge Church and Girl Scouts of EIWI. She was awarded Coach of the Year for Cedar Rapids Rec in 2002 and Iowa 2014 Coach of the Year award for East Central Region Special Olympics.

Dustin Baker



Dustin has an Associate of Arts degree from State Fair in Lake of the Ozarks, Missouri, and is a certified MANDT instructor. Dustin started his career in human services in 2009 as a behavioral support specialist. Before coming to Discovery Living in 2021, he supported people with chronic mental illness at a transitional living facility.

Uriel Moorer



Uriel received his Bachelor of Science degree in psychology from the University of West Georgia and is a life member of the nation's largest co-ed service fraternity. He worked at Camp Courageous for 10 years before joining our team in 2020. He is our activities coordinator, where he plans, adapts, and leads activities for the individuals we support at Discovery Living.

Winston Jamison



Winston began his career in the disabilities field in 1992 where he worked for The Center For Disabilities. During his 18 years there, he held many positions. Winston took online special education courses at Tompkins Cortland College and The University At Albany. Winston moved to Iowa in 2009 from New York. He joined the Discovery Living Team in 2012.

Night to Shine



Centers' Valentine's Bash

February: A MONTH TO PARTY!

We are thrilled to announce that the 2023 **Birdies for Charity** tournament is scheduled for July 5 – 9, at the Quad Cities TPC Deere Run Golf Course.

Year after year, YOU have made this event one of our most popular campaigns.

- It's easy to contribute
- 100% of your donation goes directly to Discovery Living (plus a 5% bonus in matching funds from **John Deere!**)
- AND you earn a chance at winning a two-year lease on a 2023 Lexus!

Simply fill out and return the pledge card mailed to you on May 2nd (or download via the link below).

Your donation makes a difference! Your gift will help us pay for adaptive home modifications, such as, walk in showers, access ramps, air filtration equipment, and mobility lifts.

Please contact Monica Ravn or Bob Hebl at (319) 378-7470 with any questions. We appreciate you!

Pledge card is available for download here: https://discoveryliving.org/wp-content/uploads/2023/04/2023-Pledge-form_printathome.pdf



"I like to say that there are four kinds of people in the world. Those who have been caregivers. Those who are currently caregivers. Those who will be caregivers, and those who will need caregivers." - Rosalyn Carter

KNOW YOUR OPTIONS

All individuals may choose an MCO (Managed Care Organization) during the open enrollment period, which began March 1, 2023, and runs through May 18, 2023.

Molina, a new MCO, will begin providing services effective July 1, 2023, along with current MCOs

Amerigroup and **Iowa Total Care**. Additionally, individuals will have 90 days to change their MCO after July 1, 2023.



817,871 enrolled in IA Medicaid

Iowa Medicaid

BY THE NUMBERS

In IA, Medicaid Covers:



1 in 6
adults ages 19-64



3 in 8
children



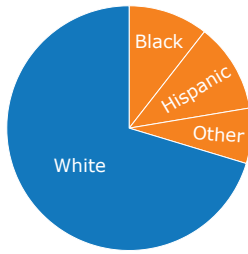
1 in 2
nursing home residents



1 in 7
Medicare beneficiaries

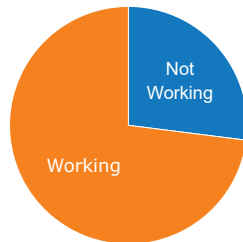


3 in 8
people with disabilities



30%
of non-elderly
Medicaid enrollees
in IA are people of
color

73%
of adults in IA on
Medicaid are
working



Hey

- we know that
helpful smile!
Our man Jake on the job.
Well done, Jake!

While at the State Capitol, Brooke and Bob were thrilled to have a chance to catch up with a long time supporter of Discovery Living, Archbishop Michael Jackels.



"The simple act of caring is heroic."
- Edward Albert

Health, Wellness, and You Health Tidbits



True or False:

You should avoid exercise if you're feeling unwell?

- Studies have found that mild to moderate exercise when you have an upper respiratory infection such as the common cold, influenza, COVID-19, stomach flu, respiratory syncytial virus (RSV), sinusitis etc. may help you feel better faster.
- William Schaffner, an infectious disease expert at Vanderbilt University School of Medicine, says lying in bed can weaken your muscles and predispose you to developing pneumonia. Light exercise encourages deep breathing and cough which "gets things up" and out of the lungs.

Reference: [AARP.ORG/BULLETIN](https://www.aarp.org/bulletin) March 2023



A K-9 Connection



The Valleyview ladies had a fantastic time meeting some of the **CR police dogs** and participating in a fundraiser for the dogs. They asked great questions about what the dogs do to help the police, and got in lots of puppy-pettin' time.



Donate Today

The Dispatch is a quarterly publication of Discovery Living, Inc., © 2023. If you are interested in receiving a copy of our newsletter by email or traditional post, please contact **Leon Bohn** at leonbohn@discoveryliving.org.



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*Helping adults with
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satisfying lives in the
mainstream of the
community.*

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County - Toyota of Iowa City*

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