



November 1, 2010

# IVH Insights

## NEWS FROM PERSONNEL SERVICES

by Kathy Bair

### Flexible Spending Accounts

If you wish to participate in 2011, you must enroll online by November 29, 2010 at 11:59 pm. To enroll, go to <http://benefits.iowa.gov> and click on Iowa Benefits. Click on **My Benefits**, then select **2011 Flexible Spending Offer**, and follow the prompts.

You may no longer enroll on paper or on the ASI website. All enrollments must be processed through Iowa Benefits. If you do not have access to Iowa Benefits, contact IVH Personnel Department at ext 4326.

You can only make changes if you have a qualifying life event, such as a marriage, divorce, or birth of a child. To make changes, log onto Iowa Benefits and select **My Benefits**. For more information on qualifying life events, visit DAS-HRE's employee benefits page at [http://benefits.iowa.gov/index\\_qualified\\_life\\_events.html](http://benefits.iowa.gov/index_qualified_life_events.html).



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## Commandant's Corner

Tuesday November 2<sup>nd</sup> is Election Day here in the U.S. Many people will tell you that you have "the right" to vote. I happen to think it is an obligation.

For at least one day, we should remove the heavy cloak of cynicism that covers us for the rest of the year. For one day, we can revel in our own participation, and feel ourselves not subjects but citizens, the very embodiment of the democratic promise. For one day, we can indulge our fondest hopes, we can expect that new leadership will transform our nation, we can ask "Why not?" to what we want our country to be, and believe that the question will be answered. There will be plenty of time later for doubt and disgruntlement.

If you have children, take them with you to the polls. Remind them that for most of human history, people had no say in who would lead them. Tell them that even in our own country, founded on the most noble of democratic principles, people have had to labor, protest, fight, and even die to secure this right for themselves and for others. Tell them that there are many things you *can* do to exercise your citizenship, but this is one thing you *must* do. Tell them that Election Day is when you act not for yourself, but for your community and your country. Tell them that although campaigns can be small and mean, Election Day is when our nation can also be bound by hope.

*Commandant David Worley*

## Veterans Day - Honoring All Who Served



The Iowa Veterans Home (IVH) will honor veterans at its annual Veterans Day Program on Thursday, November 11<sup>th</sup> at 10:30 a.m. in the Malloy LRC. IVH Adjutant Stan Freeborn will serve as Master of Ceremonies with remarks from Commandant David Worley. The Marshalltown Municipal Band will provide special music during the prelude and the IVH Choir will perform during the program. The keynote address will be given by Brigadier General Timothy Orr, Adjutant General of the Iowa National Guard.

## EMPLOYEE HEALTH

by Patti Sharp

### November TB Tests

All employees with November birthdays whose last names begin with letters M through Z are required to have a TB test. The test will be administered in Employee Health on the following date and time:

**Monday, 11/01/10**

**6:15 AM to 8:30 AM**

**2:00 PM to 3:15 PM**

The test will be read on:

**Thursday, 11/04/10**

**6:15 AM to 8:30 AM**

**2:00 PM to 3:15 PM**

If you need to make other arrangements, contact Teresa Keith at ext. #4507. Testing must be completed by the end of the month.



**IVH Insights** is a twice-monthly publication of the Iowa Veterans Home.

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Lisa Purvis—PR/Marketing

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LisaPurvis@ivh.state.ia.us

Call ext. 4397 or

send to PR/Mktg Dept.

## Employee Spotlight – Kris Rode



Kris Rode, Nurse Supervisor I on Malloy 3 South, began working at IVH in 1994. She began her career at IVH as an RTW on evening shift on Dack 4.

She worked full-time while attending nursing school full-time and is also a member of Iowa Air National Guard. Kris is the first female in history of the 132nd Medical Group to achieve the rank of Senior Master Sergeant (March 7, 2009). Only four percent of Enlisted Force in Air National Guard achieve this rank in their career. In 2002 and 2008, she received the Air National Guard Outstanding Medical Services Specialist Non-Commissioned Officer of the Year.

In addition, she is a mother to three children. She says, “It was challenging at times to juggle school, work, and family. During that time I had to make short-term sacrifices but I knew that once my schooling was completed, the long-term benefits and opportunities would be worth the sacrifices made.

When asked what advice she would give to IVH staff who might be considering furthering their education and/or advancing in their career goals, she replied, “With hard work and determination, you can achieve anything. Remember the short-term sacrifices will lead to growth and opportunities.”

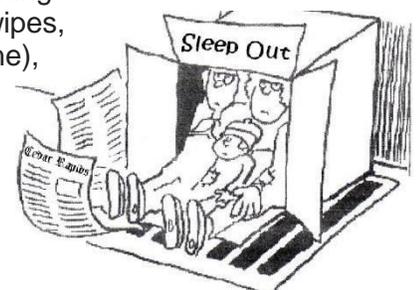
Kris says the three best things about working at IVH are a sense of community, a caring environment and leadership challenges. She also identifies the biggest challenges at IVH are adapting to the many changes -- change in leadership, change in future environments and change in the resident population.

If Kris were “Commandant for the Day,” she says she would spend the day making rounds, being visible, and be active in participating with the residents and staff.

Thank you, Kris, for your service to your country and to IVH!

## Homeless Sleepout is November 6th

The 4<sup>th</sup> Annual IVH Homeless Sleepout will be held on Saturday, Nov 6<sup>th</sup> at 5pm. We will be between the cottage parking lot and the North lot. We are not providing boxes this year, so bring your tent, sleeping bag or lawn chair to sleep in. This year we are doing things the same as last year. We are collecting items to donate to the House of Compassion Supply Closet. Over 500 families use the closet every month. There are donation boxes in Nursing Office, Rehab Services Office and Personnel. Items needed include: all personal hygiene items, laundry items, cleaning supplies, paper towels, toilet paper, Kleenex, diapers, wipes, over-the-counter meds (Tylenol, ibuprofen, cold medicine), band aids...anything you cannot buy with food stamps. Monetary donations are also appreciated. If you have questions, call Peg Moore ext 4318 or Stacey Badger ext 4355.



## Admissions Department *by Doug Freeman*

Did you know that when a resident admits to the IVH, they sign a contract stating they will apply for any and all benefits?

One of these benefits is Medicaid (Title XIX). Before an application is made; there is a determination made if they are financially eligible as well as medically eligible.

The Admissions & Resident Finances Office works with the resident and/or family member to review the resident's finances to ensure that they are below \$2,000.00 in total assets to qualify for Medicaid guidelines. All assets are considered including life insurance policies with a cash value, IRA's, CD's, bank accounts. A prepaid burial contract must be irrevocable to ensure it is not a countable asset.

If they own a home, this would be considered an asset if they have no intent to return home. If the resident is married and the spouse wishes to remain in the community, an attribution of resources is also applied for to ensure that the community spouse will retain enough resources for them to remain in the community. A regular monthly recurring income is not considered an asset.

Once their financial eligibility has been established, the Admissions & Resident Finances Office requests from nursing if the resident is medically eligible. If both criteria are met, an application is completed for them and sent to the Department of Human Services (DHS) for approval.

The resident's finances are monitored monthly and if their assets are ever over \$2,000.00 at the end of a month, DHS is notified to cancel their Medicaid. If the resident is ever below \$2,000.00 again, IVH will complete another application on their behalf.

If their health improves, and they are no longer medically eligible, they are cancelled from Medicaid. IVH averages around 300 residents on Medicaid.

## November is Nat'l Hospice Month *by Tamyra Haren*

**Come join the Palliative & Hospice Committee as it presents its annual in-service on:** *"Five Things to Know Before You Die: Wisdom from Research with Elders"* presented by Dr. Mark Minear on Thursday November 18<sup>th</sup> at 9:30 – 10:30 with a repeat program from 1:00 – 2:00 at Whitehill Auditorium. Treats will be provided by P&H Committee. 0.1 Nursing CEU's and 1.0 Social Work Contact hour. Please sign up with On- Ground Request.

In 1967 the first modern Hospice was founded by Dr. Cicely Saunders in London "St. Christopher's Hospice." Hospice care is specialized care that addresses the physical, emotional and spiritual needs of our patients, giving them a deciding role in their healthcare strategy and allowing them to live their lives as fully and as comfortably as possible.

National interest in hospice was eventually recognized by our government in 1979 when congress sanctioned Medicare and Medicaid funding for patients in 26 hospices in the U.S.

Hospice began at IVH in 1983 when several Clinicians perceived a need to provide a different kind of care to those who were terminally ill. Data was obtained which pertained to residents at IVH between January and June 1983. At that time, results showed 38 residents fit the description of terminally ill patients and could have profited by hospice care.

Due to this fact a hospice policy was developed. Since then the Palliative & Hospice Committee continues to grow with an average of 44 residents per month. We strive to provide the best End of Life Care for our residents.



## FOOD AND NUTRITION SERVICES

*by Mark Freland*

They say that the way to a man's heart is through his stomach. Although I do not subscribe to that theory personally, I hope our department has touched the hearts of many through the years with the food that we have served, but mostly from the kind and thoughtful exchanges that our employees have shared with the residents. It has taken many years of working with our residents for me to truly appreciate the hard work and sacrifices they have made in my life time, and even before I was born. I came to the Iowa Veterans Home, like most people, anxious to prove my worth and to make a decent living for myself and my family. I have accomplished this, but I have received more than I originally bargained for. I have received an education. I have listened to many stories from residents; stories about happiness, sadness, bravery, triumph, hard learned lessons, and horrific events that I can't even imagine being a part of. I now recognize the extreme suffering that many veterans have had to experience and I understand the dictionary meaning of sacrifice: "surrender of something for the sake of something else." Thank you, veterans, for making our lives better.



## Holiday Bazaar

The REAL Committee is planning the 6<sup>th</sup> Annual Holiday Bazaar for this Friday, November 5<sup>th</sup> in the Malloy LRC from 9 am – 4 pm. This event is open for staff and residents in the morning and to the public in the afternoon. This year, 20 vendors are signed up. Get a head start on your holiday shopping!

## Upcoming Events

Day	Date	Time	Event	Location
Mon	11/1	10am-2pm	Special Election Precinct	Malloy LRC
Tues	11/2		Election Day	
Fri	11/5	9am-4pm	Annual IVH Holiday Bazaar	Malloy LRC
Sat	11/6	5pm	IVH Homeless Sleepout	North of IVH Cottages
Mon	11/8	10 am	Honor Flight Panel Discussion	Malloy LRC
Wed	11/10	9-11 am	Holiday Social Committee Bake Sale	Malloy LRC
Thurs	11/11	10:30 am	IVH Veterans Day Ceremony	Malloy LRC
Thurs	11/19	9:30-10:30am, 1-2 pm	Hospice Presentation – Dr. Minear	Whitehill

## Announcements

Don't forget the **Enrollment and Change Period** for benefits is October 29 – November 29<sup>th</sup>. Please contact Kathy Bair at ext. 4326 if you have any questions.

**REMINDER** – the Beauticians cut hair for both men and women. Please call them for an appointment.

**DID YOU KNOW...** All IVH forms are now located on Sharepoint. Found at the left column under “sites” then “forms.”

**SAFETY ALERT** – Please remember that electric wheelchairs/mobies are not allowed on public roads (including roadways on the IVH campus) that do not have designated “bike lanes.” Please use sidewalks whenever possible.

**REMINDER** – As of Monday, November 1, smoking for IVH staff, volunteers, and visitors is allowed only in the designated area outside of the Dack Building.

## Rehab Services Department *by Penny Cutler-Bermudez*

Rehab Fun Day was held on Tuesday, October 26, 2010. Every fall, the Rehab Department has a special day when we combine exercise and fun in the Malloy LRC for all the residents to attend. This year we featured karaoke with Dr. Brett, Wii games with a baseball fan, pop bottle toss with a bride, bean bag toss with a penguin, cookie decorating with Janet (back from retirement), guess the pumpkin weight with a witch, pumpkin heads with a hippie, and much more. Everyone worked hard to keep the residents moving and having fun. We hope all of the residents that attended had as much fun as we did. This is always a special day to emphasize the importance of staying fit and active in the Open Gym. Please join us in encouraging the residents each day.

