

Monthly  
Newsletter

# ROTARY SENIOR LIVING

*full campus of care*

April 2025



## ROTARY SENIOR LIVING

*full campus of care*

*We Are*  
**HIRING!**

### OPEN POSITIONS

Charge Nurse  
RN Charge Nurse  
Van Driver  
CNA 2-10/10-6 Must have Iowa License  
CMA 2-10/10-6 Must have Iowa License  
Staff Nurse Must have LPN or RN license  
Maintenance Tech  
Dietary Cook AM & PM  
Social Worker

**JOIN  
OUR  
TEAM**

SEND YOUR RESUME TO

[DORIS.HOLMES@ROTARYSENIORLIVING.COM](mailto:DORIS.HOLMES@ROTARYSENIORLIVING.COM)

GET THE OPPORTUNITY TO JOIN OUR TEAM &  
GAIN EXPERIENCE & BENEFITS BY WORKING  
WITH US!

### HOURS OF OPERATION

BUSINESS OFFICE: 8:00 AM – 5:00 PM

TELEPHONE: (515) 448-5124

MAINTENANCE: 7:00 AM – 3:00 PM

TELEPHONE: (515) 448-5124

EMERGENCY AFTER HOURS:

(515) 851-1596

### CONTACTS

ADMINISTRATOR: DIANE CASPERSON RN,  
BSN, LNHA

DIRECTOR OF NURSING:

RCF NURSING SUPERVISOR: DEBRA CARR

BUSINESS/FINANCIAL: LAURA THOMAS

HUMAN RESOURCES OFFICE:

DORIS HOLMES

ENVIROMENTAL SUPERVISOR:

LACY DENCKLAU

DIETARY: DEBORAH VENNER

SOCIAL SERVICES: LACY DENCKLAU

ACTIVITIES/TRANSPORTATION:

MARKETING: ASHLEY METCALF

PROPERTY MANAGER/

ENVIRONMENTAL: KENDRICK GEARHART

THERAPY: MILLENNIUM THERAPY



EQUAL HOUSING  
OPPORTUNITY



A Message from the Administrator  
Addressing the Staffing Challenges in Long-Term Care

As we step into the spring of 2025, one of the most pressing issues facing long-term care facilities across the country is the ongoing staffing crisis. At Rotary Senior Living, we recognize the challenges this presents, but we are proactively taking steps to ensure that our residents continue to receive the high-quality care they deserve.

Like many senior living communities, we are experiencing the impacts of a national workforce shortage, driven by industry-wide burnout, competition for skilled healthcare professionals, and evolving workforce expectations. Despite these challenges, we remain committed to maintaining continuity of care for our residents while also strengthening our long-term staffing solutions.

One of the ways we are addressing this challenge is by actively recruiting our own dedicated staff. We believe that continuity of care is essential to the well-being of our residents, and hiring in-house team members who are committed to our mission is a top priority. In the interim, we have implemented 13-week contracts with travel agency workers to help fill staffing gaps while we build a more stable workforce.

Additionally, we are evaluating our pay rates to ensure we remain competitive in attracting and retaining skilled caregivers. Compensation plays a crucial role in workforce stability, and we want to ensure that our employees feel valued and supported in their roles.

To further enhance our recruitment efforts, we have recently hired a marketing manager to assist in promoting employment opportunities at Rotary Senior Living. This new role will focus on outreach, branding, and engagement with potential candidates to strengthen our team.

Beyond these initiatives, we are also exploring other strategies to support our staff and improve retention, including:

- **Staff Recruitment Bonus Program:** We have a policy that rewards our current employees with a bonus when they refer a new team member who remains with the facility for at least six months.
- **Enhanced Training & Career Development:** Providing ongoing professional development opportunities to help employees grow in their careers and feel more invested in our organization.
- **Improved New Employee Orientation & Mentorship:** We have enhanced our orientation program to better support new hires and have introduced a mentorship program to provide guidance and encouragement as they transition into their roles.
- **Flexible Scheduling:** Offering more flexible work arrangements to accommodate work-life balance needs and attract a broader range of qualified candidates.
- **Workplace Culture & Employee Recognition:** Creating a supportive and positive work environment where employees feel appreciated for their hard work and dedication.
- **Recognition for Achieving Quality and Attendance Goals:** We are developing new ways to acknowledge and celebrate our staff when quality care goals are met and when employees achieve strong attendance records.

We are committed to adapting and evolving as we navigate these challenges, always keeping the well-being of our residents and staff at the forefront of our decisions. We appreciate the continued support of our residents, families, and community as we work toward sustainable solutions for long-term care staffing.

If you have any questions or suggestions, please feel free to reach out. Together, we can continue to make Rotary Senior Living a place where compassionate care thrives.

*Diane Casperson, RN, BSN, LMHA*



## Leadership Transition at Rotary Senior Living

Rotary Senior Living would like to announce a leadership transition within our nursing team. Sara Puente-Morales, our Director of Nursing, has resigned from her position. We sincerely thank her for her dedication and contributions to our community and wish her all the best in her future endeavors.

During this transition, Janis Dickerman will step in as the Interim Director of Nursing. Janis has previously served in this role at our facility on multiple occasions and brings a wealth of experience and leadership. She currently supports Rotary Senior Living as our Infection Control Nurse, where she plays a vital role in ensuring resident safety and wellness. Additionally, she reviews care plans, monitors and updates QAPI reports, and assists the Director of Nursing in leadership responsibilities. Her dedication and expertise make her an invaluable asset during this transition.

We are actively seeking a permanent candidate who aligns with the mission, vision, and values of Rotary Senior Living. We appreciate the support of our residents, families, and staff as we navigate this change. Please feel free to reach out to Diane Casperson, administrator, with any questions or concerns at 515-448-5124 ext 247 or [diane.casperson@rotaryseniorliving.com](mailto:diane.casperson@rotaryseniorliving.com).

### Resident Satisfaction Surveys Coming Soon!

We value the feedback of our residents and their families, and it's that time of year again! In the next week or so, we will be mailing out our Resident Satisfaction Surveys. These surveys are not only a requirement for us to distribute, but they also provide valuable insights that help us improve the care and services we provide at Rotary Senior Living.

We kindly ask that you complete and return the survey as soon as possible. Your input helps us ensure we are meeting the needs and expectations of our residents and making meaningful enhancements to our community.

Thank you in advance for your time and participation—we truly appreciate it!

If you have any questions, please feel free to reach out.

— The Rotary Senior Living Team



## Resident Spotlight

★ \*\*Celebrating 25 Years of Love:

The Journey of Patsy and Keith! \*\* ★

On May 1st, we joyfully honor a remarkable milestone: Patsy and Keith's 25th wedding anniversary! Their love story is a beautiful testament to how friendship can blossom into something extraordinary. Before they fell in love, they were good friends, sharing countless moments together while playing instruments at church—a perfect prelude to their romantic journey. It all began with a simple phone call from Keith, just to check in on how Patsy was doing. That heartfelt gesture sparked a connection that has grown beautifully over the years into a captivating love story. Although they settled in Eagle Grove, their adventurous spirits have taken them on many travels together, creating cherished memories along the way. Keith's life has been a tapestry of diverse experiences: from builder to mayor, business owner, ambulance driver, and even a Winnebago driver. Yet, his greatest joy and accomplishment remains his loving wife, Patsy, and the incredible family, blessed with seven wonderful children. Currently, Keith is a treasured long-term resident of our nursing home, while Patsy is here for short-term rehabilitation. Together, they continue to inspire us with the strength of their bond during this chapter of their lives.

Please join us in celebrating Patsy and Keith, whose story serves as a heartfelt reminder that love knows no limits. Here's to a beautiful anniversary filled with love, laughter, and countless more adventures!



# Department News

## Marketing/Activities

By: Ashley Metcalf

Marketing/Activities Department Update – April 2025

Spring is in full bloom, and the Marketing Department at Rotary Senior Living is excited to share the latest updates with our wonderful community! From upcoming events to exciting initiatives, here's what's happening this month.

### Community Events & Engagement

We are always looking for ways to bring residents, families, and the greater community together. Here are some highlights for this month:

- Annual Easter Egg Hunt – Spring is in the air, and we're excited to invite you to Rotary Senior Living's Annual Easter Egg Hunt on Saturday, April 12th at 3:00 PM! This cherished tradition brings together residents, families, and community members for an afternoon of fun, laughter, and sweet surprises.
- Lions Club – Come join us for activities with the Lion's Club the 1st Monday of every month at 6pm in our North Day Room in our North building.
- Social Media Highlights – Follow us on Facebook to see resident spotlights, event recaps, and daily moments of joy. Be sure to like, share, and comment—we love engaging with our extended community!
- Planting – Students from the Eagle Grove High School will be coming to plant flowers and bring treats on April 22nd at 9:45am

### Looking Ahead

We are committed to keeping Rotary Senior Living a vibrant, welcoming place to call home. If you have ideas, feedback, or would like to get involved in any upcoming initiatives, we'd love to hear from you! Please email your ideas to [ashley.metcalf@rotaryseniorliving.com](mailto:ashley.metcalf@rotaryseniorliving.com)

Thank you for being a valued part of our community. Here's to a wonderful month filled with joy, connection, and new experiences!



Social Services:  
By: Lacy Dencklau



### April Fools' Day: A Time for Laughter!

April is here, and with it comes the delightful spirit of April Fools' Day! This is the perfect opportunity to embrace our playful side. Remember, laughter is the best medicine! Keep your eyes peeled for some light-hearted pranks around our community. And if you happen to find a rubber chicken on your lunch tray, just know it's all in good fun!

### Easter Joy: Celebrating New Beginnings!

As we hop into Easter this month, we look forward to celebrating with our residents and the vibrant life around us! Join us for our Easter egg hunt on April 12. It's always a joy to have our beloved children come in to spread smiles and excitement as they help us search for colorful eggs filled with surprises. We cherish these visits which bring such warmth and happiness to our community!

### Springtime Serenity:

With spring in full bloom, it's a wonderful time to appreciate the beauty of nature as it awakens around us. Let's take in the fresh air, enjoy the blooming flowers, and perhaps even take a scenic walk together. Spring is a reminder of renewal and new beginnings, and we hope this season fills your hearts with joy and inspiration!

Wishing everyone a delightful April filled with laughter, love, and the beauty of spring!

I just found out the company that produces yardsticks won't be making them any longer.



# Human Resources:

By: Doris Holmes Resources Director



Happy April! As we continue to grow our team members we want to remember what it was like to be “the new kid on the block.” The old saying, “You never get a second chance to make a first impression” hold true! We all are part of this, by making the new team members feel comfortable and part of the organization. As the experienced team members lets remember that it is hard to come out and ask the “dumb question.” Let’s reassure them that there are no dumb questions and we have all been there in the past!

This leads me to sharing that we will be doing a SHORT team member survey in April. How can we improve if we don’t get honest feedback? Looking forward to being part of the team that grows our organization to being one that shows kindness, respect, and welcomes “growth feedback” as if it was the best gift we have ever received!



March New Team Members:

- Ilfaut Jean Baptiste (Jean) - Maintenance - March 3, 2025
- Rylee Hanus - CNA - March 9, 2025
- Kellie Peterson - Activities Coordinator - March 27, 2025



## Missing from our Team:

- CMA (evenings & nights)
- Dietary / Cook (morning; evening)
- RN Charge Nurse
- Charge Nurse
- Director of Nursing
- Maintenance
- Social Worker

Do you know someone who would fit these roles? Please refer them to our Human Resource team.



## Wellness Center:

by: Doris Holmes

Happy April and goodbye to March and those Wednesday snowstorms! We are ready for some sunshine and warm weather here at the Wellness center. Now, we are all going to start spending time outside with a few reminders.

- Be sure to stay hydrated.  
Women about 91 ounces or 11.5 cups a day  
Men about 125 ounces or 15.5 cups a day
- Protect your skin from the sun!  
SPF of 30 blocks approximately 97% of UVB rays  
As we are active, causing us to sweat (or swimming) we need to reapply about every two hours.

Hours of Operation	<u>New rates effective May 1, 2025</u>	Student	Adult	Couple	Family	Senior (60+)
Mon – Sat 8:00 a.m. – 9:00 p.m.		Monthly rates: \$50	\$55	\$75	\$55+15/PP	\$50
Sunday 8:00 a.m. – 4:00 p.m.		Annual Rates: \$480	\$540	\$720	\$540+\$8/PP	\$480
		Daily Rate Per Person \$10				

# April Activity Highlights

Activities are subject to change

## Residential Care Facility

Church Service Sunday 11:45  
Misc. Games/Crafts/Exercise  
Monday--Friday at 8 am, 9 am and 10:00 am  
Cooking Club – Friday at 8:30 am  
Bingo – Fridays at 9:30 am  
New Hope Church Saturday at 4 pm


## Memory Assisted Living

Monday – Friday -Exercise 11 am  
Monday - Friday Games 11:30 am  
Manicures Mondays 2pm  
Bingo - Tuesdays 1:130pm  
Coffee & Snack Tuesday 3pm  
Book Club Thursday 4pm  
Afternoon Games/Videos – 1pm-4pm  
Movies –Wednesday & Sunday 6pm  
Church - Sunday 11:45am

## Skilled Nursing Facility

Chruch Service Sundays at 11:00 am  
Daily Exercise/Activities 9am  
Misc. Games/Crafts Starting at 10 am  
Bingo – Wednesday & Friday 2 pm  
Nails Wednesdays 9:30am  
Misc. Games/Crafts at 6pm  
Movies Sunday 2 pm & Wednesday 6pm  
Social Hour Thursdays at 2:30 pm  
Happy Hour April 10 at 2:30pm  
EGMS Plant Flowers April 23 9:30am



 New Hope Lutheran will be holding services each Saturday at 4pm in the RCF Chapel with coffee afterwards. Please come and join us!



Family and Friends please come and join us for any of the activities and social hours!!



# Maintenance

By: Kendrick Gearhart

With spring officially starting, I'm sure we are all glad to see the snow go. Even though we didn't get a lot, it really hit us hard the last few times. Here are a few tips on spring maintenance that should be addressed every year.

- 1.) Water heaters should be flushed annually and replace anode rod about every five years.
- 2.) Clean the dishwasher filter, make sure sump pump is working, remove debris from screens.
- 3.) Vacuum the exterior coils on your refrigerators and freezers.
- 4.) Clean your roof and gutters.

These are a few tips for your spring cleaning that will help you make stuff run more efficiently and extend the life of your investments.

Happy Easter to everyone.

## Dietary

By Debbie Venner CDM-CFPP

### Spotlight on the Dietary Department

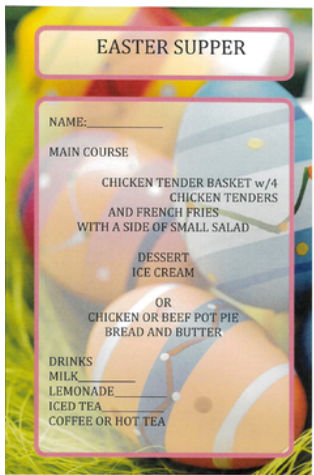
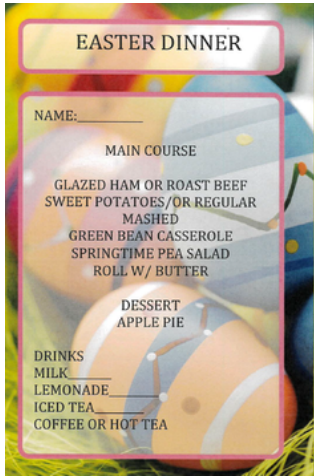
As we welcome the bright and refreshing month of April, we're excited to shine a light on the incredible work done by our Dietary Department. This team plays a crucial role in promoting health and well-being by ensuring that everyone receives nutritious, delicious, and well-balanced meals.

The Dietary Department is dedicated to meeting the individual nutritional needs of our community, whether it's through customized meal plans, accommodating dietary restrictions, or providing specialized care for patients. The team of chefs, nutritionists, and dietitians works tirelessly to create meals that support both the health goals and personal preferences of each person they serve.

April is a time for renewal, and it's a great opportunity to consider the importance of good nutrition in our lives. The Dietary Department encourages everyone to explore healthier food choices, try new seasonal fruits and vegetables, and learn more about how food can enhance overall well-being.

This month, Easter falls on Sun April 20th. Family members are welcome to come and enjoy the meal with their loved ones. The cost is normally \$8.75 per person or if anyone has a free meal ticket you are welcome to use it. Please let the dietary department know at least 3-4 days ahead of time if you will be joining your family member this day, so we can plan accordingly and not run out of food. Dinner is served at 12:00pm.

Have a wonderful April and hope to see you on Easter.



## Isaac's Carrot Cake



A less-dense and wonderfully moist carrot cake with canned mandarin oranges rather than pineapple. It tastes best if you let it sit in the refrigerator overnight.

### Ingredients

- |                               |  |
|-------------------------------|--|
| 3 cups all-purpose flour      | 2 cups shredded carrots                    |
| 2 cups white sugar            | 1 (11 ounce) can mandarin oranges, drained |
| 2 ½ teaspoons baking soda     | 1 ¼ cups vegetable oil                     |
| 2 ½ teaspoons ground cinnamon | 3 eggs                                     |
| 1 teaspoon salt               | 2 teaspoons vanilla extract                |
| ¼ teaspoon ground nutmeg      | 1 teaspoon grated orange zest              |

### Directions

Preheat oven to 350 degrees F (175 degrees C). Grease a 9x13x2-inch baking dish.

Whisk flour, sugar, baking soda, ground cinnamon, salt, and nutmeg together in a bowl. Beat carrots, mandarin oranges, oil, eggs, vanilla extract, and orange zest into flour mixture with an electric mixer until batter is smooth, about 2 minutes. Pour batter into prepared baking dish.

Bake in the preheated oven until a toothpick inserted into the center of the cake comes out clean, 40 to 50 minutes.

# Laundry/Housekeeping

By: Lacey Dencklau

The Not-So-Boring World of Laundry and Housekeeping: A Family Adventure!

Hey there, Awesome Families!

Laundry and housekeeping—two chores that usually get a collective groan from everyone involved. But what if we told you that these tasks can turn into family adventures, complete with fun challenges and a sprinkle of laughter? Buckle up as we explore the whimsical side of laundry and housekeeping!



## 1. The Great Laundry Race!

What if we turned sorting laundry into a race? Set a timer for three minutes, and watch as everyone sprints to toss clothes into their rightful baskets. Who can guess the right category the fastest? (Lights on darks, whites in the right pile, etc.) Make it extra fun by throwing in bonus points for creative laundry puns—like, “I’m about to take a spin with my spin cycle!”

## 2. Sock Puppet Showdown



If matching socks feels like searching for hidden treasure, why not repurpose those lone socks into a puppetry masterpiece? Gather everyone around and create sock puppets from your mismatched gang. Give them names and personalities! Then, put on a sock puppet show for the family, with them performing their very own laundry-themed skits. We’re talking sock love stories, epic laundry battles, and more!

## 3. The Housekeeping Playlist

Every good adventure needs a soundtrack! Collaborate with your family to create a high-energy housekeeping playlist. Throw in a mix of everyone’s favorite tunes (and maybe a guilty pleasure or two!) and unleash those cleaning dance moves. Dance cleaning is real, and it can turn scrubbing, dusting, and organizing into an all-out disco party in your living room!

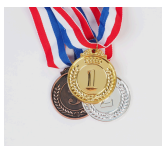
## 4. The Tower of Clean

Have you ever tried to see how many clothes you can stack on your head while carrying a laundry basket? Challenge the kids to see who can create the tallest “Tower of Clean.” Bonus points for creativity! Just be prepared for a few giggles and gentle tumbles. Remember, safety first—leave the balancing to the professionals (and maybe don’t attempt this with small children—yikes!).



## 5. Create a Housekeeping Olympics!

Who says cleaning can’t be competitive? Organize a mini Housekeeping Olympics where you create different events, like “Speed Dusting,” “Vacuum Relay,” or “Floor Mopping Marathon.” Award medals (made from old bottle caps or craft projects) for the winners. And don’t forget the all-important commentary and cheerleading committee to keep spirits high!



## 6. Memory Making While Tidying Up

While you’re polishing surfaces or putting things away, why not create a “Remember When” game? As you pick up items around the house, take a moment to share a funny or special memory about that item. “Remember when we got this souvenir on our trip?” or “This shirt reminds me of that time we spilled ice cream everywhere!” It’s a great way to bond and make housekeeping less of a chore and more of a family history project.



## 7. The Prize Wheel of Household Rewards



Create a prize wheel decorated with household tasks—it can include things like “30 minutes of screen time” or “pick the next movie for family night.” Spin it after a successful cleaning session, and watch the excitement unfold as each family member gets to claim their reward!

## Conclusion

So there you have it—laundry and housekeeping can be transformed from dreaded chores into bona fide family fun! The trick is to sprinkle a little creativity and teamwork into the mix. Your house may not only become cleaner, but it’ll also be a place filled with memories, laughter, and some crazy sock puppet drama!

I just found out the company that produces yardsticks won’t be making them any longer.





# The Parable of the Butterfly

by Dr. Ralph F. Wilson

As a butterfly soared overhead, one caterpillar said to the other, "You'll never get me up in one of those things."

Yet for every caterpillar the time comes when the urge to eat and grow subsides and he instinctively begins to form a chrysalis around himself. The chrysalis hardens and you'd think for all the world that the caterpillar is dead.

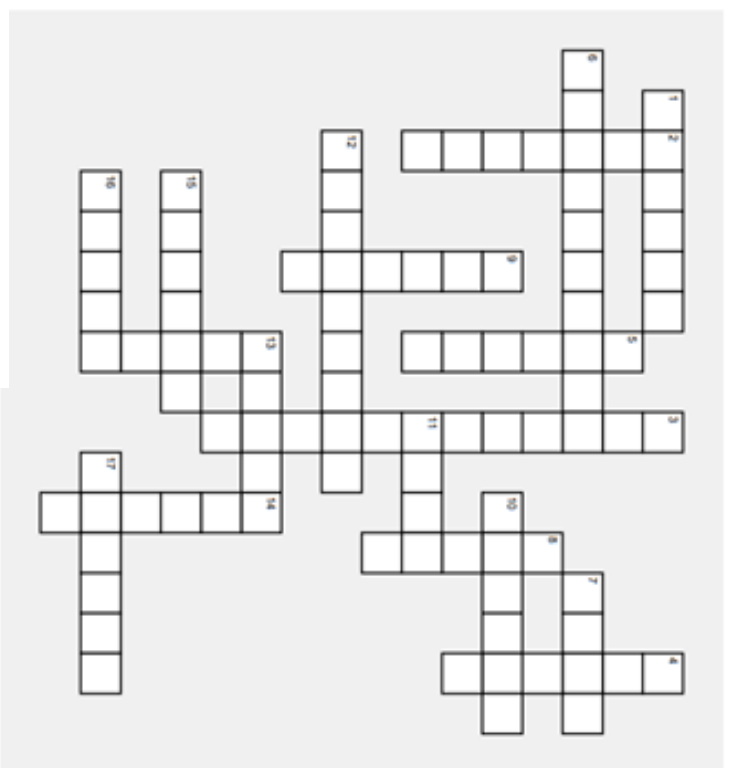
But one spring morning the life inside the chrysalis begins to writhe, the top cracks open, and a beautifully-formed butterfly emerges. For hours it will stand stretching and drying its wings, moving them slowly up and down, up and down. And then, before you know it, the butterfly glides aloft, effortlessly riding the currents of the air, alighting on flower after gorgeous flower, as if to show off its vivid colors to the bright blossoms. .

Somehow, the miracle of the butterfly never loses its fascination for us. Perhaps because the butterfly is a living parable of the promise of resurrection.

On Easter morning the disciples saw Jesus' graveclothes lying on the cold slab still wrapped round and round the corpse. Only the corpse was gone, much like an empty chrysalis deserted by a butterfly who has left to soar free. "He is risen as He said," an angel told the incredulous disciples. Later that day he appeared to the disciples, and then, over the course of the next few weeks, to as many as five hundred people at one time. Even "Doubting Thomas" didn't doubt for long that Jesus was really risen from the dead.



## Easter Crossword Puzzle



### ACROSS

- 1) Jesus \_\_\_\_\_
- 6) Oval candies
- 7) Pre-Easter period
- 10) Angel's home
- 11) Coop group
- 12) Milky Way, for one
- 13) Crucifix
- 15) Warming season
- 16) Energizer mascot
- 17) Procession

### DOWN

- 2) Festive time
- 3) Christ's rising
- 4) Easter hat
- 5) Easter container
- 8) Sumptuous meal
- 9) Place of worship
- 13) Kind of bar
- 14) Weekend's end

# Sudoku Puzzle #8

LEVEL: Medium

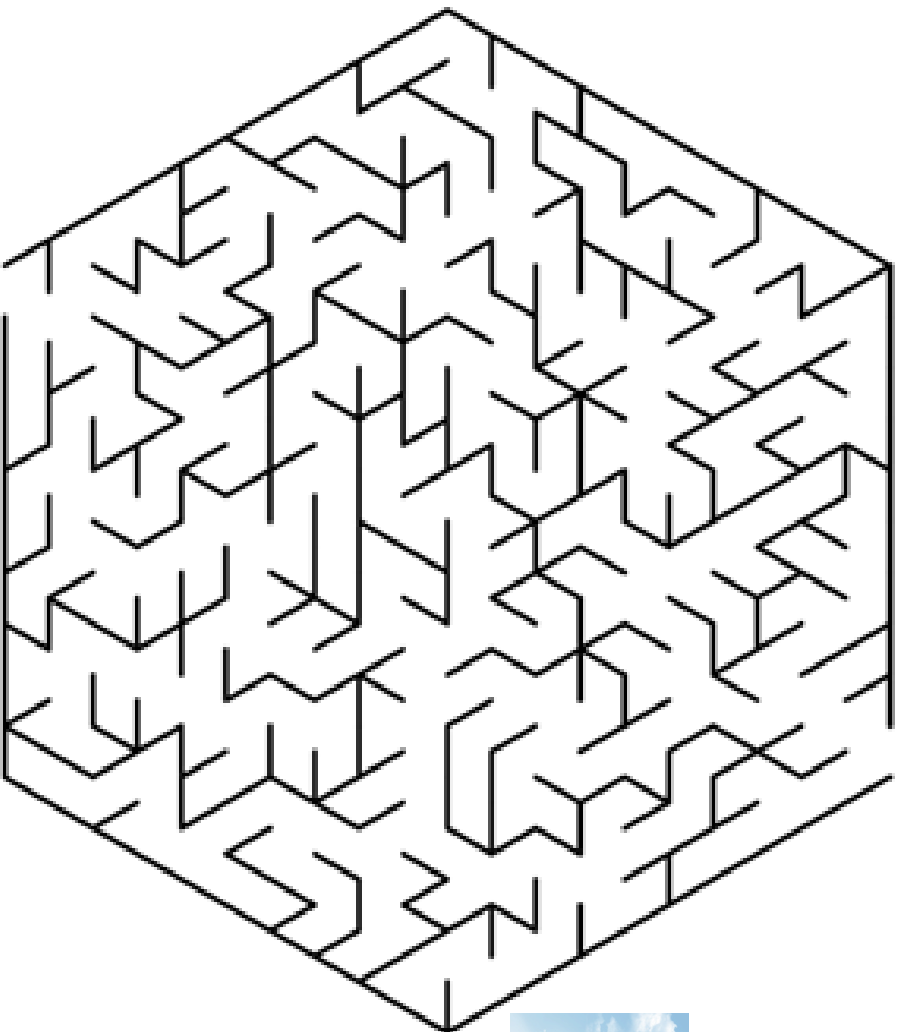
1	5		2		9			4
	4				6			
			4				6	3
	7					8		6
6								5
2		8					1	
4	6		8				7	
			5		1			9
8							4	



What do you call a sunny day that follows two rainy April days?

Monday.

# Maze #3



1. Riddle: There's a one-story house where everything is yellow. The walls are yellow. The doors are yellow. All the furniture is yellow. The house has yellow beds and yellow couches. What color are the stairs?

2. Riddle: What four-letter word can be written forward, backward or upside down, and can still be read from left to right?

3. Why was everyone so tired on April 1?



70% of the earth is water, and virtually none of it is carbonated. So the earth is, in fact, flat.



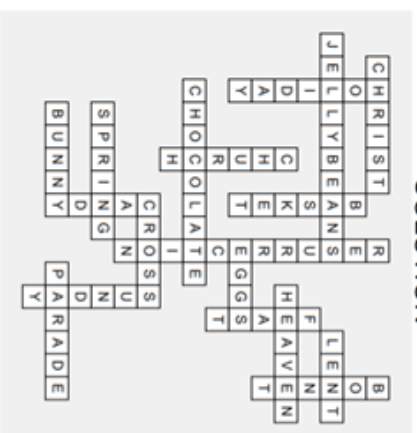
23



24



25



SOLUTION

1	5	6	2	3	9	7	8	4
7	4	3	8	5	6	9	2	1
9	8	2	1	4	7	5	6	3
3	7	5	4	1	2	8	9	6
6	1	4	9	7	8	2	3	5
2	9	8	3	6	5	4	1	7
4	6	9	7	8	3	1	5	2
5	2	1	6	9	4	3	7	8
8	3	7	5	2	1	6	4	9

**Answer**

- 19. Just around the corner
- 20. Top Secret
- 22. Lemonade
- 23. 3D Movie
- 24. Making up for lost time
- 25. Advice

Answer: 1. There are no stairs—it's a one-story house!

Answer: 2. NOON.

3. Because they just finished a long 31-day March.

Send us your resume if you have:

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- High Responsibility
- Love for the geriatric population
- Commitment to teamwork
- Quality standards
- Weekend Contract...\$50/hour

## Contact Us:

📞 515-448-5124

✉️ [diane.casperson@rotaryseniorliving.com](mailto:diane.casperson@rotaryseniorliving.com)  
[jdoris.holmes@rotaryseniorliving.com](mailto:jdoris.holmes@rotaryseniorliving.com)

📍 500 S Blaine Ave  
Eagle Grove, IA 50533



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