

REAL Support for REAL Caregivers

-Your Local Experts

**2023
VOL. 3**



**Alzheimer's
& Dementia
Services**
OF NORTHERN INDIANA
powered by REAL Services

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www.alzni.org

888-303-0180 (Toll Free)

Do You Have to Choose Between Work and Caregiving

-by Pam Ostrowski

You're struggling to balance work and caregiving. You went into the office early, spent a day in meetings, and now it's 5:30 p.m. You still have to stop by your parents' house with dinner, make sure they've taken their medications, and then get home to fix dinner and catch up with your family, spend a couple of hours doing "real" work before you hit the bed, exhausted and overwhelmed, knowing tomorrow will be the same. The thought "maybe I can't do it all" crosses your mind as you drift off to a restless sleep.

You are not alone.

Balancing work and caregiving is tough

According to the National Council on Aging, 70% of caregivers who provide care for an aging loved one suffer work-related difficulties due to their dual roles—they take time off, forgo promotions and sometimes leave the workforce altogether.

Employees lose up to \$3 trillion in wages and benefits while employers lose \$17-33 billion due to absenteeism and turnover.

Dementia caregiving can affect employees 24/7, due to worry, middle of the night calls, and physical care for their loved one. Most caregivers for aging loved ones are the most experienced employees, possibly in management or executive roles. Caregiving employees also may be the sole breadwinners of the household. They want to be successful in their work but businesses are forcing them to choose between work and their aging loved one.

Employers have the opportunity to help their employees who are caring for aging loved ones be successful at work. Let's look at some options that support the employee caregiver.

Communicate with Your Employer

A Harvard Business School report, "The Caring Company," stated that in the absence of a supportive "care culture," employees worry that admitting to caregiving responsibilities will impact their career growth, compensation, and fulfillment at work.

Advice for balancing work and caregiving:

Talk with your manager and the Human Resources (HR) department at your work. Share your commitment to your job as well as your need to be supportive of your family. Ask how you can work together to make this happen so that you can be at your best at work and not burn out due to trying to do it all. A few ideas to discuss include job sharing, flexible hours, working remotely, working a different shift, and adjusting job responsibilities.

Performance at Work

Presenteeism (lack of focus, more errors, less productivity when an employee is not fully functioning) and absenteeism (not coming to work at all) are the first signs of quiet quitting, the term used when employees do the bare minimum to get by in their work. You may feel so overwhelmed you may even want to leave your job for something else.

Advice for employee caregivers: Moving to another job is not likely to solve the problem of trying to provide care to an aging loved one while working. Instead, try to learn some task management skills to support your performance, such as focused time blocking (read and respond to emails at fixed times of day), complete the task you dread the most first, and prioritize, e.g., identifying the three tasks you must get done that day.

Often, it's the inability to focus that paralyzes caregivers into not being able to make progress in any area of their lives. Establish work, family, and caregiving boundaries so that you also have time for you. It's too easy to just say "I've got this" when, in your heart, you know it's not sustainable.

Some great reads that are short and you can start using their advice immediately are Brian Tracy's 'Eat That Frog' and David Allen's 'Getting Things Done'.

Finances

Financial strain can affect work performance. It is not uncommon for dementia caregivers to spend their own money to pay for their loved one's expenses (everything from medications to food). This means the money earned at work goes to additional expenses incurred by caregiving. According to AARP, eight out of 10 caregivers report having routine out-of-pocket expenses, with those caring for a love one with dementia spending twice as much as other caregivers. (See p. 17, "Did You Know?" for additional information about this issue.)

Advice for balancing work and caregiving:

Speak to a money manager to review your budget and assets. Avoid using any of your retirement savings to help pay your aging loved one's expenses. Sit down with an estate attorney and a certified financial adviser to get their ideas on how to best pay bills. Most will provide a complimentary first meeting to address your questions. Check out the National Elder Law Foundation (NELF) and the National Association of Personal Financial Advisors (NAPFA) for a professional in your area.

Respite and Self-care

Respite or self-care is usually the last priority of an employee caring for an aging loved one, especially if that individual has dementia.

Not getting "down time" creates both mental and physical health issues. These issues negatively affect the employee's ability to successfully contribute at work and impacts their feelings of success and happiness.

Advice for balancing work and caregiving:

Make it a priority to make quiet time for yourself, even if it's just 10 minutes in the morning and afternoon. In order for you to perform best at work, you need seven to eight hours of sleep and restorative time for your mind and body. Build supportive relationships while at work and get professional caregiver help so you're able to focus on your work and enjoy it more.

Company, state, and federal resources

Employee Assistance Program (EAP): This work-based program assists employees with personal or work-related problems that may impact job performance, health, and mental and emotional well-being. Services for employee caregivers may include video-based counseling, online chats, e-mail interactions and face-to-face consultations. Family and Medical Leave Act (FMLA): The FMLA entitles eligible employees of covered employers (with 50 or more employees) to take unpaid, job-protected leave for specified family and medical reasons.

Paid Family Leave (PFL): PFL policies are state-paid regulations that vary from state to state and supersede federal law when the benefits are more generous than the national regulation under FMLA.

ABOUT THE AUTHOR

Pam Ostrowski is the CEO of Alzheimer's Family Consulting (AlzheimersFamilyConsulting.com) and the author of *It's Not That Simple: Helping Families Navigate the Alzheimer's Journey*.

Spiritual Connections

-Rabbi Fred Nebel

*Director of Jewish Family Services
Jewish Federation of St Joseph Valley*

Balancing work and caregiving is delicate. One on hand we are commanded to “honor our parents,” “treat your neighbor as you would want to be treated,” and on the other hand, we are commanded to work for 6 days and rest on the seventh, because G-d rested from His creative activities on the Sabbath. In one fell swoop we are told to emulate our Creator. To love and care for every creature on the planet. Talk about responsibility!

So, when I thought about this article’s subject, balancing life from a Jewish perspective, I suddenly developed writer’s block. I kept trying to put words down, but to no avail. So, I closed my computer and went home to work out. But as I was pulling into my driveway on a beautiful sunny day, I decided that the workout would have to wait, as the sun was beckoning me to just sit and bask in its warm brilliant rays. As I sat and watched the world around me, I realized what I had to write about. It was “self-care.”

If you just go from work to caregiving, and do not carve out time for yourself, you can head towards burnout or worse than that, not be able to take care of anyone else because you got sick. Jewish tradition informs us that one’s life & wellbeing comes before anyone else’s. While one has a commandment to save someone else, it can never be at the expense of one’s life. Practically, what that means is that you must make time for yourself, may it be a walk outside, workout at home or gym, reading a book, etc.

The more that you understand that the world will continue spinning without help and that ultimately, everything is in G-d’s hands, the more effective you can be in establishing a healthy work-caregiving balance. And that will aid in providing the best care possible, when you realize that no one is supposed to do it alone.

As I like to tell people, we all have people that we can count on, if we just reach out and let them know. May it be our spouse, significant other, relative, friend, neighbor, and/or religious group, they are all part of one’s network. And when one asks for help, it opens the door for the other to fulfill the commandment of Love your neighbor as you would want to be loved!

Networking really does work and will make one stronger. Let’s network!



2023 Upcoming Online Schedule

July

- 10 - *Alz & Dementia 101*
- 17 - *Pain & Dementia*
- 24 - *Sensory Changes*
- 31 - *Don't Be Scared:
Anxiety & Dementia*

August

- 7 - *Alz & Dementia 101*
- 14 - *Maintaining Me!
Activities of Daily Living*
- 21 - *Driving & Dementia*
- 28 - *Understanding Apathy*

September

- 11 - *Alz & Dementia 101*
- 18 - *Staying Cool When
Behavioral Expressions
Happen*
- 25 - *Dining & Dementia*

***Begins at 10:00a EST
Recordings of these
sessions are available
upon request.***

Care Partner Academy

Alzheimer's and Dementia Services of Northern Indiana (ALZNI) provides you with the tools you need to be a confident, educated, and understanding caregiver to those you love.

It is estimated that over 110,000 Hoosiers are living with Alzheimer's disease while over 338,000 care partners provide unpaid care and support. At times even 24 hours a day 7 days a week, to meet the needs of these individuals. Did you know that in some cases, that is equivalent to holding down 4 full-time jobs?! If you are one of these individuals, then you know the journey of dementia is not an easy road to travel.

These NO COST monthly series are led by Patty Piechocki, the Director of the Institute for Excellence in Memory Care (a program of ALZNI). Patty is a Certified Therapeutic Recreational Therapist, and has worked in the Memory Support field for over 25 years as a Care Partner, therapist, and professional trainer.

As always, if you have suggestions on topics please let us know as we strive to provide the best knowledge and topics that matter most to you! Please be well and stay safe!

Registration is Required.

All in-person programs are subject to change.

Ready to register for our sessions?

Email Patty at: patty@alzni.org

Call: 574-232-4121

Online: www.eventbrite.com

ALL Sessions are FREE!

**Visit our website for more support and information
on upcoming events & programs.
excellenceinmemorycare.org**



Caregiver Support Groups

Elkhart County	2nd Tuesday 5:00 - 6:30p EST	First Presbyterian Church 200 Beardsley Ave., Elkhart, IN	Norene Smith 574-303-9971
	4th Tuesday 3:00 - 4:30p EST	Greencroft Goshen 1820 Greencroft Blvd., Goshen, IN	Amy Willhelm 574-537-4000 Frank Piaskowy 574-903-1176
	4th Thursday 6:00 - 7:00p EST	Waterford Crossing 1332 Waterford Cir., Goshen IN	Lisa Zolinger 574-534-3920
St. Joseph County	NEW 3rd Saturday 2:00 - 4:00p EST	You Too! Caring for Caregivers All Caregivers Location Changes, Call for Address	Wanda Dudley 574-400-5021
	NEW 3rd Wednesday 1:00 - 2:00p EST	St. Paul's 3602 S. Ironwood Dr., South Bend, IN	Kris Borkowski 574-284-9000
	1st Wednesday 1:00 - 2:30p EST	Hamilton Grove 31777 Chicago Trail, New Carlisle, IN	Dorothy White 219-369-1247 Sandy Papai 574-213-4637
	3rd Tuesday 10:00 - 11:30a EST	Alzheimer's & Dementia Services 111 Sunnybrook Court, South Bend, IN	Joe Collins 574-232-4121
	NEW 1st Thursday 10:00 - 11:30a EST	Alzheimer's & Dementia Services 111 Sunnybrook Court, South Bend, IN	Joe Collins 574-232-4121
	4th Tuesday 1:00 - 2:00p EST	North Woods Village at Edison Lakes 1409 East Day Rd., Mishawaka, IN	Cristy Kaniewski 574-247-1866
	NEW 4th Monday 10:00 - 11:00a EST	Always Best Care All Caregivers 310 N. Ironwood Dr., South Bend, IN	Gayla Konanz 574-383-9010
	NEW 2nd Tuesday 11:00a - 12:00p EST	Always Best Care All Caregivers 310 N. Ironwood Dr., South Bend, IN	Patricia Spagnola 574-383-9010

Caregiver Support Groups

Berrien County	Last Wednesday 5:30 - 6:30p EST	Brentwood at Niles Senior Living 1147 S. 3rd St., Niles, MI	Jennifer Kedik 269-684-9470
Lake County	2nd Thursday 6:00 - 7:30p CST	Christ Presbyterian Church 7416 East 109th Ave., Winfield, IN	Kathleen Luken 219-230-4530
	3rd Tuesday 6:30 - 8:00p CST	Bickford of Crown Point *Call for virtual link	Kyla Porter 219-663-0972
	Last Wednesday 6:00 - 7:30p CST	Saint Anthony Majestic Care 203 Franciscan Dr., Crown Point, IN	Cathy Braxton 219-661-5132
	Last Thursday 10:00 - 11:30a CST	Residences at Deer Creek 401 US-30, Schererville, IN	Lindsey Sherron Emily Aguilar 219-864-0700
Porter County	Men's Group 1st Wednesday 8:30 - 9:30a CST	Viking Chili Bowl 105 East US Highway 30, Valparaiso, IN	John Gorski 219-508-7829
	Men's Group 3rd Wednesday 8:30 - 9:30a CST	Porter County Community Foundation 1401 Calumet Ave., Valparaiso, IN	John Gorski 219-508-7829
	1st Wednesday 3:00 - 4:30p CST	Porter County Community Foundation 1401 Calumet Ave., Valparaiso, IN	Barb Kubiszak Terri Dickus 219-477-5433
	3rd Thursday 5:30 - 6:30p CST	Rittenhouse Senior Living 6235 Sterling Creek Rd., Portage, IN	Nora Ferrer 219-764-2900
	2nd Wednesday 3:00 - 4:00p CST	Valparaiso Senior Village 74 East Journey Way, Valparaiso, IN	Lou Anders Angel Ripley 219-255-4378
	4th Tuesday 10:00 - 11:30a CST	Residences at Coffee Creek 2300 Village Point, Chesterton, IN	Lindsey Sherron 219-921-5200
Virtual	1st Wednesday 1:00 - 2:00p EST <i>New Time</i>	ALZNI Call or go to alzni.org for virtual link	Joe Collins 574-232-4121

Caregiver Support Groups

Marshall County	3rd Thursday 3:00 - 4:00p EST <i>New Time</i>	Marshall County Council on Aging 1305 West Harrison St., Plymouth, IN	Joe Collins 574-314-0137
Pulaski County	NEW 3rd Wednesday 3:00 - 4:00p EST	Pulaski Health Care Center 624 E. 13th St., Winamac, IN	Sonya Brewer-Manns 574-946-3394 Ext. 31
LaPorte County	3rd Wednesday 2:00 - 3:00p CST	Rittenhouse Senior Living 4300 Cleveland Ave., Michigan City, IN	Debbie Burgess 219-256-1239 Dorothy White 219-369-1247
	2nd Thursday 10:00 - 11:30a CST	Brentwood at LaPorte 2002 Andrew Ave., LaPorte, IN	Amy Harner 219-325-1599
Kosciusko County	1st Tuesday 1:00 - 2:30p EST	Center for Healthy Living Parkview Warsaw YMCA 1305 Mariners Dr., Warsaw, IN	Karen Kaufman 574-371-6144
	NEW 2nd Saturday 10:00 - 11:00a EST	Seasons HomeCare 1101 Husky Trail, Warsaw, IN	Lisa Ewing 574-544-2279



Groups are free and open to the public. To register, call the support group facilitator directly.

All facilitators are professionally trained by Alzheimer's & Dementia Services of Northern Indiana



Trivia For a Cause!

Support Caregivers!

Friday, September 29, 2023

6:00 pm doors open

7:00 pm Trivia Game Begins!

Costume Contest!

Theme: Fictional Characters

Prizes for Individual & Group

Register Today!

- Table of 10 = \$180
- Individual = \$20 each

(Don't worry we will pair you with fun people!)



M R. Falcons

3212 Keller (at Bendix Drive)

South Bend, IN 46628



Call: (574) 284-7145

Online: www.alzni.org Email: events@realservices.org

GAMES—PRIZES—CASH BAR—FUN!

Bring your own snacks or
pre-order pizza with us

at (574) 284-7145 by September 15



**Alzheimer's
& Dementia
Services**

OF NORTHERN INDIANA

powered by REAL Services

Calling All Caregivers!

If you are looking for something to do during the day, then look no more! Whether you are attending alone or with your loved one living with dementia, our programs are free to attend.

Ongoing Programs

- Yoga with Jess: 1st & 3rd Monday's @ 2:00p
- Chair One Fitness: 2nd & 4th Monday's @ 2:00p
- Music & Mindfulness: Tuesday's @ 2:00p
- Movie Matinee: Friday's @ 2:00p
- Gardening: Monday's @ 9:00a
- Stitching Corner: Tuesday's @ 12:00p
- Pool Sharks: Thursday's @ 2:30p
- Pet Therapy with Della: Friday's @ 10:00a
- Book Club: 2nd & 4th Tuesday @ 1:00p

Scheduled Programs

- Dementia Friends: 7/20 @ 11:00a
8/24 @ 1:00p
9/21 @ 12:00p
- Presentations: Alzheimer's & Dementia 101 - 7/25 @ 11:00a
Behaviors as Expressions - 8/29 @ 11:00a
Change Your Communication Style - 9/26 @ 11:00a
- Art for the Soul, Not for the Wall: 7/19 @ 10:00a
8/16 @ 10:00a
9/20 @ 10:00a

All programs are held at 111 Sunnybrook Court, South Bend, IN





*Join us for lunch, and learn
from your local professionals.*

11:30a - 1:00p

***Please Call
to Register***

Schedule

July

- 12 - Home Health & Medicare - Megan Rogers *Lunch sponsored by SHIP*
- 26 - Dementia Communities - Eme Miller *Lunch sponsored by Senior Care Choices*

August

- 2 - 5 Steps to Freedom in Focus as You Are Caring for a Loved One - Wendy Taddeucci *Lunch sponsored by Her Aging Parents, Her Thriving Business*
- 9 - Caregiver Burnout - Jennifer Kedik *Lunch sponsored by Brentwood at Elkhart*
- 16 - Sickness & Loss Happens: The Checklist Everyone Needs to Know Sarah Youngs *Lunch sponsored by Center for Hospice*
- 23 - Hospice & Medicare - Megan Rogers *Lunch sponsored by SHIP*
- 30 - Hospice vs Palliative Care - Jill Welling *Lunch sponsored by Amedisys*

September

- 6 - Alzheimer's & Dementia 101 - Joe Collins *Lunch sponsored by ALZNI*
- 13 - Risk Management - Mark Salaiz *Lunch sponsored by Indiana Farm Bureau*
- 20 - Part D/Advantage Plan Drug Coverage - Megan Rogers *Lunch sponsored by SHIP*
- 27 - Maintaining a Healthy Mindset - Gayla Konanz *Lunch sponsored by Always Best Care*

Call to register: 574-232-4121

CAREGIVER FRIDAY FEATURES

EVERY FRIDAY AT 2PM
ENJOY FREE MOVIES
COME ALONE OR BRING YOUR LOVED ONE
AND ENJOY SOME

**TASTY BUTTERY
POPCORN**

NO COST!
REGISTRATION REQUIRED

UPCOMING FEATURES:

JULY:

- 7 - THE AMERICAN PRESIDENT
- 14 - MR. SMITH GOES TO WASHINGTON
- 21 - YANKEE DOODLE DANDY
- 28 - THE RIGHT STUFF

AUGUST:

- 4 - THE SANDLOT
- 11 - SUMMER RENTAL
- 18 - BEACH BLANKET BINGO
- 25 - MAMA MIA

SEPTEMBER:

- 1 - WORKING GIRL
- 8 - 9 TO 5
- 15 - THE PURSUIT OF HAPPYNESS
- 20 - YOU'VE GOT MAIL
- 29 - MR. MOM

Living Life Well

A program series for individuals living with early stage dementia

August
3

Reigns for Life



**11:30a - 1:00p
Lunch provided**

August
10

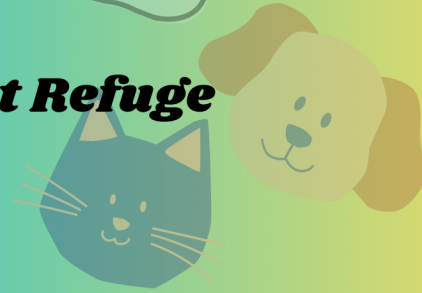
Paws 4 Humanity

**Caregiver Support Group held during same time.*



August
17

Pet Refuge



August
24

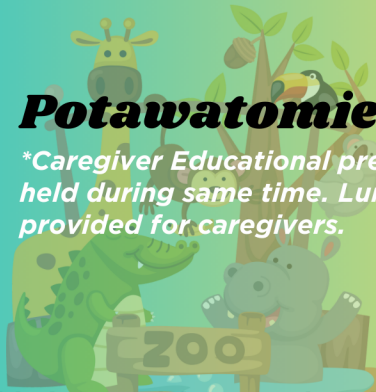
Paws 4 Humanity



August
31

Potawatomie Zoo

**Caregiver Educational presentation held during same time. Lunch also provided for caregivers.*



Lunch will be provided to participants only unless otherwise noted.

Call to register: 574-232-4121

*All sessions will take place at
111 Sunnybrook Court, South Bend*

CALENDAR OF EVENTS

JUL-SEP
2023

JASPER COUNTY

7/13

Alzheimer's & Dementia
101 @ 11:45a CST
Jasper County
Community Services
967 E. Bomber Dr.,
Rensselaer

To Register Call
219-866-8071

MARSHALL COUNTY

HealthRHYTHMS
LifePlex Fitness Forum
2855 Miller Dr., Plymouth
Every Wednesday
10:00a - North Studio

ST. JOSEPH COUNTY

7/12

New Support Group Kickoff!
Alzheimer's & Dementia 101 @ 2:00p
St. Paul's Senior Community
3602 S. Ironwood Dr., South Bend

To Register Call 574-284-9000

7/24

New Support Group Kickoff!
Alzheimer's & Dementia 101 @ 2:00p
Always Best Care
310 N. Ironwood Dr., South Bend

To Register Call 574-232-8487

KOSCIUSKO COUNTY

7/27

New Support Group Kickoff!
Alzheimer's & Dementia 101
@ 2:00p
Seasons HomeCare
1101 Husky Trail, Warsaw

To Register Call
574-268-9000

We are excited to announce...



Community Awareness Returns Everyone Safely

CARES is a program that provides comfort to caregivers, is endorsed by first responders, and returns everyone safely.

Join us for informational and sign-up meetings July through September.

Every Monday

10am or 3pm

**111 Sunnybrook Ct.
South Bend, IN 46637**

If you are caring for a person with Alzheimer's or any form of dementia, this is for you!

The CARES bracelet is worn by individuals who may get confused or lost, and is programmed with your contact information to quickly and safely get help.



Protect the person in your care, and relax knowing they are wearing a CARES bracelet. Bracelets are available for a \$20 donation to Alzheimer's & Dementia Services of Northern Indiana, beginning May 1, 2023.

Call to register for an informational meeting!

(574) 232-4121

