

THE Dispatch

A PUBLICATION OF DISCOVERY LIVING, INC.



The Knights of Columbus



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The Annual Appeal



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and YOU!



John Deere



A Season of Gratitude



AL SHARED FOND MEMORIES OF CANOEING AS A BOY, MENTIONING HOW LONG IT HAD BEEN. WATCHING HIS SMILE LIGHT UP DURING THE EXPERIENCE REMINDED EVERYONE WHY MOMENTS LIKE THESE TRULY MATTER.



RETURNING TO **WAPSIE** FOR ANOTHER YEAR IS ALWAYS A DELIGHT! EVERYONE ENJOYS THE EXCITEMENT, LAUGHTER, AND ENDLESS FUN IT BRINGS!



Our employee appreciation Luncheon was a wonderful opportunity to celebrate teamwork, dedication, and accomplishments. Heartfelt speeches highlighted individual contributions and collective success, while laughter and conversation strengthened connections. It was a meaningful occasion to express gratitude, foster a positive atmosphere, and remind everyone of their vital role in our shared success.



Celebrating Teamwork and Dedication



Discovery Living would also like to give a special thanks to Windy Keller (30 years) and Jean Aldrich (35 years) for reaching these incredible milestones! Congratulations and Thank you to both of them!

The Day Centers' staff appreciation event highlighted their incredible dedication and care. Their commitment to excellence ensures everyone feels supported, valued, and cared for, making a meaningful difference every day with their kindness.



A Season of Gratitude

Discovery Living has been blessed by the generosity of steadfast support from thousands of individuals, volunteers, businesses, and other philanthropic groups. We appreciate and value each and every gift that allows us to further our mission. Of course, our story begins with our founders and faithful friends, the **Knights of Columbus**. The Knights continue to be our main source of donations nearly 50 years after incorporating our organization in 1977. The **Greater Cedar Rapids Community Foundation** has awarded us several grants that have enabled us to make adaptive home upgrades, purchase accessible vans, upgrade our technology, and expand on our medically-focused training efforts. Our friends at the **John Deere Classic** provide matching funds to support our Birdies for Charities annual campaign. Our volunteer **Board of Directors** steadfastly donate their time, energy, and resources to support our valuable work. We have also received donated vehicles, homes, and in-kind services from many friends. Last but not least, we want to thank **You**. Whether your support comes in the form of service to the people we support, donations, or strengthening our reputation in the community, please know that we couldn't do what we do without such a strong community network. Thanks for being our partner on this incredible journey.

"Love and compassion are necessities, not luxuries. Without them, humanity cannot survive." - Dalai Lama XIV

Thank you to our friends at the **Greater Cedar Rapids Community Foundation (GCRCF)**, who recently awarded Discovery Living a \$25,000 grant that will allow us to install two more whole-home generators at residential locations. The GCRCF has long been a supporter of Discovery Living and hundreds of other area non-profit organizations. We are deeply grateful for this support and, once installation of these two generators is complete, we will have whole-home generators installed at nine of our residential homes.



We want to send a heartfelt thank you to the following Knights of Columbus Councils for their PID (tootsie roll) donations:

- Council 909
- Council 5390
- Council 5544
- Council 5677
- Council 11942
- Council 12131
- Council 13426

Thank you for the many hours and hard work that was put into this campaign. We appreciate your steadfast support.



*Thank
You!*

Thanks to our friends at **TrueNorth** for donating \$2,000 to allow Discovery Living to complete the finish work required by the generator installation detailed above. We are grateful to have such wonderful supporters.



**ANNUAL 24
APPEAL 25**

We can't do it without you!

Our **Annual Appeal** is underway, and we want to sincerely thank those of you have already generously supported Discovery Living by making a donation.

Workforce Challenges are Widespread in Disability Services

Submitted by
Bob Hebl, Executive Director

The American Network of Community Options and Resources (ANCOR) recently published *The State of America's Direct Support Workforce Crisis 2023*. This report highlighted labor related challenges facing people served, their families, human service organization employees, and employers – like Discovery Living. Below is data that helps illustrate this ongoing issue:

- The median hourly rate of pay for Direct Support professionals (DSP's) is \$14.40 an hour
- DSP employee turnover rates typically vary from 20% to 80%, but averaged 44% in 2023
- 95% of disability service providers indicated they had experienced moderate or severe staffing shortages in the past year.
- More than three-fourths (77%) of disability service providers reported turning away new referrals in the past year due to ongoing staffing shortages.

The above numbers are sobering and illustrate the importance of our continuing efforts to ensure that Medicaid is fully funded, and that reimbursement rates allow service providers to adequately compensate caregivers.



100% of donation proceeds go directly to support the people with disabilities that our organization has proudly served for 45 years. If you have not made a donation to this cause, **please consider doing so**. Every dollar raised helps ensure that we can purchase and modify homes and vehicles in order to meet the specialized needs of the people we love so much.

"Compassion is an unstable emotion. It needs to be translated into action, or it withers."

-Susan Sontag



Our New Lab is Pretty Fab!

Submitted by Kim Larimer, Director of Nursing

We are pleased to announce the addition of a practical, hands-on training lab right here in the Discovery Living office! The lab was designed to provide a safe place to strengthen our physical caregiving skills through practice and example in a simulated living environment.

The lab "opened for business" with a training for Hoyer lift use and safety. Caregivers were given the chance to become familiar with the equipment and learn such things as how it works, how to safely and securely prepare the individual for the lift, what kinds of challenges one might need to anticipate when performing such a lift in space-limited environments, what it feels like to perform the lift properly, and even what it feels like to be lifted.

The hands-on training also provided practice opportunities with a sit-to-stand lift, gait belts, and other frequently used equipment like a blood pressure monitor, thermometer, and pulse oximeter.

The training lab will be available for employee use at any time. Other items available for training include a manikin, affectionately nicknamed "Sammy Gene" by the first students, that features realistic anatomy and life-like features, making it as close to working with a real person as possible.

All the equipment listed above plus a hospital bed with side rails, wheelchair, shower chair, commode, walker, and all sorts of miscellaneous medical supplies are also available for use.

Another benefit to the lab is that the area where skills can be practiced has been set up to be as similar to our individuals' settings as possible which will in turn enhance the training experience.

The ability for our employees to participate in such trainings will help

improve the skills of our caregivers and will enable a more empathetic view for what our individuals may be experiencing.

Feel free to stop by and check out the skills training lab! This is just one more way that Discovery Living is ensuring that we are giving the best possible care to the individuals we serve!



"I would rather make mistakes in kindness and compassion than work miracles in unkindness and hardness."
- Mother Teresa

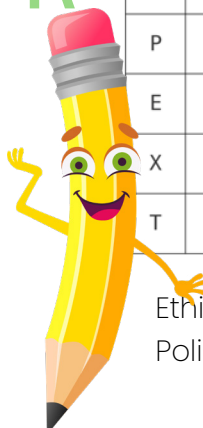
COMPLIANCE

Monica Ravn,
Director of Compliance

Find 10 important words relating to compliance!! (Check to see how well you did on page 7.)

WORD SEARCH

T	M	T	P	P	J	C	N	H	T	P	E
J	G	V	N	O	U	X	V	Q	V	R	L
R	Y	W	L	F	L	O	I	M	P	F	U
R	L	R	G	X	Z	I	R	U	L	E	S
X	I	A	W	K	F	X	C	X	A	R	L
U	V	S	W	U	B	R	F	Y	Z	V	G
D	X	C	K	I	L	I	A	M	Y	O	J
B	M	K	X	S	G	Z	A	U	D	I	T
P	Z	P	R	I	V	A	C	Y	D	Z	X
E	K	I	N	T	E	G	R	I	T	Y	T
X	S	U	U	P	Y	E	T	H	I	C	S
T	R	A	I	N	I	N	G	I	B	B	E



- Ethics Policy
- Fraud Law
- Privacy Integrity
- Training Risk
- Audit Rules



Spooky Season and the Halloween Dance



What's going on at the Centers?

See what we've been up to!



The Sensory Center heads to the mall for a fun-filled day, exploring vibrant sights, delightful scents, textured surfaces, and soothing sounds, creating an immersive experience that engages every sense in harmony.





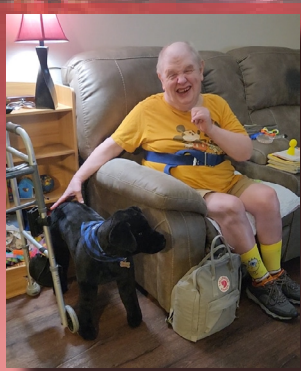
Darrell Lee Carter, 71, of Cedar Rapids, IA was born on September 13, 1953, the son of Stacy and Josephine (Jansen) Carter. He was raised on a farm in rural Keystone and later, Belle Plaine, Iowa. As an adult, he moved to Cedar Rapids and became part of the Discovery Living family in 2014. Darrell will be remembered for his love of flowers, music, coffee, and soda pop. He will be missed by many, including everyone in his extended family at Discovery Living and [Milestones](#) adult care in Marion. Thanks for letting us share our lives with you, Darrell.



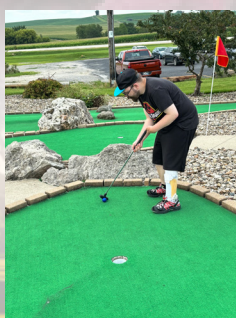
Discovery Living is sad to report the loss of Jon Albert, who passed away on 12/5/24 at age 62. Jon was born to Carl and JoAnne Albert in Mason City. Jon joined the Discovery Living family in 2018, and it seems everyone who met him has a Jon Albert story to tell. He loved meeting new people, creating funny phrases, and telling stories about people he'd met throughout his life. Building on his fondness of sports, Jon enjoyed staying active and attended 2-3 local sporting events each week. Jon also savored his newspapers and morning shows, and he'd assembled an impressive collection of Snoopy-themed treasures. Rest in peace, Jon. You will be missed.

"It only takes a split second to smile and forget, yet to someone that needed it, it can last a lifetime."

Steve Maraboli



Krystl spends a candid moment with Bobby – expressing how much he loves his gift: a lovable, pettable reflection of his former beloved dog, Jinx.



**SUNBURST
TAKES ON MINI
GOLF!**



**COMPLIANCE CORNER
ANSWER KEY**

T	M	T	P	P	J	C	N	H	T	P	E
J	G	V	N	O	U	X	V	Q	V	R	L
R	Y	W	L	F	L	O	I	M	P	F	U
R	L	R	G	X	Z	I	R	U	L	E	S
X	I	A	W	K	F	X	C	X	A	R	L
U	V	S	W	U	B	R	F	Y	Z	V	G
D	X	C	K	I	L	I	A	M	Y	O	J
B	M	K	X	S	G	Z	A	U	D	I	T
P	Z	P	R	I	V	A	C	Y	D	Z	X
E	K	I	N	T	E	G	R	I	T	Y	T
X	S	U	U	P	Y	E	T	H	I	C	S
T	R	A	I	N	I	N	G	I	B	B	E



Donate Today

The Dispatch is a quarterly publication of Discovery Living, Inc., © 2025. 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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Providing
individualized,
life-long **support** to
adults with developmental
disabilities in the setting
of their choice by
promoting personal
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satisfaction through life
experiences.

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