

EPI News



Community Report Edition
On pages 6 & 7

More Information...

- The Van G. Miller Adult Learning Center is set to open January 2019 and will feature more than a dozen services doubling the capacity of students that can be served.
- EPI's Children and Family Services department started the Black Hawk Child Care Coalition bringing together other organizations, legislators, business owners, and funders. This sparked the idea for EPI and Hawkeye to develop this innovative partnership.
- The gap between available child care and children in need is growing in Black Hawk County while the number of child care programs continue to decline. According to lowaCCRR.org, the total number of child care providers has declined by 41% over the last 5 years.

EPI Partnering with Hawkeye Community College to Open Child Care Center in Waterloo

As the need for reliable child care continues to grow, EPI and Hawkeye Community College are partnering to provide a solution to this critical problem.

The Van G. Miller Adult Learning Center being developed in downtown Waterloo by Hawkeye will house a child care center which will be run by EPI.

"Families in the Cedar Valley struggle to find child care. Our Child Care Resource & Referral office sees the struggle daily as we help families try to find child care," stated EPI's Children and Family Services Director, Mary Janssen.

With the child care shortage, businesses and organizations, such as EPI, struggle to find and keep employees.

"Safe, affordable, and enriching child care is such an incredible

need in our community and we see that with our employees," Chris Sparks, Executive Director at EPI said. "We as an organization have been wanting to offer this benefit to staff for a very long time."

Janssen went on to say, "Economic growth cannot happen in the Cedar Valley without access to Child Care for our families."

The child care center, located at the intersection of Jefferson Street and West Mullan Avenue in downtown Waterloo, will have 56 spots for children who are infant through preschool age.

EPI staff and Hawkeye Community College students, as well as staff, will have first choice for child care spots. Unfilled spots by either organization will then be open to the public.

Chris' Previous Accomplishments:

- Served as ANCOR Board President
- Recently celebrated 27 years with EPI
- Certified facilitator of Franklin Covey's The 7 Habits of Highly Effective People
- 2017 Inducted into ANCOR's Foundation Legacy Leaders Circle

To recognize Chris for all of his accomplishments, donate now in his honor!

Visit us online at www.episervice.org and click "donate now" to see all the ways you can give today.

Agency Leadership Team

MARY JANSSEN
Children & Family
Services Director

DEB JUNGLING
Chief Financial Officer

LISA PATERNO
Human Resource
Director

KATIE SLADE
Organizational
Development Director

CHRIS SPARKS
Executive Director

Contact with Newsletter Questions:

BETHANY GIACHINO
Communications Specialist

Chris Sparks Receives ANCOR's Suellen Galbraith Award for Excellence in Public Policy

One of American Network of Community Options and Resources' (ANCOR) signature events, the Policy Summit, is currently taking place in our national's capital.

This year's Summit theme, Connecting the Dots: The Intersection of Politics, Workforce, & Regulation, is a recognition of the critical moment we face with the midterm elections looming.

Receiving the Suellen Galbraith Award for Excellence in Public Policy, is our very own Executive Director, Chris Sparks!

"Suellen Galbraith was the longtime, and truly extraordinary, force behind ANCOR's Government Relations work," explained ANCOR CEO Barbara Merrill. "She was one of the most respected disability advocates on Capitol Hill; admired and respected by her colleagues, congressional staff and government leaders alike."

This award goes to those who bring Suellen's same passion and commitment to their advocacy efforts.

Chris is passionate about public policy. He has worked tirelessly in his 30 year career to positively affect change for persons with disabilities.



In that time he has served in ANCOR leadership roles, on the Governmental Relations Leadership group, and has co-chaired the National Advocacy Campaign (NAC) which supports the professionalization of and provides recognition to the Direct Support Workforce.

"We're so happy to see Chris receive this much deserved honor," remarked Katie Slade, Organizational Development Director.

"Chris is deeply committed to advancing the standing and compensation of our Direct Support Professionals and in maintaining our critical Medicaid funding. One of my favorite memories is of Chris leading a NAC rally on Capitol Hill to advocate for persons served and the pivotal role of Direct Support Professionals in Washington, D.C.," Slade said.

Join us in congratulating Chris on this prestigious award.



◀◀◀ Kate and David at River Plaza Athletic Club

Thank you to all of our Business Partners for offering equal employment opportunities to all. Here's a few of our most recent:

Celebrating One Year of Employment Success

"I usually finish my work early and have to find more to do," laughed David, employee at River Plaza Athletic Club in downtown Waterloo.

Kate, David's general manager, smiled and agreed, "I've been very happy with his work."

One year ago, David reached out to EPI for help through our employment services. He was newer to the area, moving from California with his mother, but had aspirations of buying his own car and finding his own place to live.

Fast forward to today and we can happily report David has done just that, but also so much more.

Not only has he completely paid off his car and begun paying rent, but this job has helped him become healthier and happier.

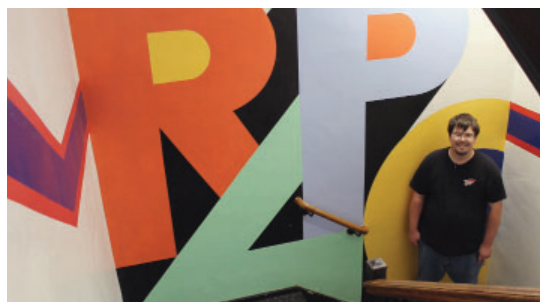
David thanks his active job duties and now membership at the Plaza for losing over 100 pounds in just one year. Not only does he enjoy working there, but he enjoys coming in to use the equipment on his time off.

When searching for the right employee, David wasn't the only one Kate interviewed, but she has been happy with her decision to hire him since.

River Plaza Athletic Club has been around for over 34 years and has many long-lasting members who thoroughly enjoy the work that David does. They continually hear good things about the improvements he has made.

One of David's biggest accomplishments has been completely refurbishing the gym's pool - this was something many members commented on and thanked him for his hard work.

David no longer needs our employment services and we couldn't be more proud of the work he has done and continues to do.



- YMCA of Black Hawk County
- Party City
- Hilton Garden Inn
- Get Air
- Greater Cedar Valley Alliance
- Ross Dress for Less
- IHOP (Cedar Falls)
- Buffalo Wild Wings

For a full list of business partners please visit our website!



Qualified Charitable Distributions

Consult with your financial advisor on how to make a tax free donation to EPI as part of your IRA Required Minimum Distribution!

Day Hab out ►►►
at Angel's
Park volunteering
their Wednesday
afternoon

Current Career Openings

Bus Driver

Direct Support
Professional

Direct Support
Professional - Night
Attendant

Integration Specialist

Job Coach

Five Star Club

Here's our list of our
2018's Five Star Club
DSPs:

- Tracy Winkelpleck
- Wilson Oburra
- Nichelle Blakesley
- Mary Ann Mabeus
- Aspen Olsen
- Luanne Butterfield
- Madison Luebbers
- Becky Anderson
- Kristen Bunn
- Rebecca Peters
- Crystal Anfinson
- Verneisha Shields



Day Hab Helping out at Angels Park

Our Day Habilitation group continues to help wherever there's a need.

Since July, Day Hab has been going to Angel's Park twice a week to keep the shelters clean, water plants, pull weeds, and help with other various tasks.

While it is hard work, they still find time for fun through picnics within the park, enjoying the beautiful views, and socializing with the friends they've made along the way.

DSP Recognition Week

While one week is certainly not enough, we - and the rest of the nation - set aside the second week in September each year to extend our gratitude for all of the hard work DSPs do that does not go unnoticed.

At this year's DSP Recognition Ceremony, we welcomed 12 new DSPs to the Five Star Club. Those inducted into the Five Star Club get an award, a check, and jacket.

Watch for each of the 12 DSPs to go out on our social media every Friday!

Check them out on the left!

Just Briefly

Here's what you might have missed between the issues.

EPI Receives Grant for Enclave Services

Thanks to US Bank, EPI's Employment Services were awarded \$3,000 specific for Enclave Services.

EPI offers several Employment Service options for individuals who are looking to find and keep a job in the community. Our Enclave program provides individualized job skills training and on-the-job learning experiences for those we serve.

This grant allows us to continue to offer this crucial service and ensure those who want to work, can.



Robert Sunday

1946 - 2018

Robert Sunday, 72, of Waterloo passed away on August 13. Bob made many lifelong friends and enjoyed going to the movies, car races, and listening to country music.

He will be greatly missed by all of us here at EPI. Please join us in extending our deepest sympathies to his family.



Giving Tree

11/19 - 12/12

The Giving Tree has Begun!

The Giving Tree has officially begun on November 19 and will run through December 12. Last year, through the amazing support of our community, we were able to fulfill over 270 needs!

We need your help again as this is our biggest year yet with over 400 needs!

The Giving Trees hold tags with modest needs such as winter coats, clothing, books, and more.

With your help, we can ensure no one's needs go unmet and everyone will have a gift to open on the holidays.

Save the Date - More Than You See 2019!

We envision a world where society regularly looks past the differences they see to the person within.

More Than You See is an entertaining fundraising event which will showcase and celebrate the value persons of

all abilities contribute. It's a time for everyone to come together regardless of their differences and be entertained.

Save the date! More Than You See 2019 is on Friday, April 5. We look forward to seeing you there!



USE CODE "EARLYBIRD" FOR A LIMITED TIME

FRIDAY, APRIL 5, 2019

JOIN US FOR A NIGHT OF FUN, DUELING PIANOS AND SILENT AUCTION

WHERE

HILTON
GARDEN INN
CEDAR FALLS

WHO

A BENEFIT
FOR EXCEPTIONAL
PERSONS, INC.

WHEN

FRIDAY
APRIL 5, 2019
6:30 PM

MS Support Groups:

November

- Bremer/Butler, 11/14 - 10:30 am
- Waterloo, 11/21 - 11:00 am

December

- No group meetings this month

January

- Bremer/Butler, 1/9 - 10:30 am
- Waterloo, 1/16 - 11:00 am

February

- Bremer/Butler, 2/13 - 10:30 am
- Waterloo, 2/20 - 11:00 am

Meeting Locations:

Bremer/Butler

Redeemer
Lutheran Church,
2001 W Bremer,
Waverly
(2nd Wednesday)

Waterloo

EPI, 760
Ansborough Ave,
Waterloo
(3rd Wednesday)



A Message from Executive Director Chris Sparks

Cement, one of the most fundamental building blocks, is still ever-changing. Always looking for new ways to help it dry faster, hold stronger, and last longer. Like cement, service organizations, have to evolve and adapt to the constantly changing world around us. ***And just like the pioneers of EPI, we must create new paths and new opportunities for the people we serve and their families.***

We must start here - with our Direct Support Professionals (DSPs) - where the service interaction takes place. DSPs help people acquire needed skills to live successfully. They are a key confidante and advocate for those with whom they work, developing trusting relationships along the way.

Yet, as rewarding as the DSP profession is, it's incredibly difficult to find and keep the kind of quality staff needed. We have

spent years working to improve our DSP recruitment and retention. Still, vacancies and turnover remains an issue.

Making all our efforts more challenging is the fact that as a predominantly Medicaid-funded service we have limited access to rate increases by which we are able to pay our DSPs.

What do we do about all of this?

This is a complex problem and we must treat it as such. Our advocacy for adequate funding simply has to continue. It is critical we leverage all support offered by technology so people with disabilities can live with more privacy while still having access to help when needed, and allowing us to deploy staff only when absolutely necessary.

We have to use every creative idea we have and work together to prospect for solutions.

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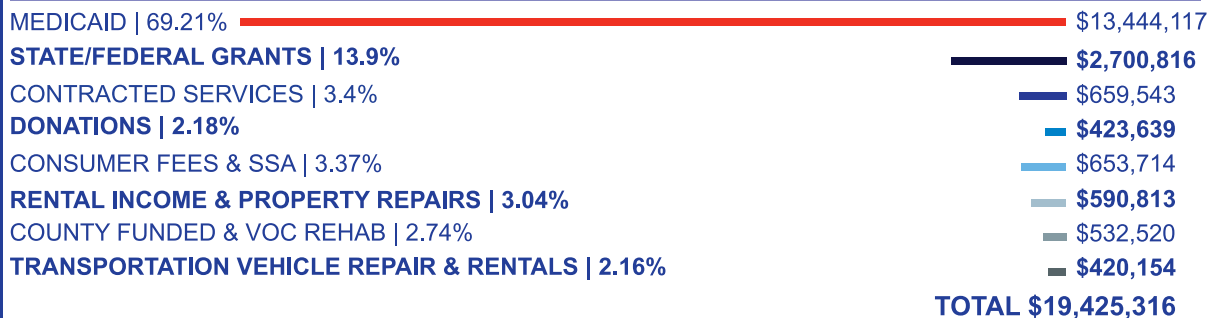
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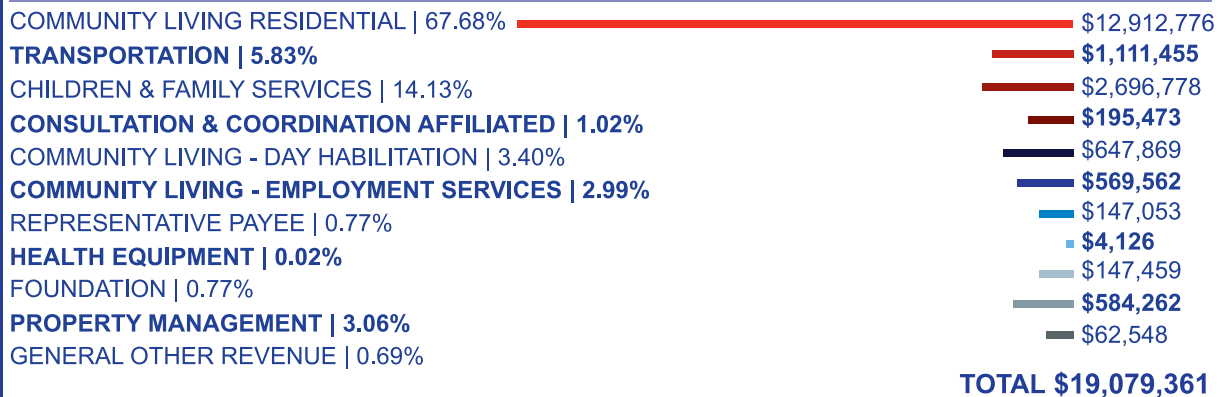
REVENUE

Fiscal Year 2018 | Pre-audit Figures

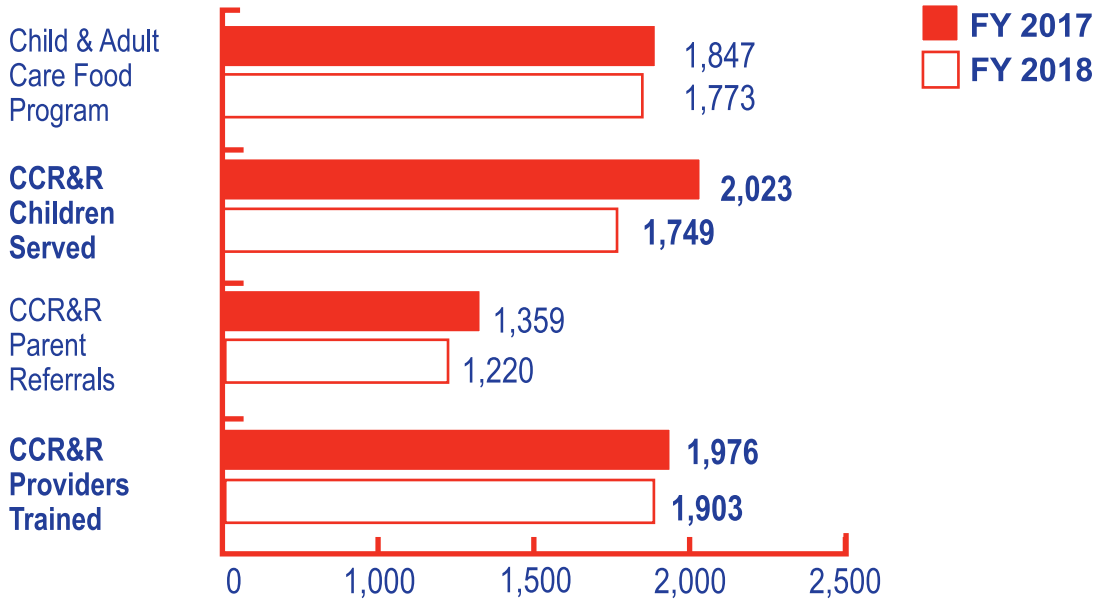


EXPENSES

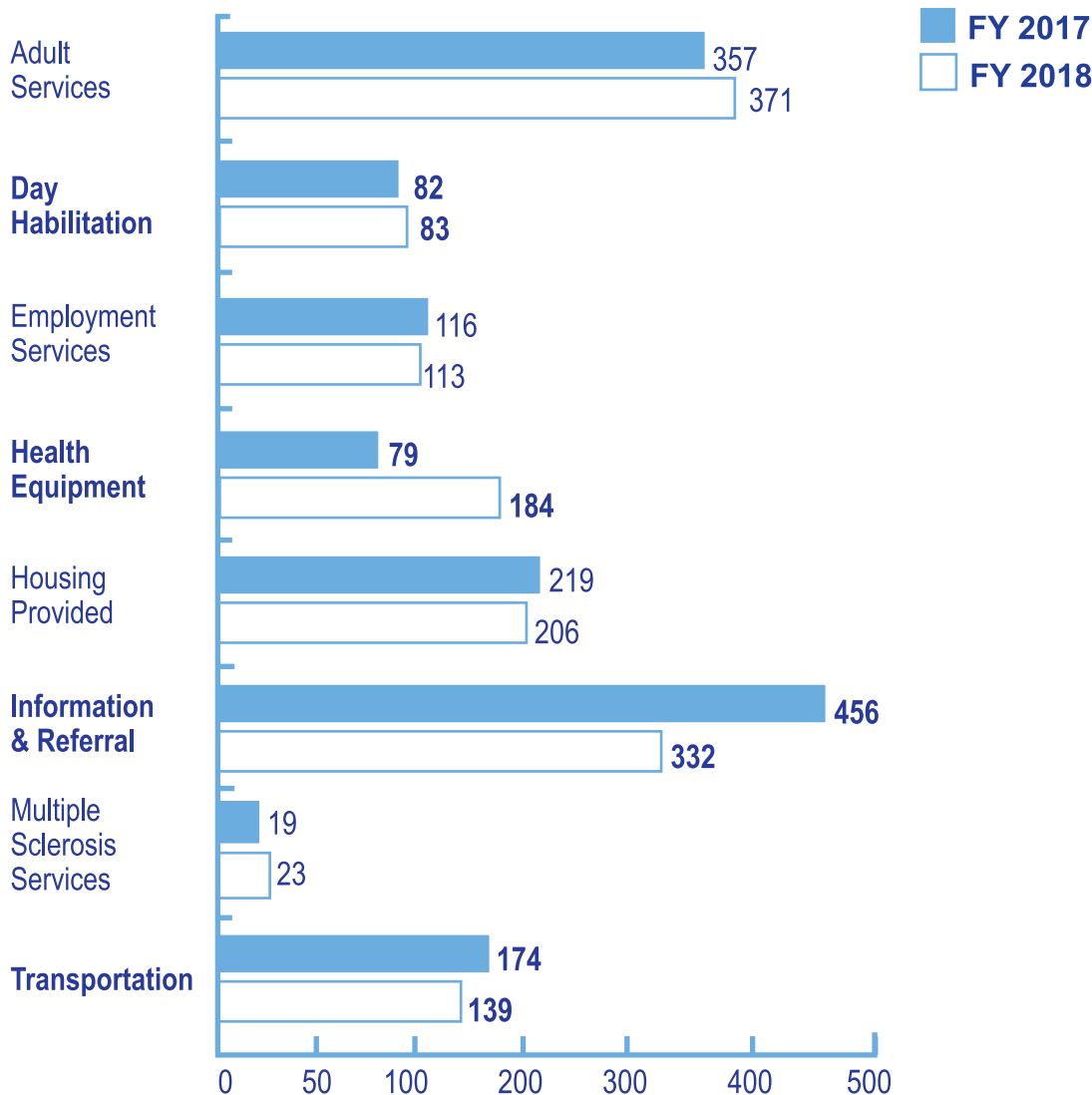
Net Administration is 9.84% of Total Expenses



COMMUNITY CHILDREN & FAMILY SERVICES



COMMUNITY SERVICES



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ELECTRONIC SERVICE REQUESTED



Our Mission

Connecting people, creating opportunities, and nurturing growth since 1957.



Our Vision for Tomorrow

Working together we will realize a future where all people are recognized as valued citizens – encouraged and supported to live, work, and grow – in their communities.



April 5 2019's More Than You See will be on Friday, April 5 at the Hilton Garden Inn. Back this year is dueling pianos group, 176 Keys Fun Pianos. See you there!



Want to Make a Donation?

Your generosity means so much - thank you. Donations allow us to fulfill our mission when other funding runs short. We accept donations anytime. Visit our website at www.episervice.org.