



**James K. (Jim) Cushing**

*Executive Director*

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Jim Cushing is the Executive Director of the Iowa Association of the Area Agencies on Aging (AAA's). His primary responsibilities include strategic planning, program development, new business initiatives, and advocacy. He has been a supporting caregiver of aging relatives and friends since age 17.

Jim's background includes 20+ years of experience with various leadership and support roles in customer service, compliance, training and development, sales, and process improvement at Principal Financial Group (Retirement and Investor Services), Wells Fargo (Mortgage), and UnityPoint Health System (Home Health and Hospice). He is an Organizational Excellence Consultant to several non-profit and for-profit organizations with strategic plan creation and execution.

Jim has a Bachelor of Business Administration degree from Iowa State University and a Master of Business Administration degree from Drake University. He is a Fellow of the Life Management Institute, a Six Sigma Black Belt, and is Lean Enterprise Institute certified.