



## More Than You See Event Details:

- Thursday, November 7
- 6:00 pm - 9:00 pm
- Sunnyside Country Club, Waterloo
- Reserve your seats online, [www.epieservice.org/morethan](http://www.epieservice.org/morethan)

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## More Than You See - November 7

We envision a world where society regularly looks past the disability they see to the person within. Persons with disabilities are **More Than You See**. They are artists, mothers, employees, friends and so much more.

With that vision in mind, the Exceptional Persons Foundation is making plans for its first ever silent auction, dueling pianos benefit on Thursday, November 7, 2013. We'd like to invite you to join the cause.

**More Than You See** will celebrate the uniqueness and abilities of all people and will challenge us to consistently look beyond a disability we see.

Come to this event prepared with your favorite songs to request from our ultra talented dueling piano professionals from 176 Keys Fun Pianos.

As the pianos entertain us, two very unique auction items will be available for bidding. You could go home with a trip for two to the

2014 Country Music Awards in Nashville, TN or bid on a the trip for two to any game in 50 markets. That trip includes two premium tickets to a regular season NFL, NHL, NBA or MLB game, it's your choice!

The money raised from this event will make a positive difference in the lives of persons with disabilities - such as supporting persons in their dream to find meaningful employment.

Tables are going quickly, so make sure to get yours today! Visit us online at [www.epieservice.org/morethan](http://www.epieservice.org/morethan) to purchase with credit card or call (319) 232-6671 for more information.

This will be a night to remember. Event details can be found to the left along with our appreciation for our generous sponsors. We hope you'll make plans to join us on November 7!



## Legislative Watch

Information from Iowa Info Net.

### Plan to Expand Access to Health Care

Iowa lawmakers have reached a decision regarding the current Medicaid expansion.

The federal Affordable Care Act (ACA) allowed states to expand their Medicaid programs to cover any person earning up to 138% of the federal poverty level. States that chose to expand Medicaid would receive an “enhanced Medicaid match” which would increase the amount the Federal government pays. In Iowa this would translate to 100% of the costs of Medicaid expansion federally funded (as compared to 60% of traditional Medicaid expenditures) for the first three years and then 90% from 2020 on.

Governor Brandstad rejected the idea of expansion stating it would be too costly of a program and also doubted the Federal government’s promise to live up to its funding commitment. He presented the “Healthy Iowa Plan” which would cover people with a combined approach to expand Medicaid services to some and cover others with private health insurance plans.

### The Decision

In the end, the decision was made to combine elements of the Governor’s plan and the Medicaid expansion, creating the “Iowa Health and Wellness Plan.” This new plan will use the Senate Democrat’s financing plan of a 100% federal match and use Brandstad’s health incentives and combined private

insurance-Medicaid approach. The final agreement passed by the Legislature stated:

Creates the Iowa Health and Wellness Plan to provide health coverage for individuals with incomes up to 138% of the federal poverty level.

Individuals with incomes up to 100% of the federal poverty level will receive services through Medicaid with a benefits package modeled after the state employees’ health plan.

The Iowa Health and Wellness Plan will require a waiver from the Federal government because it is not straight “Medicaid Expansion.” The Iowa plan does a few things to trigger a waiver: charges premiums, splits the coverage between Medicaid and private insurance plans, and allows Medicaid to assign providers to some.

States like Iowa that are requesting a waiver from certain Medicaid rules are required to hold hearings to allow public comment on the plan. Enrollment for the plan begins in October, but coverage will not begin until January 1, 2014.

Contact with Newsletter Questions:

SARAH PAVELEC  
Communications & Development Associate



## Healthiest State Walk

With the summer flying by, the second annual Healthiest State Run, Walk or Roll with EPI on October 9<sup>th</sup> will be here before you know it. Last year over 100 community members joined us and thousands across the state of Iowa in the Healthiest State Initiative.

In fact, over 297,000 Iowans walked 1 kilometer together throughout the entire state last year.

Currently, Iowa is ranked #9 in being physically, emotionally and mentally healthy, which is a big jump

from the #16 spot Iowa held last year.

The goal is to be #1 by 2016 and EPI is doing all we can to help the effort by joining with the state and walking 1k.

Make sure to save the date, Wednesday, October 9, 2013, and join EPI at Prairie Lakes Park, back lake in Cedar Falls from 11:00 am - 1:00 pm.

There will be numerous booths including Blue Zones, Wayson Family Chiropractic, the Runner's Flat, and Northeast Iowa Food Bank just to name a few.

Booths will be handing out information on camping, health, nutrition, staying active, and more.

We would like to thank Group Benefits Design, a division of PDCM for sponsoring this event and helping Iowa get closer to that #1 spot.

Visit our events page at [episervice.org](http://episervice.org) to stay up-to-date on this event and sign up to walk with us.

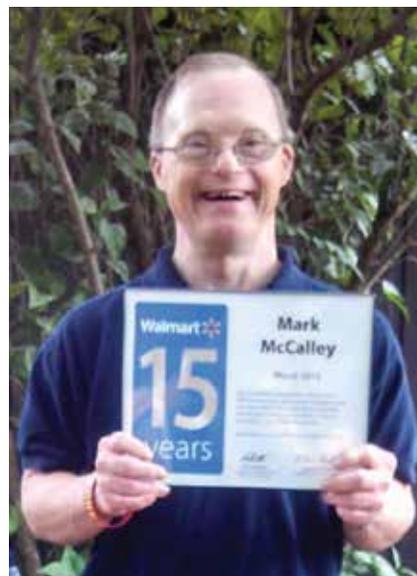
We hope to see you there!

## Mark McCalley - 15 Years!

This past March, Mark McCalley celebrated 15 years of employment at the Crossroads Wal-Mart in Waterloo.

Mark does many things for Wal-Mart including cleaning the bathrooms, sweeping the break room and taking out the trash. When asked what's the best part about his job, he said, "I like Wal-Mart, talking to my friends there, and the people. I work hard and I do my best."

In honor of his 15 years, Mark was presented with a 15 year plaque and had his picture taken.



Senator Grassley and Executive Director Chris Sparks, stand with UNI's own "TC" at last year's Healthiest State Walk.

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Some friends ►►► of EPI held a Pizza Ranch Fundraiser, raising almost \$1,000 for EPI.



## Just Briefly

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

## Next Issue:

Technology plays a big role in the lives of many.

Make sure to check out EPI's next newsletter for an article about how EPI is using iPads and other technology to build skills and communication.

EPI's traditional Giving Tree will be here soon! Look for information in the next EPI Newsletter.

### [The Verdict's In](#)

For the men from Atalissa, victory was a word they waited many years to hear. On May 1, 2013, victory is what they heard, when the men were awarded \$240 million from Henry's Turkey Service in a Federal Equal Employment Opportunity Commission suit. Since then, the settlement has been reduced due to the federal damage caps.

For the men, the statement the verdict made will live in their memories for a lifetime. Currently, 13 of the men live in the Cedar Valley in residences with EPI. The men are busy living their lives and are doing well.

### [New Members of the 5 Star Club](#)

Five more have joined EPI's 5 Star club as DSP of the month.

- Kara Beatty - February  
"Kara is forever working with the persons served so they know all the facts before making any decisions."
- Tammy Buck - March  
"She advocates for the needs and interests of the persons she serves."
- Brian Brandau - April  
"He reviews all information with persons served and empowers them to advocate for themselves."
- Wendy Brunko - May  
"Wendy makes it a priority to

provide supports along with compassion and companionship."

- Kelly Kessler - June  
"Kelly goes above and beyond by learning more about the persons she serves' disabilities."

### [Rand Chosen for Medicaid Employment Services Workgroup](#)

Nicole Rand, a program director at EPI, was recently chosen to be on the Medicaid Employment Services workgroup.

The task of this workgroup is to develop: service definitions, provider capacity-building structures, and prototype funding models as well as rate models for Iowa Employment Services for persons with disabilities.

### [Henning Appointed to Advisory Council for Brain Injuries](#)

The Governor's office appoints qualified individuals to boards and commissions each year. Recently, Megan Henning, a program director at EPI, was appointed to the Advisory Council for Brain Injuries.

The mission of the council is to represent individuals with brain injury, their families, and all Iowans through advocacy, education, training, rehabilitation, research and prevention. Through these things, the council brings about awareness to others and services as a source of hope and healing to survivors of brain injury.



## Floods of 2013

In the past five years floods have taken their toll on the Cedar Valley and the surrounding communities. EPI is no stranger to flooding, being effected by the floods in 2008.

Since then, EPI has taken extensive measures to ensure the homes that were affected then, would not take on water again. We're happy to say our measures proved successful this spring when the Cedar Valley was once again left in the wake of severe weather.

However, all EPI homes were not exempt from the effects of the heavy rains. Flash flooding and power outages made the recent flooding impossible to avoid for five homes which traditionally are immune to the water damage.

## Gina Greene Transitions to AEA

In 1986, "The Education for All Handicapped Students," legislation that mandated special education for children with disabilities, was amended with a greater focus created to provide more and specifically better services to young children with special needs and their families.

This amendment added a section that stipulated services for infants and toddlers who were suspected of having a developmental disability and for those services to be coordinated and managed in ways that helped families.

In fact, one home had to be evacuated. Susan Seehase, Services Director, spoke of how incredible staff were in these critical moments supporting the physical and emotional needs of persons served. Due to the quick response from EPI staff, all of the resident's personal belongings were kept out of harm's way.

As cleanup efforts began, staff divided into crews and diligently went from home to home carrying out carpet and furniture, placing items on blocks, and using all resources available to ensure the complete cleanup of each home.

Seehase further stated, "EPI employees do extremely well when unexpected situations arise. If we have a major need, we find our staff is quick to step up to the plate."

AEA 7 decided to contract with EPI for these services and in 1994 Gina Greene was hired as the Early ACCESS Coordinator.

As years went by and changes continued, Gina became the only such person in the state of Iowa who was employed outside of AEA.

Effective July 1, 2013, Gina Greene transitioned to employment with AEA. She will continue to coordinate Early ACCESS services, which is great news for young children with a disability and their families. While we will miss Gina, we know the service is in good hands.

◀◀◀ After taking care of EPI's homes, our staff wanted to help other communities in need. Pictured here - staff helping sandbag in Independence.

We would like to thank all the staff, community members and anyone who assisted EPI during this time. We are grateful for your hard work and dedication to EPI.

### *Agency Leadership Team*

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SUSAN SEEHASE  
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## Kenny Jackson Retires



After over three years, Kenny Jackson has retired from the Crossroads Hy-Vee recycling department in Waterloo.

Kenny had a party after he retired. It was attended by many and he had a wonderful time. Now that he is retired, he plans on attending CHOICE three times a week and spending the other two days relaxing.

## Thank You

Someone special has retired from EPI. We know you wanted a quiet farewell.

May we simply say “thank you” for your many years of dedicated service and wish

you the very best in all your years to come.

## Deb Walker (1954-2013)

Deb, or D.W. as she was called by many, was a part of EPI for over 28 years. In her final years, she was surrounded by EPI staff who loved her and whom she considered family.

Deborah M. Walker was born in Pittsburgh, Kansas to Harold and Mary Walker. She is survived by her two sisters and was also the aunt to five nieces and nephews.

Deb’s staff had many kind things to say about her. They spoke of Deb’s love of animals, especially cats. If kittens were born at her home, Deb was the only one who the mother cat would let handle the babies. Deb enjoyed simply holding and watching the kittens on the porch.

She also enjoyed attending church where she was an inspiration to several ladies who were also going through cancer treatments.

David Stentiford, Deb’s staff for over 10 years, told of his many memories with Deb. “They

(women at church) told me many times just how much Deb inspired them to carry on. They were amazed at how gracefully she went through chemo and how positive her attitude was towards it. We will never be the same without her and she is missed greatly by staff and her house mates.”





## DSP Recognition Week 2013

By definition, Direct Support Professionals (DSPs) offer a wide range of supportive services on a day-to-day basis so that individuals with disabilities can live and work in their communities. These services can include: habilitation, health needs, daily needs, employment, transportation, and recreation.

Each year EPI participates in Direct Support Professionals Recognition week to do just that, celebrate and recognize the hardworking, dedicated DSPs of EPI.

This year, DSP Recognition week will be September 8 - 14. The American Network of Community Options and Resources (ANCOR) National Advocacy Campaign (NAC) sponsors this event each year. ANCOR and NAC are pivotal in advocating for higher wages for DSPs as well as enhancing career development and resources for DSPs. Chris Sparks, EPI's Executive Director

and ANCOR Board Vice President is proud of the DSPs at EPI.

“We rely upon the skill, passion, and commitment of our DSPs. We have a great deal of appreciation for the work they do. DSPs are the people who support the persons with a disability building a happy and meaningful life in their community. We are grateful for their commitment and know that it's their efforts that determine the quality of services for EPI.”

We strive to make this week memorable for our DSPs and celebrate the essential role they have at EPI.

We've got some exciting plans for this year and look forward to recognizing EPI's outstanding DSPs. If you know a DSP, let them know you appreciate all the work they do.

## Make a Difference in Your Community

Each year, extremely important programs such as Employment, Multiple Sclerosis and Children's Respite Services are under-funded.

Programs like these are vital to your fellow community members in need. We need your

help in making sure services such as these continue to be available when needed.

Visit us online if you wish to give by credit card or scan the QR code to be taken directly to our giving page. [We are thankful for your support.](#)

### Current Career Openings

EPI is hiring the following positions:

- Direct Support Professional
- Program Manager

Scan the code below to donate today!



## Coping Strategies:

- Reaching out to support systems
- Nurturing one's self
- Creative problem solving
- A sense of humor
- Strong philosophical or spiritual foundation
- Seek a counselor or someone with experience working with chronic illness

## Children and MS:

Children can sense when something is different. Talking to them in an open and honest way can prevent worries and fears.

Behavior changes to watch:

- Excessive concern for their own health
- Problems with friendships or sleeping
- Excessive worry or sadness
- Changes in personality
- False Maturity



## How Multiple Sclerosis Can Affect Families

by Diane Holmes, LISW  
MS Services Director

The onset and diagnosis of Multiple Sclerosis (MS) have been likened to an uninvited guest moving into your home and never going away. It can affect every aspect of life - for the person with MS, their family and anyone who cares about them.

MS is unpredictable and bewildering. It disrupts the natural rhythm of family life. MS can be expensive, draining family resources – money, energy and emotions. It raises questions such as: “Who am I?” and “Who are we as a couple and family?” But people are resilient and can adapt to life with MS using flexibility, creativity and love.

Couples who successfully adjust to the changes MS brings are strongly committed to each other, work together as a team, and make flexible plans for the future. With the development of Disease Modifying Drugs (DMDs) people with MS function better and have fewer, less severe exacerbations. Many have successful careers. Even with DMDs, people do experience MS symptoms which make effective use

of energy important. Couples that share or get help with household tasks can save precious energy for spending quality time together.

There are special considerations for a couple affected by MS when contemplating starting a family. Whether a parent is diagnosed with MS before or after the birth of a child, children sense when something is different. Talking to them in an open, honest way using age appropriate terminology, can prevent worries and fears. Older children may feel anger or embarrassment having a parent who is “different”. Some behavior changes to watch for include: excessive concern about their own health; problems with friendships or sleeping; excessive worry or sadness; changes in personality; and false maturity, being overly responsible for their age.

Children benefit when raised with a “where there’s a will there’s a way” perspective. Living with a parent who is “different”, children may be more thoughtful or caring, willing to befriend people with special needs or

the “new kid” at school. One mother told of how her young children creatively coped when she fell. After unsuccessfully trying to help her get up, they got her a blanket, pillow and magazine to read and sat nearby eating lunch until their Dad got home. Imagine the scene he came home to! They still laugh about the day Mom fell on the kitchen floor.

At times families need professional help to cope with life affected by MS. In *Multiple Sclerosis: Psychosocial and Vocational Interventions*, Francie Bennett M.S.W. recommends seeking a counselor, such as the MS Services Program Social Worker, with experience working with chronic illness. Ms. Bennett states the most effective counseling includes education about chronic illness, developing healthy coping skills and a hopeful attitude, working through grief and crisis intervention.

Ms. Bennett identified other coping strategies such as reaching out to support systems like family, friends and church members; nurturing one’s self; creative problem solving; a sense of humor and a strong philosophical or spiritual foundation.

For more information or to request professional support, contact Diane Holmes, LISW at the Multiple Sclerosis Services Program at 319-232-6671.

## MS Support Groups

### September

- Bremer/Butler, 9/11 - 10:30 am
- Waterloo, 9/18 – 11:00 am
- Tama, 9/25 – 9:30 am

### October

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

### November

- Bremer/Butler, 11/13 - 10:30 am
- Waterloo, 11/20 – 11:00 am
- Tama, 11/27 – 9:30 am

### December

- Bremer/Butler, 12/11 - 10:30 am
- Waterloo, 12/18 – 11:00 am
- Tama, NO Meeting (Holiday)

## Group Meeting Locations

### Bremer/Butler -

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

### Waterloo -

EPI, 760 Ansborough Ave, Waterloo  
(3rd Wednesday of the month)

### Tama -

Senior Center Community Building, 103 S. Church, Toledo  
(Last Wednesday of the month)

### Sources:

Fraser, R., Clemmons, D., Bennett, F.; *Multiple Sclerosis: Psychosocial and Vocational Interventions*; Demos Medical Publishing, 2002

Kalb, R., *Multiple Sclerosis: A Guide for Families*; Demos Vermande; 1998

[www.mssociety.ca](http://www.mssociety.ca); *Multiple Sclerosis: Its effects on you and those you love*; Multiple Sclerosis Society of Canada; 2012

[www.webmd.com/multiple-sclerosis/guide/ms-family](http://www.webmd.com/multiple-sclerosis/guide/ms-family); *Multiple Sclerosis Health Center: Talking to Your Family About Multiple Sclerosis*; 2012

*Parenting: Tips From Parents (who happen to have a disability) On Raising Children, An Accent Guide*; Accent Special Publications; 1989



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## Our Mission

Exceptional Persons, Inc. (EPI) makes a positive difference for people living with disabilities, enhances community child care and strengthens families.

## Wish List

- Mini fridge
- Home decor
- Plates and silverware
- Pots and pans
- Microwave
- Portable screen and projector
- Tickets to entertainment (hockey, baseball, basketball, festivals, theatre, bowling, etc.)
- iPads
- Durable medical equipment

A complete wish list can be found online. Bring donated items to our central office at 760 Ansborough Avenue in Waterloo. Gift-in-kind donation forms can be found online and at the central office.

## Mark Your Calendars

### DSP Recognition Week - September 8-15

Thank a DSP today!

### Healthiest State Walk

October 9, Prairie Lakes Park

Free and open to the public

Scan the code to sign up



### More Than You See Benefit

November 7, Sunnyside Country Club

6:00 pm - 9:00 pm

Don't miss the dueling pianos. Scan the code to purchase your tickets today!



## Connect With Us

