



Our Mission: We empower individuals, support families and strengthen communities.

Kavanagh House Hospice Home Reopens

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at Residential Hospice*

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carematters is published three times per year for friends of EveryStep. Please send us your comments, suggestions and story ideas.

Editor

Linda Clauson
marketing & communications director
(515) 274-3400 • lclauson@everystep.org

Contributors

Julie Matternas, foundation executive director
Polly Carver-Kimm, media relations coordinator
Jen Clark, design & brand manager
Jacie Farris, digital marketing analyst
Jennifer Klinkhammer, foundation grants manager
Maggie Mathiasen, foundation events coordinator
Barbara Pottorff, foundation data management specialist
Heather Stuyvesant, foundation donor relations manager
 Writing and design work by **P.S. Writes**

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Behind the Care

with Tray Wade, President and CEO



The Grinch could not steal Christmas from those nominated for holiday Cheer Boxes from EveryStep Grief & Loss Services’ Amanda the Panda program! In the early morning hours on November 16 there was a break-in at the location where Cheer Box gifts were being sorted, wrapped and organized for pick-up by delivery volunteers. Thousands of dollars’ worth of gifts intended for grieving families, EveryStep equipment and two EveryStep vehicles were stolen.

There’s a heart-warming ending to this story! Our team of EveryStep elves assessed the losses and within hours began purchasing replacements. News of the burglary spread quickly and nearly 400 donations poured in from 22 states for this holiday program. Your generosity not only paid for replacement of the stolen gifts, but also enabled families on the 2022 Cheer Box waiting list to receive their gifts in 2021. The remaining donated funds have enabled EveryStep to begin acquiring items for the 2022 Cheer Boxes!

There are many feel-good stories about the incredible and caring responses following the break-in, and you can read about a few of them on pages 10 and 11. In the end, nearly 690 completed boxes made their way across Iowa and to 18 other states with no delays.

I remain in awe of all of you who supported us and enabled us to care for others so beautifully this past holiday season, as well as all year long. The spirit of the season was truly alive at EveryStep.

— **Tray Wade, President and CEO, EveryStep**

About EveryStep

EveryStep is a non-profit health care and support services organization offering compassion and guidance during life’s most challenging moments. EveryStep is also the home of Amanda the Panda. Our programs serve more than 67,000 people and every county in Iowa from our offices in Des Moines, Centerville, Council Bluffs, Creston, Knoxville, Mount Ayr, Mount Pleasant, Osceola, Perry, West Des Moines, Winterset, and hospice houses in Des Moines and Creston. More than 32 programs offer services such as prenatal education, home visits, home health care, hospice care, grief support, flu immunizations, family support, connection to community resources and other services for infants, children, young mothers, immigrants and refugees, families and seniors.



Kavanagh House Hospice Home Reopens

The \$3.7-million renovation of EveryStep's Kavanagh House in Des Moines was completed at the end of December. A preview celebration for leadership capital campaign donors and campaign volunteers was held January 6, followed by open houses on January 7. Hospice patients returned to the renovated facility the week of January 10. EveryStep thanks everyone who generously contributed to restore, renovate and upgrade the 1993 hospice house with a legacy of delivering compassionate care. You've again made it a state-of-the-art building for those we serve at end of life.

- 1** Campaign donors, capital campaign cabinet members and board members attend a special preview celebration of EveryStep's Kavanagh House on January 6.
- 2** Left to right: Donors James Culp, Doug Bruce and Ashley Culp with Tray Wade, president and CEO of EveryStep.
- 3** Left to right: Donors and capital campaign cabinet members Rich and Kim Willis, and Deb and George Milligan (campaign co-chairs)
- 4** The new memorial display provides a way for family and friends to honor a loved one served by EveryStep Hospice.



Scan code for more photos of EveryStep's renovated Kavanagh House.

Names in the News



Rebecca Borgmann, RN, BSN has been named director of EveryStep's Maternal Child Health (MCH) program. She has been a member of the MCH team for many years, serving most recently as the program's clinical director and with the organization's occupational health efforts during the COVID-19 pandemic.



Heidi Comley, RN, BSN now serves as regional director of EveryStep's hospice teams in Mount Ayr and Council Bluffs, as well as EveryStep's Greater Regional Hospice Home in Creston and the home care team based in Creston. Her 20 years of health care experience includes both hospice care and long term care. Heidi currently is completing her MBA degree.



Jennifer Henry was named hospice team director for EveryStep's Council Bluffs team. She has more than 13 years of experience in acute patient care and with outpatient facilities. Henry most recently was a charge nurse on a 40-bed unit at Multicare Good Samaritan Hospital in Puyallup, WA.



Mary Jo Romano, RN, is the new team director for EveryStep Hospice in Knoxville. She previously had supervised multidisciplinary staff as population health coach manager for MercyOne in Des Moines. Several years ago, when our organization was identified as Hospice of Central Iowa, Romano served as one of our nurses.

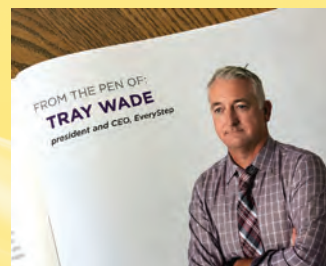


For the eighth time **EveryStep** was awarded a Top Workplace honor by the *Des Moines Register*. The organization ranked 21st in top mid-sized workplaces in Iowa.

The Top Workplace lists are based solely on employee feedback gathered through a third-party survey. The anonymous survey measures several aspects of workplace culture, including alignment, execution and connection.



EveryStep was honored — for the fourth time — as runner-up in the “best nonprofit” category in the *Des Moines Business Record's* “Best of Des Moines” competition. EveryStep Foundation trustee **Melissa Knutson**, NCMIC, was named runner-up in the “best up-and-coming business leader” category. The publication's “Best of Des Moines” survey is an online, open-ended poll allowing participants to vote for the businesses, people and events that they think are the city's best in dozens of categories.



Tray Wade, president and CEO, was one of 10 central Iowa organizational leaders selected to pen a “Leaders Reflect” column for the *Business Record's* 2021 Pillars of Philanthropy publication. Each contributor considered what they would have told themselves in December of 2019 that would have helped prepare them and their organization for what was to come in 2020 and 2021.



Every Step has achieved certification as a Service Enterprise Initiative organization through Volunteer Iowa by Points of Light, the world's largest organization dedicated to volunteer service. A Service Enterprise organization

fundamentally leverages volunteers and their skills across all levels of the organization to successfully deliver on its social mission. Fewer than 15% of nonprofit organizations nationwide are recognized as Service Enterprises, which value volunteers as a workforce strategy and are committed to engaging the community.

“Without our dedicated volunteers, EveryStep would not be able to provide care and support to thousands of patients, clients and families,” said EveryStep president and CEO Tray Wade. “Last year, nearly 600 volunteers made a difference in the lives of those we serve. They provide companionship to dying patients, veterans and homebound Iowans; bake treats for families at our hospice homes; lead grief support groups; record voices of inmates reading books to their children; and they unload, clean and price donations at EveryStep Giving Tree thrift store. Our volunteers make a difference in their communities and to the people EveryStep serves.”

Note of Thanks

Thank you for being there for us. Each and every person associated with your organization was kind, understanding, caring, supportive and compassionate during Jerry's stay at hospice. Thank you for all that you did and all that you do day after day! We were blessed to have you caring for Jerry!

With much respect and warm regards,
Janet Schutt & Family

EveryStep's Spring Events



April 26 (Tuesday), 6 p.m.

Glen Oaks Country Club, West Des Moines

(Because hundreds attend this signature fundraising event, it was rescheduled from October of 2020 due to the rise of COVID-19 cases in late summer/early fall.)

Tickets and tables now can be purchased and sponsorships secured for the spring event at www.everystep.org/art-of-compassion.



May 14 (Saturday), 9 a.m.

Join in a fun and competitive trek around central Iowa, unraveling clues to destinations, completing challenges and learning about EveryStep's 30+ programs and services along the way. Plus, there are great prizes for the top finishers!



June 14 (Tuesday), 7 a.m. registration, 8 a.m. start

The Legacy Golf Club, Norwalk

For details regarding these fundraisers, contact Maggie Mathiasen at 515-238-0898 or MMathiasen@everystep.org.



EveryStep Adopts Families for the Holidays

EveryStep staff and volunteers work year-round to meet the needs of patients and clients, but caring individuals took extra pleasure in making the holidays special for 45 families served through the organization's annual Adopt-a-Family program. EveryStep team members, their families and friends came together to collect items on the wish lists of families who might otherwise not have holiday gifts. These families were nominated by EveryStep caseworkers.

"Gifts and special celebrations often take a backseat to basic necessities, and children miss out on the joy of unwrapping a special present chosen just for them," said Lisa Ohlinger, coordinator of the Adopt-a-Family program. "We started with 20 families, but our donors made this an amazing year.

Some provided all the gifts, but others provided cash for us to use to purchase gifts for other needy families that weren't originally nominated for adoption."

Families were identified in the fall and asked to provide wish lists. While they are encouraged to include toys and other items that would bring joy, many times their lists consist of basic household necessities such as diapers, clothing, and other items parents and caregivers struggle to provide for those in the household.

Wrapped gifts were collected and dropped at EveryStep's office and deliveries were made to families in mid-December.

1 Young children are surrounded by some of their family's gifts provided through EveryStep's Adopt-a-Family efforts.

2022 Legislative Agenda



Expansion of children's mental health services is at the top of EveryStep's Iowa legislative priorities for the year. The organization is again requesting an investment of \$200,000 to sustain and grow our school-based grief and loss program. In 2021

the Iowa Legislature appropriated \$83,000 within the state's education budget to help take EveryStep Grief & Loss Services' Amanda the Panda school-based program beyond the Des Moines Metropolitan area. If sufficient funds are made available, the program could serve students in rural schools or districts where counseling resources were not readily available to provide students with guidance and coping skills.

One in 14 school-aged children will lose a parent and 1 in 5 will lose someone close to them. Grief and feelings of loss can also stem from divorce, abandonment, incarceration and other traumatic events. **Amanda the Panda's** program is the only one that addresses grief and loss in the school system. By giving kids healthy coping skills EveryStep can help them down a path that leads to healing, positive relationships with others, and success at school. The group-based approach provides the necessary amount of support for most kids and allows trained staff to identify those kids who need a higher level of support.

Additional legislative priorities for EveryStep call for the General Assembly to:

- Provide reimbursement for transportation for **Senior Companion Program** volunteers. This EveryStep program pairs a senior volunteer with an older adult in need of companionship, transportation assistance or respite care so older adults can continue to maintain independence and stay in their homes. Transportation provided by Senior Companions is not reimbursable and is a deterrent to participating for senior volunteers living on a fixed income.
- Fund the expansion through the Iowa Department of Public Health of EveryStep's **Nine2Thrive™** program that provides support to Iowa's most vulnerable pregnant populations, including those who live in rural counties and have limited access to resources and services to support a healthy pregnancy.
- Extend **postpartum Medicaid coverage** for mothers from 60 days to 12 months to reduce barriers to accessing health, mental health and substance use disorder treatment.
- Pass policies that support the use of **telehealth** services, including payment parity for all health care services provided through telehealth, regardless of where the patient is located, and allow for visits to be performed through audio-only means when audiovisual is not possible.
- **Simplify Medicaid** by ensuring that MCOs 1) pay claims in a timely and consistent manner, 2) create consistency in the credentialing process and 3) reduce administrative complexity for claims payments.



United Way Day of Action

EveryStep thanks Corteva volunteers for their muscle power and for cleaning up the grounds of EveryStep's Bright Kavanaugh Center in Des Moines in September. More than 700 volunteers tackled projects for central Iowa non-profits.

A Day at the Ballpark

When baseball fan Daniel Brightman received a diagnosis of advanced colorectal cancer, he chose not to treat it and let it take its natural course. Marte Brightman wasn't sure what the course would be for her son, but she knew Danny was uncomfortable with a hospital setting. The course began to take shape when the family connected with EveryStep Hospice.

EveryStep staff assured Marte that the team would be there for Danny. "We were able to be very frank with [staff and EveryStep Chief Medical Officer] Dr. Tom Mouser. It was a huge relief to us that they just did what they could to help."

EveryStep staff visited with Marte and Danny's father, John, helping them to

understand hospice and the process Danny was going through.

A longtime Cubs fan, Danny had gotten tired of having his favorite team lose so many games through the years. "He decided that the Giants would be his favorite team," said Marte. So the EveryStep Foundation granted Danny's wish to see the Giants play this past summer. The game took place at none other than Wrigley Field where the Giants swept the Cubs.

The game brought Danny some happiness, along with the "extras" EveryStep provided. "EveryStep gave him a gift certificate to use at Wrigley," said Marte. "He was able to treat the people he was with to a beer and had some money of his own to spend.

I know that meant a great deal to him. When he got home, his favorite player's jersey arrived in the mail."

Danny received in-home hospice care until he was transferred to EveryStep's Bright Kavanagh Center in east Des Moines. "I don't know that he actually understood what a hospice facility does. I think he had in his mind it was just like a hospital – very clinical," says Marte. "When he finally had to go to the hospice house, it was a peaceful place and it was easier for him to let go than perhaps if he had stayed at home."

Danny passed away on November 1, hours after arriving at EveryStep's Bright Kavanagh Center. He would have been 40 years old in December.



Thanks to EveryStep, Katie Morgan (center) got her wish to see the graduation of grandchildren Claire and Charlie, complete with caps, gowns and diplomas.

! To support meaningful moments like Katie's and Danny's special days, please give to EveryStep's non-profit mission at everystep.org/donate.

Graduation Comes to Grandma

Katie Morgan was 83 when she became a patient of EveryStep Hospice in June of last year. Diagnosed with advanced pancreatic cancer and given three months to live, she tearfully told Osceola EveryStep Hospice social worker Tonya Pierson that she wanted to see her grandchildren, cousins Claire and Charlie, graduate from Iowa State University (ISU). But that wouldn't happen until May of 2022.

Tonya, who loves to help patients with their wishes or bucket lists, decided to see if she could put together a graduation. With cooperation from ISU, EveryStep secured caps, gowns, and diplomas and diploma covers that are sometimes used in the school's photo shoots. On June 26 when a dozen family members were visiting Katie's home, her wish was fulfilled by EveryStep Hospice.

"My daughter said, 'Mom, look toward the stairs,'" said Katie. "Walking in their caps and gowns, with ISU diplomas in hand, Claire and Charlie stood in front of me and said, 'Grandma, you have seen us graduate!'" Katie says she broke down in tears. "It was about more than I could take, but oh, how beautiful! Nobody but [EveryStep] hospice did that for me. They do wonderful things and are very, very nice people."

Nearly 20 family members and friends joined Katie on July 3 to celebrate her 84th birthday along with an early celebration of Claire and Charlie's graduation. Katie achieved her July 12 goal of celebrating her 64th wedding anniversary with her husband, Charlie. She later resided at EveryStep's Greater Regional Hospice House and passed away in November.



EveryStep

care & support services



*Brianne Emunah,
EveryStep RIG coordinator*

RIG's Cultural Bridge Improves Child Welfare and Judicial Outcomes in Polk County

Imagine a woman from West Africa who is about to lose her son to foster care placement because hospital staff say she is unable to meet the round-the-clock home care needs of her child who suffers from kidney failure. The Iowa Department of Human Services (DHS) has been asked to step in because hospital staff can't "educate" the mom on how to hook up dialysis or administer her son's medication.

Because of EveryStep's Refugee Immigrant Guide (RIG) program, DHS contacted our organization. A RIG worker who understood the culture, language and dynamics of the situation was assigned to the case. He discovered that the mom's educational limitations made it difficult for her to understand what she was being asked to do. RIG and DHS workers aided the hospital in communicating with her using calendars with pictures of each medication, times each should be given, and pictures of how to hook up the dialysis machine. They also provided pictures of foods and serving sizes that featured both culturally significant and healthful foods.

RIG and DHS workers then met weekly with the mom, then monthly, and after six to seven months of services, the family's case was successfully closed. Mother and son remained together in the home.

In partnership with state agencies, the RIG program provides support for refugee and immigrant families in Polk County who are involved with the Iowa DHS or juvenile court. Each RIG worker speaks the language and understands the culture of those served who are system-involved or at risk of becoming system-involved. RIG assists them in navigating the court and family welfare systems and connecting them with needed community resources. Those families involved in the judicial system receive help understanding their cases and all possible outcomes, as well as an interpreter to attend meetings and court proceedings.

"RIG is involved for the life of the case," said Brianne Emunah, EveryStep RIG coordinator, who oversees 10 trained RIG workers and works with three other agencies with trained RIGs, providing 23 RIGs speaking 20 different languages to work the referrals from DHS, Juvenile Court Services and the Youth Justice Initiative. From July 1, 2020 to June 30, 2021, 54 families were served. Due to the program's success, in October Emunah presented at the Kempe International Conference on "RIG-ing the System: How Refugee Immigrant Guides can Improve Child Welfare Services," along with representatives of the Bureau of Refugees, DHS and juvenile court.

Holiday Cheer Box Delivery Peaked Again!

In November and early December, some 686 Cheer Boxes, a holiday tradition of EveryStep Grief & Loss Services' Amanda the Panda program, made their way into the homes of those feeling the pain of losing a loved one.

Nominations of individuals and families were made throughout the year in record numbers, and EveryStep staff, volunteers and donors stepped up to purchase, wrap, assemble and deliver Cheer Boxes filled with 12 family friendly items. Each wrapped gift was adorned with a message describing the item and how it could provide comfort and remembrance during the holidays.

While the Cheer Box program was impacted by a November 16 burglary (charges filed against two individuals), nothing was going to stop the staff and volunteers committed to its success. Once print and electronic media released news of the robbery, hundreds of donations enabled the program staff and volunteers to continue, replacing items and wrapping the meaningful gifts. EveryStep exceeded its original 2021 Cheer Box goal of 650 boxes and distributed boxes throughout Iowa and in 18 additional states.

"The public response to the burglary only reconfirmed our commitment to the importance of this annual holiday activity," said Ashley Mori, program director of EveryStep's Amanda the Panda program. "There was such incredible support for the Cheer Box program! The impact the gifts have on recipients is valued, meaningful and remembered."

Special thanks to these companies and their employees for wrapping Cheer Box gifts at their locations: Corteva, Delta Dental, F&G Annuities & Life, Homesteaders Life, ITA Group, John Deere Financial, Sammons Financial Group and Shazam. Also, R & R Realty is appreciated for providing space for volunteers to wrap Cheer Box gifts. In 2020, the program distributed 557 Cheer Boxes, and the goal for 2022 is 750.

1 Socially distanced volunteers wrapped gifts and assembled Cheer Boxes, readying them for delivery.

2 Generously donated space allowed volunteers to group completed Cheer Boxes for pickup by the assigned delivery volunteer.

! To learn more about EveryStep and its programs, including Cheer Box, visit <https://tinyurl.com/2f2mp2h6>. To financially support EveryStep's programs, visit www.everystep.org/donate.



Some Donations to Cherish

While all donations — no matter what their size might be — are valued, EveryStep is sharing some extremely memorable ones following the Cheer Box break-in:

- An EveryStep Hospice patient, who was residing at the Bright Kavanagh Center, came to the front desk to say that their bank had been directed to send a sizeable donation.
- A couple who lost their daughter several years ago and had their own Christmas presents stolen that first Christmas connected with the Cheer Box loss. They were compelled to stop by the packing site and donate \$5,000.
- The staff at Crow Tow, which assisted when the stolen vehicles were recovered but not operational, donated \$200.
- A woman living totally on her Social Security income called to say she didn't know how she was going to do it, but she was going to find some money to donate.

Funds Come from Prison Inmate Groups

Three organizations of inmates at the Fort Dodge Correctional Facility (FDCF) – Lifer Organization, Spanish Affairs and Growth Organization – combined to donate \$5,500 when they learned of the Cheer Box break-in. The Lifer Organization and a handful of other groups within FDCF involve themselves in fundraising efforts with the inmate population throughout the year and 75% of the proceeds go to charities.

Robert*, who was sentenced to life more than 30 years ago, says charitable work through the Lifers Organization is a way for inmates to try and bring something positive out of their incarceration.

“Lifers often have a difficult time atoning for the crimes we committed,” he stated. “Instead, we must seek opportunities to pay it forward by impacting the lives of others in positive ways. We want the world to see there is still humanity within these prisons and in the hearts of those residing within them. If our donations can help restore some faith in humanity for those who suffered the loss, all the better.”

NOTE: After learning more about EveryStep and its many programs, ranging from Nine2Thrive™, which supports the healthy development of babies during pregnancy, to hospice support and services, the Lifers Organization decided to continue working with EveryStep, and has committed to donating \$2,000 for EveryStep’s 2022 Adopt-A-Family holiday program. “This is a privilege for us to be a part of,” said Robert. “I’m glad we were in a position to help.”

** Name has been changed*



F&G Annuities & Life Donates New Van

Much to the delight of the smiling staff of EveryStep’s Amanda the Panda program, a Des Moines-based life insurance and annuity company replaced the van that was heavily damaged in the November 16 robbery. EveryStep thanks F&G Annuities & Life, whose employees spent hours wrapping Cheer Boxes, for giving the program wheels again. The 2021 Chrysler Pacifica will soon be covered in an Amanda the Panda wrap to promote the program that serves those dealing with grief and loss. The panel truck taken in the robbery was repaired and put back into service for EveryStep.

Chelsey Smith, Rachel Wolfswinkle, Ashley Mori and Amanda Fagen are delighted with their program’s new vehicle.

A special thanks to the individuals, companies and foundations that donated \$1,000 or more to EveryStep’s Cheer Box recovery efforts:

- Lori and John Chesser
- Ted and Rowena Crosbie Foundation
- David Dennis
- F&G Annuities & Life
- First Realty
- Fort Dodge Correctional Facility
- Debra Fuller
- Hannah Geneser Foundation
- Graham Construction Company
- Kemalyn and Edward Green
- Hinterland Music Festival
- Joanie & Dan Houston
- Iowa-Des Moines Supply
- KCCI-TV
- Kemin Industries, Inc.
- David Richardson
- Patricia & James Sammler
- Tasty Tacos
- Matt Unger
- Emily Anne Weikert Charitable Foundation
- WOITV
- Brett Wonderlin
- Workspace Inc.

Because of You, the Answer was "Yes"

- A hospice patient was able to take his daughter and son to New York to see where he grew up and to meet his family.
- A vibrating baby monitor was provided for a hearing-impaired mother.
- A hospice patient was provided with everything she needed to cook her family a traditional Thanksgiving dinner.
- Rent and car payments were made for a first-time mom who delivered her premature child out-of-state and must remain there temporarily because of the child's numerous medical issues.

EveryStep

Your donations work in four priority areas within our organization:

1 Innovative Aging

Providing home and community-based care for the aging

2 Emotional Well-Being

Building resiliency in trauma, grief and loss services

3 Family Empowerment

Creating strong, healthy and thriving families

4 Community & Family Advocacy

Offering education, access and support

EveryStep Collaborates for Community

EveryStep Care & Support Services partnered with Iowa Family Support Network and the Forest Avenue Library last fall to provide weekly Community Days for central Iowa families.

For four Wednesdays from 10 a.m. to noon, the Healthy Start program

hosted a series of fun and educational events for children and their families. Staff gave out child development activity kits and children's books, and they enrolled families in EveryStep's Healthy Start and Stork's Nest programs (if eligible). Child development and blood pressure screenings took place, and information was distributed on health, parenting, relationships and child development.



From fire safety and pumpkin decorating to storytelling, there was something for every family this fall at EveryStep's Healthy Start Community Days.

Note of Thanks

Thank you for simply being you. We want to thank each and every one who took care of our husband, father, grandfather, David DeCoursey. He received very warm care from all who took care of him. We appreciated also the honoring of David for his service in the Vietnam War. Thank you for caring for him and your kindness to us, his family.

Bonnie, Kimberly, Michael, Angela and Family

EveryStep provides a wide range of free grief and loss services for individuals of all ages and families. Events and support groups are hosted by EveryStep Hospice and EveryStep Grief & Loss Services' Amanda the Panda program. To learn what services are available in your area, visit everystep.org or call an EveryStep location near you.

EveryStep Hospice offices:

- Centerville: (641) 856-5502
- Council Bluffs: (712) 325-6802
- Des Moines: (515) 333-5810
- Knoxville: (641) 842-4312
- Mount Ayr: (641) 464-2088
- Mount Pleasant: (319) 385-4472
- Osceola: (641) 342-2888
- Perry: (515) 465-4705
- Winterset: (515) 462-5205

EveryStep Grief & Loss Services

(Home of Amanda the Panda),
West Des Moines: (515) 223-4847

Support Groups

VIRTUAL OFFERING Touching Our Grief is an ongoing, monthly virtual grief support group on the second Tuesday (5:30 to 7 p.m.) or Thursday (5:30 to 6:30 p.m.) of the month. The group is led by expert bereavement counselors. Open to adults who have suffered the loss of a family member or friend and are seeking support, education and a safe place to give and receive support from others. Join at any time to talk about your grief or listen. Call an EveryStep Hospice office near you with questions, or search for meetings at everystep.org/events.

VIRTUAL OFFERING Understanding Your Grief is an eight-week educational program hosted by EveryStep Hospice. Led by expert bereavement counselors, the program helps people learn how to use grief as an opportunity for growth. Participants receive a free copy of Alan Wolfelt's book "Understanding Your Grief" and learn about the 10 essential touchstones for finding hope and healing through loss. Call an EveryStep Hospice office near you for upcoming dates and locations, or search for upcoming meetings at everystep.org/events.

NEW! VIRTUAL OFFERING Anticipatory Grief Support Group meets the third Thursday of each month, 5:30 to 7 p.m. Open to adults, held on Microsoft Teams. Anticipatory grief is the inner experience of expected loss. This type of grief can be common when you have a loved one who is living with a terminal illness, experiencing end of life changes or dementia. In this group, individuals who are experiencing anticipatory grief can find peer

support, share their stories and explore ways of healing without judgment. Space is limited. To register call 515-223-4847 or email griefandloss@everystep.org.

VIRTUAL OFFERING Braving Grief Support Groups are offered free online for children (kindergarten and above), teens and adults. The focus is on finding personal strength, forming deeper relationships, sharing stories, discovering more meaning in life and seeing new possibilities. The six-week summer group begins the week of July 12 and all sessions start at 6 p.m. Youth ages 5-8: Thursdays; Youth ages 9-12: Wednesdays, 30 minutes; Teens ages 13-17, Wednesdays, 1 hour; Adults: Mondays, 1 hour. A trained facilitator will guide a small group of guests through discussions that will foster connection in supportive space. To register contact griefandloss@everystep.org or call (515) 223-4847.

VIRTUAL OFFERING Living with Loss Dinner Club is a group of guests enjoying their dinner over a Zoom call. Participants are guided by a trained facilitator through discussions that will foster connection in an atmosphere free of stigma and silence. Participants pick up a complimentary dinner from Amanda the Panda Grief & Loss Center in West Des Moines and then join virtually, 6 to 7:30 p.m. Call EveryStep Grief & Loss Services at (515) 223-4847 for details, or visit everystep.org/events. Held July 27.

Amanda the Panda Grief & Loss Camp is for children and adults. Next camp is September 18-19. Location TBD (virtual or in person). Call EveryStep Grief & Loss Services at (515) 223-4847 for details, or visit everystep.org/services/grief-loss.

GRIEF & LOSS SOCIAL Socials are a one-time, self-care based activity or experience provided free of charge to current and past Amanda the Panda program participants. Socials do not incorporate grief-focused curriculum, but are instead a chance to get together and have fun to reinforce the idea that joy and grief are both valid and can coexist. Tentative date, December 10. Call EveryStep Grief & Loss Services at (515) 223-4847 for details, or visit everystep.org/events



Jessica Martinson, support specialist for EveryStep's 1st Five and Nine2Thrive™ programs, received a 2021 Vision Award in the direct care category. Described as respectful, helpful and compassionate as she helps families navigate parenthood and systems that are foreign to them, Jessica is a four-year employee who uses gentle and collaborative ways to succeed.



Mona Nchting, team assistant with the EveryStep Hospice team in Mt. Pleasant, and a seven-year employee, received a 2021 Vision Award in the support role category. She's known as a relationship-builder, compassionate support-giver, loving co-worker, the office "mom" and the glue of EveryStep's Mt. Pleasant office.



Staff Retreat brings "Good Neighbors" together Virtually

COVID-19 may have postponed EveryStep's annual fall retreat, but it didn't stop an online gathering of more than 100 staffers from celebrating awards, recognizing employee work anniversaries, receiving raffle prizes, getting organizational updates and giving a September 23 birthday shout-out to CEO Tray Wade.

In the beloved style of TV's Mr. Rogers, EveryStep's senior leadership team became costumed characters to kick off the annual employee giving campaign with local United Ways and for EveryStep's own charitable initiatives: hospice, home care, grief and loss services, and care and support programs. The spoof spotlighted the ways EveryStep staff help their neighbors in all the communities served by the organization. Employees at EveryStep's 15 locations made it a beautiful day in the virtual neighborhood by responding with a goal-reaching 85% participation, raising nearly \$70,000.

Employees Jessica Martinson and Mona Nchting were recognized with EveryStep's 2021 Vision Awards for going above and beyond to support EveryStep clients and their fellow team members. Special WOW awards for performance were presented to 10 employees.

1 Acting as Mr. Rogers' neighbors for the retreat were members of EveryStep's senior leadership team: Leann Thrapp (vice president of clinical services), Cara Hannam (human resources director), Jim Knoepfler (vice president of administration), Tom Mouser, MD (chief medical officer), Lynn Michl (vice president and chief financial officer), Tammy Stapp (vice president, chief compliance officer) and Julie Matternas (foundation executive director).

2021 WOW Awards

WOW Awards thank individuals who give their best each day. Nearly 140 staffers were nominated by their peers this year, and WOW award recipients were selected by the Staff Retreat Planning Committee. Congratulations to these award winners:

Leadership

Mike Breese, team director,
Mt. Pleasant

Newcomer of the Year

Maggie Mathiasen,
Foundation events coordinator

Bunsen Burner Award

Jacie Farris, digital
marketing analyst

Eternal Optimist Award

Larry Young, Healthy Start
specialist

Sunshine Award

Laura Courtney-Brubaker,
social worker, Kavanagh House

Extra Mile Award

Amy Movick, hospice aide,
Kavanagh House

Healthy Living Award

Becky Fletchall, hospice nurse,
Mt. Ayr

Calm in the Eye of the Storm Award

Cathy Gullion,
front desk receptionist,
Bright Kavanagh Center

Got Your Back Award

Jen Clark, design & brand manager

Outstanding Generosity Award

Jeannette Lutrick, hospice nurse,
Mt. Ayr

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Kim Willis, Civic Leader



EveryStep thanks Prairie Meadows

for its \$75,000 Legacy Grant for
Kavanagh House Restoration and
\$10,000 for Amanda the Panda
Cheer Boxes



Recognizing the generous contributions of Variety – the

Children's Charity \$20,000 for
expansion of the Amanda the Panda
Program and \$15,000 to Stork's Nest
for program supplies

EveryStep Foundation also thanks

• The Andersen Corporate Foundation

\$10,000 for Community
Nursing Clinics

• The Carlson Family Foundation

\$50,000 for Amanda the
Panda rural expansion

• The Emily Anne Weikert Charitable Foundation

\$20,000 for the programs
of EveryStep Grief and Loss
Services

• The Pedretti Foundations

\$10,000 for Stork's Nest

• The Principal Foundation

\$20,000 for Kavanagh House
renovations



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Visit our website or contact us to learn about the many opportunities at EveryStep!



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