



Staff Anniversaries

25 Years or More

Lorraine Ackerson
Angela Gibbs
Jill Matthes
Julie Miller
Kristie Miller
Damaris Moser
Teresa Naughton
Sharon Phillips

20 Years or More

Nancy Burnett
Lynne Doherty
Terri Friesth
Carrie Fritz
Elizabeth Lind
Joan Olson

15 Years or More

Curt Duffield
Jeff Oatman
Patreesha Presswood

10 Years or More

Sally Ackerson
Angel Carr
Chris Eslick
Mary Evans
Heather Fetters
Jennifer Gottschalk
Heather Hiesterman
Laurie Lagerstrom
Debra Lewis
Pamela Smith
Michelle Syferd
Aundre Whitfield
Rhyan Wing
Kathy Zimmermann

5 Years or More

Deborah Andersen
Susan Anderson
Josh Beseke
Lisa Boyd
Margaret Brady
Dan Brown
Brittany Coronado
Stacy Erpelding
Dawn Fedkenheuer
Nicole Flett
Lori Fortner
Deb Freese
Cathy Giddings
Heather Hiesterman
Ashley Hoogenakker
Jenni Kallenbach
Laura McLaughlin
Melissa Nielsen
Pam Oleson
Jessica Pickett
Jan Rees
Ang Saathoff
Erin Thompson
Alexia Weiss
Shellane Williams
(as of 2/1/2024)

HCBS Certified Again!

LifeWorks received a three-year certification as a Home and Community Based Service provider from Iowa's Department of Health and Human Services. This is the highest level of certification and the result of a LOT of hard work by all teams. Certified programs include Consumer Directed Attendant Care, Day Habilitation, Home-based Habilitation, Respite, Supported Community Living, Supported Employment, and Supported Employment. These certified programs fall under the Brain Injury Waiver, Intellectual Disability Waiver, Elderly Waiver, and/or HCBS Habilitation Program.

Iowa's Massive System Changes

Due to a variety of reasons, services for Iowans with disabilities and their funding have and will change. Restructuring is happening at a pace we may never see again. In summary:

- **January 2022:** Iowa announced plans to merge the Iowa Department of Public Health and the Iowa Department of Human Services. This transition to the new Department of Health and Human Services (HHS) finished on July 1, 2023.
- **July 1, 2022:** Iowa HHS announced it partnered with researchers at Mathematica and the Harkin Institute to conduct a systemwide assessment of community-based services for people with behavioral health, disability, and aging needs. The final report was released January 31, 2023.
- **February 2023:** HHS released their transformation plan, based on the systemwide assessment by Mathematica and the Harkin Institute.
- **June 14, 2023:** HHS engaged



Health Management Associates (HMA) to study the delivery of health and human service programs in Iowa.

- **July 1, 2023:** Molina Healthcare became a third Managed Care Organization in Iowa
- **January 16, 2024:** HHS leadership presented to a legislative subcommittee a vision for Behavioral Health System Alignment, and also a vision for Service Delivery Alignment based on HMA's report.
- **February 14, 2024:** A draft of proposed waiver services was created and then posted by HHS to the Hope and Opportunity in Many Environments (HOME) webpage. Waivers will decrease from seven to two, with eligibility based on something other than disability. At this time, the proposal suggests one waiver for "Children & Youth" and the other for "Adults & Aging."
- **July 1, 2024:** The State of Iowa plans to end 24 hour residential services at the Glenwood Resource Center
- **July 1, 2024:** HHS targets completion for system design planning
- **July 1, 2025:** HHS plans to have steps completed to transition to the new waiver design.



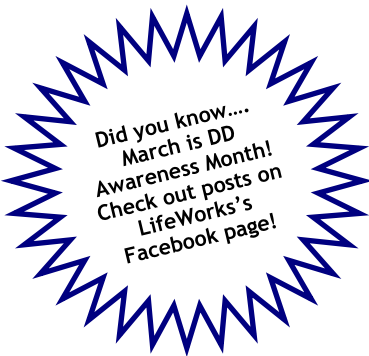
www.lifeworkscommunityservices.org



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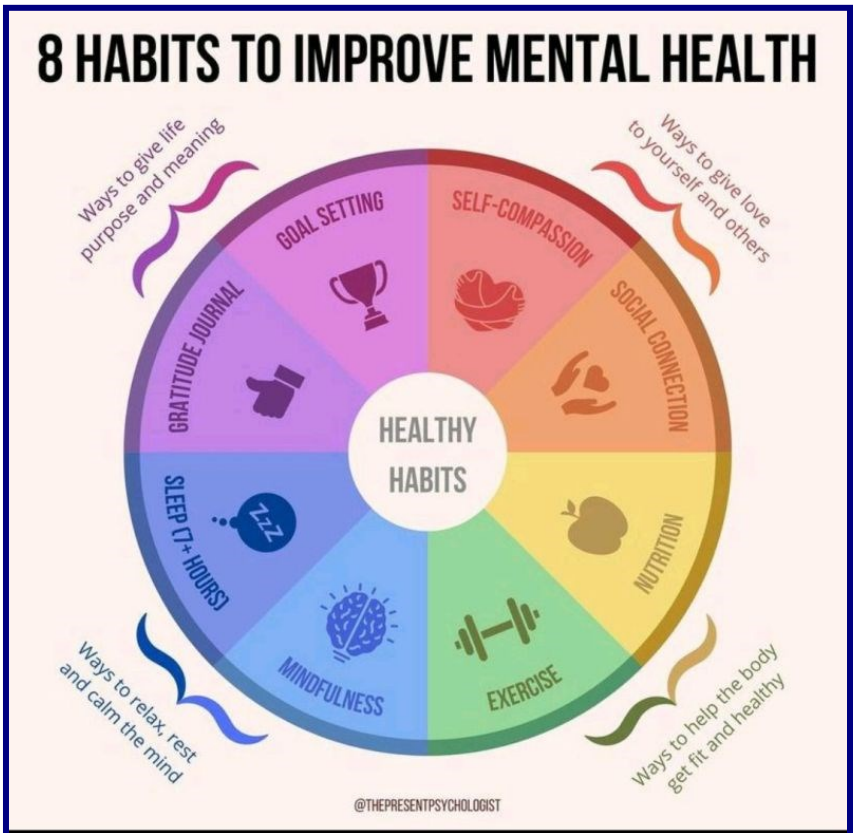
Return service requested

Vocational Site and Business
Offices:
1303 A St.
Fort Dodge, IA 50501
Phone: 515-576-2126
Fax: 515-576-2251



Giving...with a "B!"
According to Giving USA's most recent annual report, Americans gave \$499.33 billion (with a "B!") to charity. Of this total, 64% (or \$319.04 billion with another "B!") came from individuals. The power of the individual, collectively, is BIG (yup, another "B!"). Donations of various sizes have pooled together and made a difference. The LifeWorks Charitable Foundation has helped LifeWorks pay for services, remodeling at the Fort Dodge vocational site, and improvements at South Taft Villa. If you want to give a gift and help change lives, contact Teresa Naughton at 515-576-2126.

Increasing Happiness
Our brains are incredible. The human brain weighs about three pounds, generates about 23 watts of power, and is about 60% fat. It controls our bodies, interprets the world around us, and is unique to us. It outlasts the best of computers. What keeps the body healthy is also good for the brain. Exercise, sleep, and good nutrition are important for the brain's physical health.
What about our emotional health?
Shawn Achor, in his TED talk The Happy Secret to Better Work, said, "If you can raise somebody's level of positivity in the present, then their brain experiences what we now call a happiness advantage, which is your brain at positive performs significantly better than at negative, neutral or stressed." To get this happiness advantage, he suggests we develop at least one particular habit (occurring for three weeks!); write down three new things that we're grateful for, journal about one positive experience from the previous 24 hours, exercise, meditate, or perform a random act of kindness.
Increase your happiness, add these eight habits to improve mental health, and be well!



The Mission of LifeWorks Community Services
To provide opportunities for growth and achievement for persons with disabilities who face barriers to independence and integration in employment and daily living.