

LifeWorks for Michael

The caring and dedicated staff and volunteers of LifeWorks have opened the door to a better life for persons with disabilities over the last 50 years. Brothers Dennis Larson and Michael Larson are two of the many people served by the fine organization.

Dennis (called Denny by the family) was born two days after Christmas 1945 to Archie and Elaine Larson. Just hours after his birth, he was baptized into the Christian faith. Denny was a happy boy who soon became the big brother to Ronald, then Michael and Beverly. The four children were richly blessed by loving, devoted parents. Archie was employed with Iowa Illinois Gas & Electric Company for 42 years, and Elaine was a stay-at-home mom. They were married 68 years until death parted them.

Unfortunately, Denny suffered from seizures which would continue throughout his life. All his parents' love and efforts were not enough to spare Denny from living in an institution far from their home. Denny came home on holidays and summer vacation. Mom would fix his favorite foods and Dad would take the family out for a ride and an ice cream cone. Denny's grandmothers and other relatives came to visit, which Denny loved. On the two-hour return trip to Woodward, Denny cried bitterly.

Denny's life changed for the better when he moved into the first LifeWorks group home, a home in his own community in a pleasant neighborhood. He was again near family and made many new friends. He also had a job which he enjoyed, at the vocational site in Humboldt. Denny enjoyed the many activities offered by LifeWorks, including dances, parties and picnics. Later in life, Denny's health necessitated a move to a nursing home, but he often spoke of happy times at the group home. The many pictures Denny had in his room showed Denny and his friends dancing, playing and having fun.

Michael Larson attended Rosedale school, on the present-day site of the Aquatic Center. When Michael was 19, he began working for LifeWorks. Michael loved his job, never wanting to miss a day. He had different duties at his job throughout the years. His favorite one was preparing totes for a company commonly known as "the labs."

Michael made his home with his parents and enjoyed going on family vacations and helping out around the house. When Michael's mother passed away, he made the decision to make Aspen his new home. Michael had a new sense of independence with their supported living program, and loves living in his new residence with his four housemates and cat named Morning. He is always willing to pitch in where needed.

Michael retired from his job in July. He now attends Adult day Care at Friendship Haven as well as Day Habilitation through LifeWorks. Michael loves to travel and has several trips planned. He has made many friends among LifeWorks staff and consumers.

Dad had the opportunity to see Michael happy at Aspen before he departed this life to join his wife Elaine and son Ron in Heaven. Denny passed away eleven months after Dad.

It is by faith that I know that they are watching us from above and they are smiling, knowing that Michael is safe and happy with friends in LifeWorks.

—Written by Bev Davis, Michael's Sister

From the Executive Director

At the writing of this document, LifeWorks' expansion into the Humboldt market has been in place about eight months. Those few months have brought excitement, surprises, challenges and great learning. What we thought in January and what we know today are two different things.

It has been said that "the hardest moments are a calling to something greater." We have learned, first hand, the truth of this statement. LifeWorks is greater today than it was before.

—Teresa Naughton



LifeWorks' Mission:
To provide opportunities for growth and achievement for persons with disabilities who face barriers to independence and integration in employment and daily living.



Residential Programs

LifeWorks' Residential Services look a lot different this year than they did last year at this time!

Twenty-four hour services are now provided at seven sites in Humboldt, at four different locations in town. We also provide hourly services to individuals in Humboldt, Algona and Eagle Grove.

We continue to provide twenty-four hour services at nine sites in Fort Dodge, as well as hourly services to individuals in Fort Dodge

and several surrounding communities. Service coordination continues to be provided by LifeWorks for tenants at the Wahkonsa Apartments.

Residential staff in Fort Dodge and Humboldt have worked hard throughout the past several months. Staff members in Humboldt have had to learn the expectations of a new employer, have worked extra hours to meet staffing needs, and continue to learn the

variances of a different service provider. Staff members in Fort Dodge have participated significantly—from helping with required paperwork to volunteering to working extra shifts in Humboldt. Even though there is still a lot of work to be done, this transition would not have been possible without a tremendous amount of teamwork.



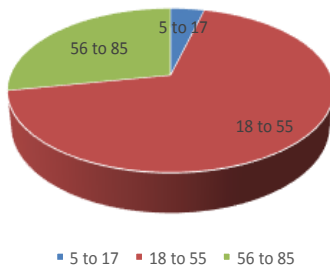
Residential Director Kristie Miller

Total Served Residentially: 170

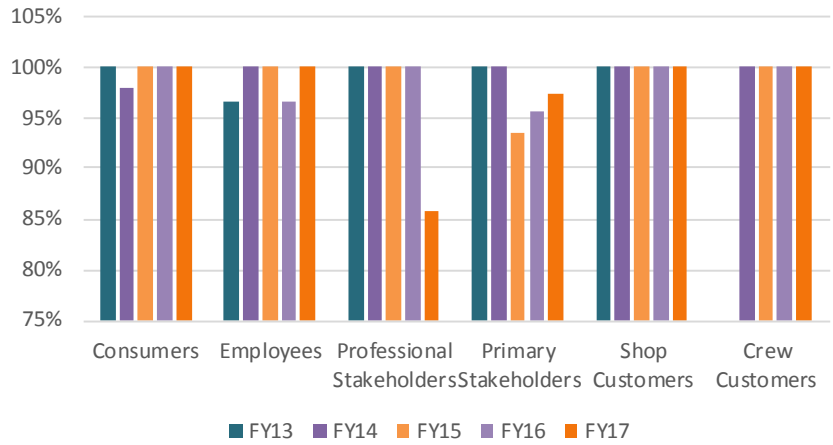
- Served in HCBS Sites: 75
- Received Supported Community Living/Respite Services: 113

LifeWorks by the Numbers

Consumer Ages, FY17



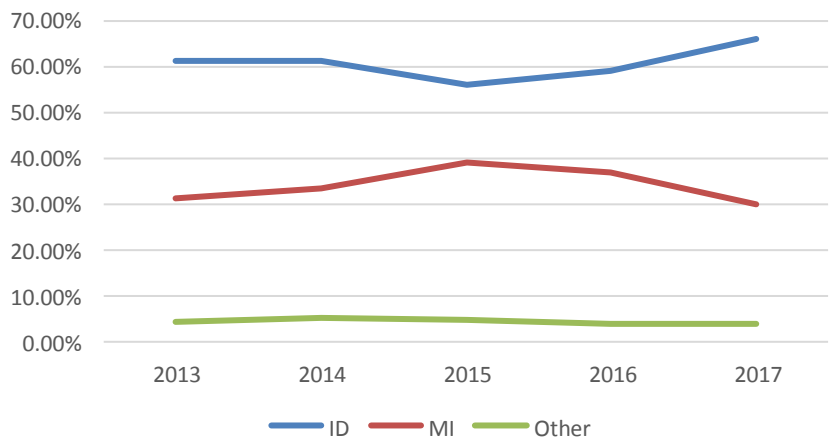
Overall Satisfaction



The Basics

Year established:	1965
Year services began:	1966
Individuals served in FY17:	198
Number of employees, at the end of FY17:	114
Size of FY18 budget:	\$5.2M
Fleet size:	27
Number of 24 hour sites:	16
LifeWorks completed work on-site for this number of businesses:	13

Primary Disability



Vocational Programs

The Workforce Innovation and Opportunity Act (WIOA) is a federal law that was created on July 22, 2014 and went into effect on July 22, 2016. The intent of WIOA is to improve workforce development and training services for youth and workers with disabilities. WIOA requires that workers with disabilities who are age 24 or younger complete various requirements designed to help improve their access to competitive integrated employment. WIOA requires that all workers of all ages with disabilities, who are paid a subminimum wage, receive career counseling. They must also receive information about self-advocacy, self-determination and peer mentoring annually.

The new law is a very significant step in the transition from facility-based services to community-based services. It requires organizations who provide prevocational services in a workshop setting and pay piece-rate wages to meet new requirements in terms of career planning and exploration.

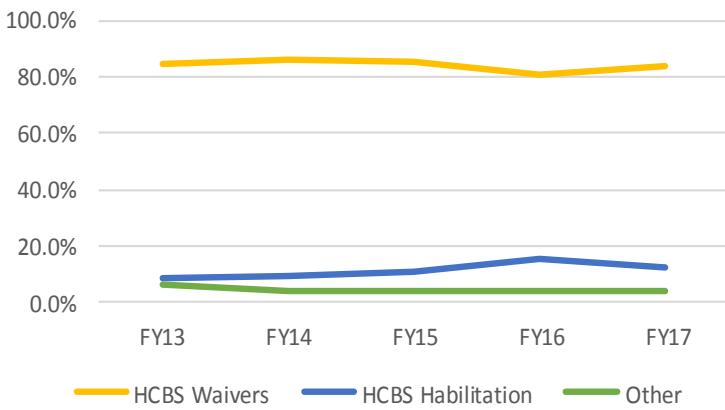


Vocational Director Curt Duffield

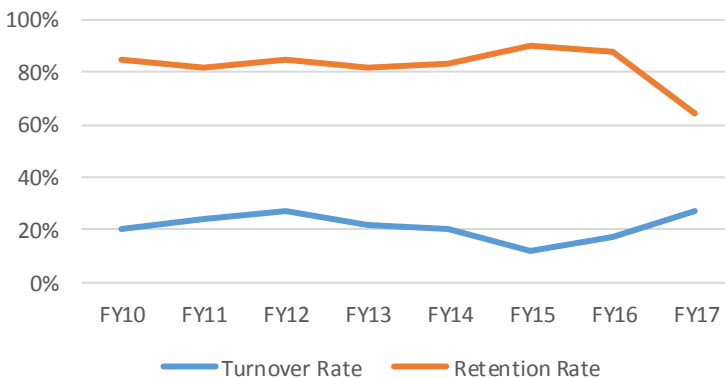
Total Served Vocationally: 115

- Participated in Day Habilitation: 96
- Worked on a Crew: 29
- Worked in the shop: 37
- Received job coaching: 7

Service Revenue Sources



Turnover and Retention Rates



Thursday, November 2, 2017

Fort Frenzy's Cardiff Center, 3232 1st Avenue South, Fort Dodge



Thanks for Giving

5:00pm-6:00pm Social hour/cash bar

6:00pm-8:30pm Dinner, entertainment, speaker

"Fort Dodge's Got Talent!"

5:00pm-8:30pm Silent auction

Buy your tickets today at Fort Frenzy, Fort Dodge Hy-Vee, Humboldt Hy-Vee, and LifeWorks offices

Gold-level sponsors include Availa Bank, Bank Iowa, Beckenbaugh Rentals, Drs. Eric and Carey Bligard, Eagles Auxillary 3369, Eastwood Realty, Fort Dodge Ford, Fort Frenzy, Jensen Builders, Kemna Auto, Jan and Al Link, Maggio Dental Office, Northwest Bank, Shimkat Motors, Bob and Janet Singer, Wells Fargo Bank and Woodruff Construction



Check us out!

www.lifeworkscommunityservices.org

Non-Profit
US POSTAGE
PAID
Fort Dodge, IA
Permit No. 838

Vocational Site:
1303 A Street
Fort Dodge, IA 50501

Phone: 515-576-2126
Fax: 515-576-2251

Current Resident OR



Overseeing Our Quality

LifeWorks is a certified provider of Home and Community Based Services, CARF accredited in Community and Employment Services, and accredited to provide Supported Community Living.

The following summarizes oversight between July 1, 2016 and June 30, 2017.

General Oversight

- LifeWorks Community Services has a nine-member Board of Directors that provides oversight to paid leadership as they work to fulfill the agency's mission. Meeting bimonthly, this Board reviews/approves the organization's financial reports, policies, and plans. They also advocate for the organization and individuals served.
- The LifeWorks Charitable Foundation, which meets no less than four times per year, has a seven-member Board of Directors. It raises funds and sets Foundation policy. It also manages investments and decides how proceeds are disbursed to LifeWorks Community Services, the supported organization.

Financial

- Anderson and Company, of Humboldt Iowa, completed a combined financial audit for both the organization and the Foundation. Findings were presented to the Board in December 2016. There were no substantial areas of concern noted.
- The Social Security Administration (SSA) completed a field audit on June 19, 2017 and re-certified LifeWorks. SSA considers LifeWorks to be a "fee for service" provider since the organization offers payee services.

Programs

- In December 2016, LifeWorks submitted the required Provider Quality Management Self-Assessment for all HCBS waiver services to the Iowa Department of Human Services (DHS). DHS determined LifeWorks met self-assessment requirements.
- Loss control representatives visited facilities, provided training and/or made recommendations on January 12, February 2, and April 25, 2017.
- Internal quality assurance activities were completed, to ensure compliance in areas like service documentation. Other data were collected throughout the year in a number of areas.

FY18 Board of Directors

President:
Dr. Matthew Maggio

Vice-President:
Deb Shriver

**Secretary/
Treasurer:**
Bob Courtney

Pamela Kay

Char Kelley

Dawn Larson

Todd McCubbin

Mel Schroeder

Brennan Vaverek