



the Working Well

Community Living Alliance, 1414 MacArthur Rd, Madison, WI 53714 www.clanet.org (608) 242-8335

From the Desk of: Todd Costello, Executive Director



CLA celebrated Caregiver of the Year awards looked different this year due to COVID-19. In lieu of the luncheon we typically have, we had a parade to honor the recipients at their clients' home. (See pictures pp. 2-3). I want to take this opportunity to congratulate each of the winners and thank you for your dedication and care.



Barbara Delvie- Barb was nominated by 3 clients. Barb started as a CLA PCW in October 2018.

Sarasoti Basnet- Sarasoti was nominated by a client as well as her RN Supervisor. Sarasoti became a CLA PCW in March 2017.

Diana Alcorta- Diana was nominated by a client. Diana started as a CLA PCW in March 2005, making this Diana's 15th year with CLA!

Richard Taylor- Richard was nominated by a client. Richard started as a CLA PCW in September 2015, making this Richard's 5th year with CLA!

Nina Meise- Nina was nominated by a client. Nina started as a CLA PCW in January 2009, making this Nina's 11th year with CLA!

In November CLA celebrates National Family Caregiver Month. This month is important to CLA because it recognizes the valuable contributions and sacrifices that families experience while caring for their loved ones. It also recognizes the need to celebrate the value of family relationships as well as the need for self-care and respite. CLA is very grateful to our family caregivers for their commitment to ensure that their loved ones receive the best care possible.

I wish to take this opportunity to thank all of CLA's dedicated personal care workers (PCWs) and Family Caregivers for the care you provide each day to our clients and for your support of CLA's mission. In the spirit of the season, on behalf of CLA's Board of Directors and Leadership Team, I wish you and your loved ones a safe, joy filled holiday season and a healthy and prosperous New Year.



UPCOMING MADISON AREA EVENTS Virtual & Physically-Distant

Always Available Information & Resources

[Destination Madison—Online Resource & Events Calendar](#)
608-255-2537 or 800-373-6376

Outdoor Events in Madison Area

Downtown Middleton StoryWalk: daily thru January 18
5 Elements Outdoor Learning Program for Kids: daily thru December 18 @ Garver Feed Mill
Holiday Fantasy in Lights: daily thru January 3 @ Olin Park

[Madison Public Library—Library @ Home](#)
Online and downloadable resources

[Search for Madison Area Free Events on eventbrite!](#)

2020-2021 NEW YEAR'S EVE AND DAY HOLIDAY PAYROLL INFORMATION

Your ROCs for the work week Sunday, 12/20/20 through Saturday, 12/26/20 are due at the CLA office in the green box no later than **10:30 AM Tuesday, 12/29/20.**

As always, you are *strongly encouraged* to drop your ROC off at the CLA green box after you complete your last shift for the week.

Please **DO NOT** rely on the US Postal Service to mail your ROCs, especially during this holiday time where mail volume may be higher than normal. This could lead to delays in your mailed ROC reaching CLA on time.

Any ROCs received via US Postal Service mail after Thursday 12/31/20 (*regardless of postmark*) will be processed and paid on the following pay date of January 22, 2021. This is one of the holiday weeks per year CLA WILL NOT HONOR A POSTMARK if your mailed ROC is received at the CLA office AFTER Thursday 12/31/20.

If you choose to use the US Postal service, you are taking a risk of not being paid on time.

THANK YOU for helping us to get you paid on time!



Like us on FaceBook!



2020 Bob Deist Memorial Caregivers of the Year!!!

This year, CLA's BOB Deist Memorial Caregivers of the Year Award celebration was different than in years past. Due to COVID-19 Pandemic, instead of bringing the caregiver of the year award recipients and their nominating clients to CLA, we brought the celebration to the caregivers and clients! See some of the photo highlights on this (p. 2) and the next page (3).

Congratulations!



Thank you for all you do for CLA Clients!



WalkSafe: Don't Let Winter Catch You Off Guard!

Slips, trips and falls are prevalent when winter weather takes hold. Preparation is the first step in reducing the risk of injury. To maintain safety, *do the following*:

- **Do not shovel client's sidewalks or steps unless written as part of the care plan—notify RN.
- **Ensure you have access to weather advisory and winter road alert systems (i.e. 511wi.gov).
- **Give your car a winter-ready tune-up.
- **Obtain proper footwear (boots, ice cleats, indoor shoes).
- **Avoid carrying too many items to prevent becoming off-balance.
- **Walk like a penguin (short steps).
- **Stick to designated walkways.
- **Utilize entryway mats to prevent wet floors.
- **Keep housekeeping supplies available for wiping up wet puddles.

For more tips and tools to help keep your team safe this winter, [UnitedHeartland.com/WalkSafe](https://www.unitedheartland.com/WalkSafe) today!



From the Alzheimer's & Dementia Alliance of Wisconsin

December Online Programs:

Dementia Outreach Specialists are working remotely to provide individuals impacted with Alzheimer's or other dementias effective skills and strategies that can enhance both of your lives. Programs are free and open to the public

December 7, 2020 @ 10am-12pm & 1:30pm-3:30pm **ABC's of Alzheimer's & Dementia Online**
Register by calling 920-294-4100 or email kristine.biesenthal@alzwisc.org before December 4.

December 8, 15, & 22, 2020 @ 10am-12:00pm **Online: Meeting of Minds**
For more information, contact: noreen.kralapp@alzwisc.org

December 9, 2020 1pm-2:30pm **Online: Understanding & Responding to Behavior Changes**
Join Zoom Meeting [https://us02web.zoom.us/j/83313802642?](https://us02web.zoom.us/j/83313802642?pwd=Ym9QM3BFQmEvNW9DU0xldUVONDDrdz09)
[pwd=Ym9QM3BFQmEvNW9DU0xldUVONDDrdz09](https://us02web.zoom.us/j/83313802642?pwd=Ym9QM3BFQmEvNW9DU0xldUVONDDrdz09)

Meeting ID: 833 1380 2642

Passcode: 364069

Dial-in by phone 1-929-436-2866

Programs are funded by individuals and community sponsors as a service for you.

To see all ADAW Programs, click below to access the ADAW Events Calendar:

EVENTS CALENDAR

Becker's Bulletin

2020 Wisconsin Self-Determination Conference Wrap-Up

CLA was proud to be a part of the 2020 Wisconsin Self Determination Conference. Turning Vision into Reality. Community Living Alliance staff exhibited, participated in the planning committee and facilitated a breakout session. The conference was hosted virtually by Wisconsin Board for People with Developmental Disabilities, People First Wisconsin, and InControl Wisconsin. The virtual format made the event free and provided more people than ever access to this great event. More than 600 people participated from home, work and at COVID safe watch parties all around Wisconsin.

Don't worry if you missed it. This year's keynotes celebrating Wisconsin's diversity and visionaries, 30 breakout sessions, All Abilities Market and resource information can be found online at: <https://sdc.promotelocal.com/>

The conference included celebrating the 20th Anniversary of People First Wisconsin (including a virtual dance party). People First Wisconsin is an advocacy organization led by Executive Director Cindy Bentley and the board of directors. People First Wisconsin is a statewide self-advocacy organization for people with disabilities. They believe *"By joining together in groups, individuals with disabilities learn to speak up for themselves, share ideas, friendships and information."* Members come together to meet with their legislators and community leaders promoting disability rights at all levels of government. There are 20 People First Wisconsin chapters throughout the state. The past 20 years have been marked by their advocacy for community supports. You can learn more about their work and how to get involved at their website: <http://www.peoplefirstwisconsin.org/>

The conference continued its tradition of recognizing Self-Determination Diehards. This is someone who has steadfast commitment to the principles of self-determination. This year's winners included Erica Andres, Pam Jensen, Monica and Francisco Javier Lopez, Sr, Pam Malin, Ashley Mathy, Philip Temme and Cindy Bentley. Each of these Diehard winners has made a mark on their communities and disability advocacy.

Each year nominations are reviewed by a small committee and award winners are kept secret until the award ceremony. This year's virtual conference created opportunities for award winners to be even more surprised in their homes and communities. You can watch the surprise visits at: <https://www.youtube.com/watch?v=QmEV3zRFEdU&feature=youtu.be>.

2021 will mark the 14th year for the Wisconsin Self-Determination Conference. It will be held on October 18-21 at the Kalahari Resort and Convention Center. If you or someone you know is interested in presenting, exhibiting, or attending, you can find information and more at <https://www.wi-bpdd.org>

Hope to see you there!

If you have questions or comments, please email me at: beckerp@clanet.org.

Sincerely,

Patti Becker, Director of Program Operations





In the Spotlight: What's New at CLA?



Want to make EXTRA \$\$\$? Pick up Weekend Shifts!

CLA is now offering all caregivers the opportunity to earn an extra \$5 per shift every time you pick up an extra weekend shift! Plus, if you pick up 3 or more weekend shifts together, you will receive an EXTRA \$10 bonus on top of that!

All shifts must be in addition to your regularly scheduled shifts and *must be approved by scheduling.*

Contact scheduling today to pick up some extra cash on the weekends!

\$300 Employee Referral Bonuses

CLA is offering a bonus to all active, current employees who refer an HCS New Hire!

Have someone in mind already?

Tell them to contact the Recruitment Team ASAP!

Not only will *you* get a \$300 Bonus if they're hired, but *they* could get a New Hire Bonus just by joining our awesome team!!

Directors, HR Recruitment Staff, and Hiring Supervisors/Managers are not eligible for the employee referral bonus; the referring employee must be actively employed at the time of the incremental disbursement of the Employee Referral Bonus; and the new HCS hire must work at least 20 hours per week in order to receive their new hire bonus.

Are **YOU** interested, or do you know someone who is interested, in becoming a Home Care Specialist? Please contact Heather R. at: russellh@clanet.org or 608-242-8335 x1206.

CLA is an affirmative action and equal opportunity employer.
Visit www.clanet.org for detailed information about current open positions.



Health & Wellness Column

Jennifer Mastick, CLA's Behavioral Health Coordinator

With another season upon us we can consider how to feed our mind, body, and soul!

This winter will likely be different than other winter's we've experienced. Many of us have not been able to take advantage of outings with friends or family in order to stay safe in the days of COVID. You may have children learning from home while you are also trying to work from home. Some of us have lost jobs, family members, and friends due to this illness.

So, as we get into the winter months, when the days are shorter and the weather is colder, it's more important than ever to set aside time for self-care. Even if you're only able to dedicate 10 minutes at the beginning and end of your day to spend in reading, meditation, or to take a hot shower, you're ahead. Because mind, body, and spirit are intricately connected, I want share a tip to get started with the practice of self-care.

Do the first 2 minutes of whatever self-care activity you chose. Do you want to make time to go to the gym? Go for 2 minutes and leave. Yoga? Take out your mat and sit on it. Spend time with just yourself? Go ahead, shut the door for 2 minutes and when the 2 minutes are up, feel free to go on to the next part of your day. Even if all you do for the whole first month is 2 minutes of self-care each day, keep doing it. This way, you'll begin a habit and, often times, you'll find that after 2 minutes have passed, you won't want to walk away from it. If you need to give yourself permission to walk away after 2 minutes, you might find that you spend 5 minutes the next time and so on. You also might find that you want to make time for self-care at the start of each day and stay for 30 minutes!

Winter does not have to take over our personal autonomy. You have the ability to make time for you because you deserve the time. Start with 2 minutes. We are all in this together.

Explore the self-care resources below:

Create a self-care plan and a self-care checklist to keep on track – <https://www.mindful.org/rethinking-our-self-care-during-the-pandemic/>

Coping with stress in a healthy way will make you, the people you care about, and your community stronger – <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html>

Stress Relieving and Strengthening Chair Yoga for Beginners – <https://www.youtube.com/watch?v=vz5bDgXErBY>

Additional COVID-19 Guidance from the CDC for Caregivers of People Living With Dementia <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/caregivers-dementia.html>

Stay Safe. Stay Strong.

CALM

Tips for *caregivers* from *caregivers*



We all experience stress in our lives, and everyone reacts to and copes with stress in their own way. What is stressful for one person may not be stressful for someone else. CALM is a method used to minimize stress, anxiety and depression.

Create over Consume



Spend more time creating than consuming. If you are struggling today try to create a new normal until this passes.

Action Focused



Try immediate problem-solving to work on calming down the emotional response in your body. Challenge yourself to focus on what you can control.

Lean in and Learn



Lean in with curiosity to learn. Go to the greater experience of what you are going through.

Move Forward



Move forward by taking incremental steps forward daily. Recreate actions daily that are normal to you. Move your body every day.

Stress overload may cause us to become ill, irritable, depressed and interfere with our daily function. If you're experiencing any of these symptoms, you may want to seek out additional support and guidance from the Alzheimer's & Dementia Alliance of Wisconsin.

Online Training Opportunities for Caregivers

Virtual Caregiver Conference 2020-2021 Series

To register online for the January offering, click below:

[The Caregiver Experience: Tools to Assist in the Journey](#)

Registration deadline: **Wednesday, January 27 @ noon.**
Log-in information will be emailed the afternoon of January 27

January 28 & 29 | *The Caregiver Experience: Tools to Assist in the Journey*

March 25 & 26 | *Protecting Dignity at End of Life*

May 20 & 21 | *Dementia Conversations and Effective Care Strategies*



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State of Wisconsin Offers Free Online Courses for Caregivers

Click here: <http://wisconsin caregiver.org> to register and complete a short survey.
You will receive access to over 30 courses, including some of the following:

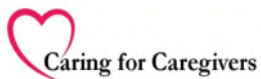
**Teepa Snow: Dementia Care Provisions **Moving & Transferring **Music Therapy
**Verbal & Physical Aggression **Eating and Appetite Concerns **Aging and Nutrition
**Fall Prevention **Finding Caregiver Support **Research on Exercise and Brain Health

HOPE Health Newsletter – December 2020

Topics of Interest:

**Save Time for Exercise p.1 **Better Breakfast Menu p.2 **Tame the Seasonal Craze p.3
**Traveling with Kids p.3 **Prevent Colds 5 Ways p.4 **Signs of Compulsive Spending p.4
**Annual Safe Gift Guide p.6 **Insight: Vision and Eye Health p.7

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Caregiver Chronicles—December 2020

Topics include: **Resilience p.6 **Preventing Pneumonia p.12
**Dane County Caregiver Support Groups p.8 **Free Online Medicare Seminars p.13 **Mind Over Matter: Healthy Bowels, Healthy Bladder Workshop via Zoom p.15