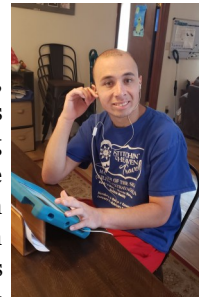


LifeWorks for Payton

Payton's mom describes him as a sweet, genuine person who likes to listen to music, sing, dance and collect flags. Payton is a twenty-two year old young man who was diagnosed with an intellectual disability and moderate autism when he was a young child. In order to support Payton with his learning and developmental needs, he received services from a young age from the local school system and agencies such as LifeWorks. When he was sixteen, he began receiving day services from LifeWorks, which he really enjoyed. When COVID shut down services, Payton's mom really struggled with the need to take him to work with her. His love of singing and dancing didn't blend well in an office setting. Payton is also described as a very resourceful person when it comes to accessing foods that he likes so having access to the breakroom refrigerator didn't work out well for his mom's co-workers. Payton's mom was thrilled when she learned that there was an opening at a twenty-four hour site through LifeWorks. He was able to move into his new home, with new roommates on December 1, 2023. Payton's mom describes the sadness that occurs when a child leaves home but she watched how well he adjusted. While on a car ride after about six weeks in his new home Payton said to his mom "group home". At that point she knew he wanted to go back to his new home and that he was happy. Shortly after Payton's move he experienced a medical emergency. While Payton's mom and LifeWorks employees sought medical treatment Payton's mom realized that "LifeWorks is family. I can let go. I can trust them to take care of him." Today, Payton is still living in his "group home" and he has a job working at Soldier Creek Winery.

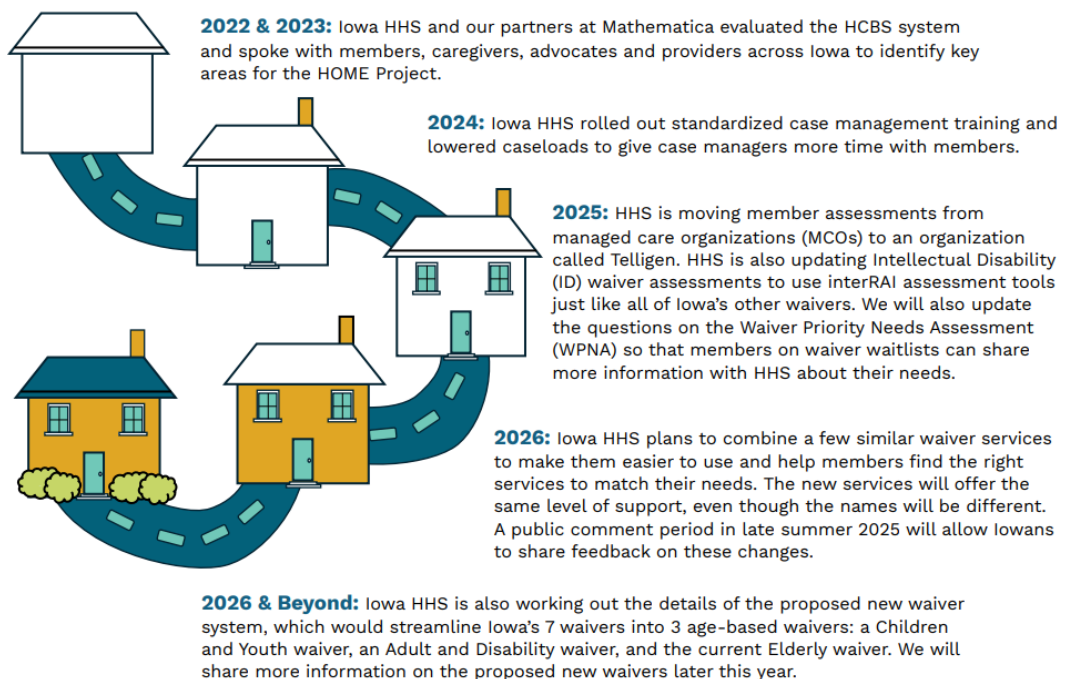


The Mission of LifeWorks Community Services:

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

Hope and Opportunities in Many Environments (HOME) Project HCBS System Improvements Underway

Iowa HHS has been hard at work to strengthen the state's Medicaid Home and Community-Based Services (HCBS) system through the HOME Project. You can find more detailed information [here on the Iowa HHS website](#).



Residential Programs

I would like to introduce you to LifeWorks' newest 24-hour sites in Humboldt, Birch and Dogwood!

In 2014 the Centers for Medicare and Medicaid Services issued criteria regarding where Medicaid-funded services could be provided. These are the same criteria that are addressed in the Vocational

Programs report.

Much like the work that needed to be done vocationally, the residential programs needed to relocate three sites in Humboldt that did not meet the expectations that were set forth.

The locations were not considered integrated as they were apartment buildings in which the only tenants were people receiving services from LifeWorks or they were on a campus-like setting. Therefore, the search for houses was on!



Dogwood House

In March 2025 the people formerly living at South Taft Villa moved to a house about five blocks away and renamed their home Birch.

In September 2025 one of the sites located in apartments on "Hy-Vee Hill" moved to their new home in Dakota City. They followed the tree and flower-themed names for their new home



Birch House



Res. Dir. Kristie Miller

- Served in 24-hour HCBS Sites: 56
- Received Supported Community Living/Respite Services: 52

and have chosen Dogwood.

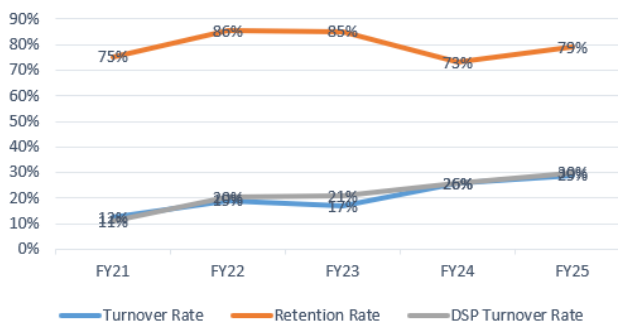
Congratulations to everyone on their new homes and thank you to all of the employees that have worked so hard to make these transitions occur.

LifeWorks by the Numbers*

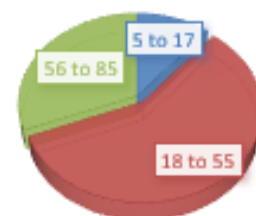
PRIMARY DISABILITY FY25



Staff Retention and Turnover Rates



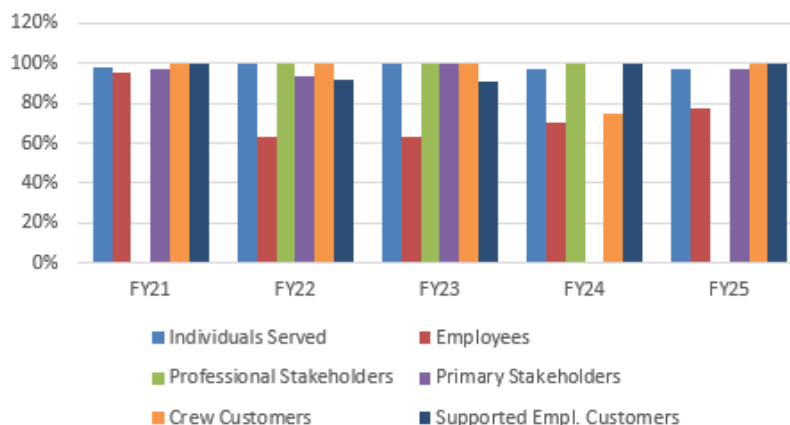
AGES OF INDIVIDUALS SERVED FY25



The Basics

Year LifeWorks was established:	1965
Year services began:	1966
Individuals served in FY25:	153
Staff employed during FY25:	123
Size of FY25 budget:	\$5M
Buildings owned:	6
Fleet size:	28
FY25 Agency vehicle expense, repair costs:	\$80K
Community-based work sites:	34
Volunteer sites:	9
Year Foundation was incorporated:	2009

Satisfaction Summary



* FY25=Fiscal year 2025, which goes from 7/1/24 to 6/30/25

Vocational Programs

It's been over ten years since a major shift occurred in how day and employment services were provided for individuals with disabilities. In 2014, the Centers for Medicare and Medicaid Services published new regulations to ensure that individuals receive Home and Community Based Services in settings that are integrated in the greater community. All HCBS providers had to come into compliance with the new regulations by March of 2019. A decision was made by LifeWorks to close the

sheltered workshop in December of 2018. LifeWorks had provided sheltered workshop services for over 50 years. The transition from facility-based services to community-based services was a major change for individuals served and their families.

LifeWorks has flourished since the change in 2018. Throughout the years LifeWorks Day Habilitation program has volunteered at countless organizations. Individuals have been able to attend local events,

shopped locally and enjoyed numerous activities in the community. In our employment programs, we have worked with over 50 employers helping individuals find jobs in the community. We are very thankful for all the partnerships with local employers that we have developed over the years.

Leading up to December of 2018, our staff did a great job in developing a transition plan to make the switch as smooth as possible. Over the years, we have been able maintain that transition plan and



Voc. Dir. Curt Duffield

- Participated in Day Habilitation: 101
- Received supported employment: 28

grow both our employment and day programs due to all the hard work and dedication of our staff.

From the Executive Director

As you saw on page 1, Iowa HHS is working to change Medicaid programs. **There are other system changes** as well. Here is a summary:

- Iowa had 32 Mental Health and Disability Service (MHDS) Regions. LifeWorks worked with two of them, depending on where an individual resided. Regions funded services for individuals who were not eligible for or receiving Medicaid-funded supports. Services offered could vary from region to region. As of July 1, 2025, **Iowa replaced these 32 MHDS Regions (and associated networks) with:**
 - **Seven Behavioral Health Districts** to standardize support statewide. Behavioral Health Districts are managed by an Administrative Services Organization, the Iowa Primary Care Association (PCA). Iowa HHS oversees the seven Behavioral Health Districts and Iowa PCA.
 - **Disability Access Points, or DAPs** serving Iowans with disabilities and their caregivers. They operate under the direction of Iowa HHS's Division of Aging and Disability Services. The DAP called "Collaborative Individual & Community Supports" covers areas served by LifeWorks.
- The Iowa HHS will **phase out the Integrated Health Home** program by December 31, 2025. The transition begins July 1, 2025, moving participants to new services under the Certified Community Behavioral Health Clinics model; the final sunset date is December 31, 2025.

It is tough to keep up with all this change! LifeWorks remains engaged with our trade organization, the Iowa Association of Community Providers, which does a wonderful job of communicating updates, hosting webinars with key State employees, and answering questions. We also stay up-to-date through Town Halls and Informational Letters.



Exec. Dir. Teresa Naughton



Contributing to this **Gas and Grub** campaign may get one donor **\$1,500 in Kwik Star Cards!** Donate by November 6th by scanning here.



See our **silent auction**, generous sponsors, and **November 6th Night for LifeWorks** event details here.





Check us out!
www.lifeworkscommunityservices.org

Non-Profit
US POSTAGE
PAID
Fort Dodge, IA
Permit No. 100

Current Resident OR

Vocational Site:
1303 A Street
Ft Dodge, IA 50501-4418

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



Maintaining 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 activities between July 1, 2024 and June 30, 2025.

General Oversight

- LifeWorks Community Services has a nine-member Board of Directors providing oversight to paid leadership. Meeting every other month, this Board monitors the organization's financial position. It also approves policies and plans.
- The LifeWorks Charitable Foundation, which meets at least four times per year, has a seven member Board of Directors. It raises funds, manages investments, sets Foundation policy, and decides how to disburse funds to LifeWorks Community Services. Board members also advocate within their circles of influence for the organization and individuals served.

Financial

- Anderson and Company of Humboldt completed a combined financial audit for both the organization and the Foundation. Findings were presented to the Board in November 2024. There were no substantial areas of concern noted.
- The Social Security Administration (SSA) considers LifeWorks to be a "fee for service" provider since the organization offers payee services and is privately paid. SSA completed representative payee review and recertified LifeWorks.

Programs

- Iowa Medicaid Enterprise's Quality Improvement Organization conducts quality reviews of waiver provider records under contract with the Iowa Department of Health and Human Services. Department completed a review in November 2024 and had no concerns.
- A Provider Self-Assessment was completed in December 2024 in accordance with Iowa Medicaid Enterprise rules.
- Formerly known as the "Commission on the Accreditation of Rehabilitation Facilities, CARF experienced workforce issues. CARF extended LifeWorks's accreditation, set to end November 30, 2024, to accommodate the delayed on-site accreditation process. The accreditation visit occurred January 15-17, 2025. Governance standards were applied. CARF awarded LifeWorks a three-year accreditation, the highest level of accreditation available, through November 30, 2027.
- Internal quality assurance reviews were done throughout the year. They included satisfaction surveys, safety walkthroughs, Board self-evaluations, business office review projects, complaint investigations, casefile reviews, and service documentation reviews. Any areas of concern were addressed.



FY26 Board of Directors

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Vice-President:

Bev Davis

Secretary/

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Jeremiah Condon

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