

Of Interest

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CAHSA is the
Colorado affiliate of



American Association of Homes
and Services for the Aging



Assisted Living
Federation of America

2007 Priorities of Senate Aging Committee Announced

The Senate Select Committee on Aging announced some of its legislative priorities for 2007. In a hearing to explore the new Medicare Part D Prescription Drug Program and its impact on low-income seniors, Chairman Herb Kohl (D-WI) announced his plan for the committee to consider a variety of issues, including affordable health care for seniors, nursing home oversight, older Americans in the workplace, adequate retirement preparation, and issues related to the new Medicare Part D Prescription Drug Program. To learn more about the committee and its agenda, visit the web site at: <http://aging.senate.gov/>.

AAHSA Offers New Guide to Help Consumers Identify Quality in Aging Services

A new tool from the American Association of Homes and Services for the Aging (AAHSA) is available to help older adults and their loved ones ask the right questions of long-term care organizations they are considering. The guide, "Consumers' Guide to Quality Aging Services," features a series of questions designed to help consumers learn how different providers are managed, what values drive their work and, most importantly, how they meet an individual's needs and preferences.

The questions encompass the 10 Elements of AAHSA Quality First, an initiative to help aging services providers achieve excellence and earn public trust in their work.

"This guide personifies our commitment to help all consumers receive the information they need to find the services they need, when they need them, in a place they call home," AAHSA president /CEO Larry Minnix said. For more information or to download the guide, please visit the "Consumer Information" section of AAHSA's web site at www.aahsa.org.

Falls Free Coalition Identifies Creative Programs and Practices to Reduce Home Hazards

The Falls Free Coalition has identified 10 creative programs and practices in home assessment and modification that can reduce home hazards and recognized them at the joint conference of the American Society on Aging and National Council on Aging (NCOA). In 2003, falls resulted in 13,700 deaths, 460,000 hospitalizations and more than 1.3 million emergency room visits. In addition to the pain and suffering, fall-related medical costs were more than \$19 billion in 2000.

"Falls are not a normal part of aging, and there are many risks that can be addressed to reduce the number of falls in older adults," said James Firman, NCOA president and CEO. To learn more about the top 10 programs, visit the site at: <http://www.ncoa.org/content.cfm?sectionID=333&detail=1887>.

Americans age 65+ Save More and Keep Spending

Americans 65 and above are more likely than the rest of the adult population to say they save money and invest enough (50 percent). In a national sample of 2,000 respondents, 39 percent described themselves as savers ("always look for ways to save money" and "always aware of how much money they're spending"). Despite their thrifty habits, those 65+ often (19 percent) or sometimes (32 percent) worry about money. For the full report about the spending habits of Americans of all ages, visit the Pew Center web site at: <http://pewresearch.org/pubs/407/what-americans-pay-for—and-how>.

We're past the half-way point in the Legislative Session and headed down the home stretch. Our primary effort this year has been promoting the work of the SB 173 Advisory Committee and the need to continue their efforts and begin implementation of their recommendations. Other efforts include advocating for increased funding for the Older Coloradans Act, cost of living increases for community long term care providers, and supporting reimbursement to Medicaid HCBS and home care providers for the provision of telemedicine services. Also, we support continuing the work of the SB 06-131 Advisory Committee on Nursing Home Reimbursement and the interim rate relief as specified in this year's bill, HB 1183. The priority bills are still working their way through the process and we will know more on the budget issues after the Long Bill is introduced later this month.

With respect to the Nursing Home reimbursement process, several decisions were made at the March task force meeting. By now you are probably aware that the Nursing Home Reimbursement Task Force began meeting in November of 2006, after the conclusion of the SB 131 Advisory Committee's work. In addition, two subcommittees began working at that time, one focused on linking quality and pay for performance, and one considering behavioral issues. Mary Grace Smigiel (Christian Living Communities, The Johnson Center) and I have attended these three meetings every month. Mary Grace chairs the Quality and Pay for Performance Committee. We have opposed implementing a pure pricing model – or flat rate payment system – since the idea first surfaced several years ago. There is extensive research in the literature that pure pricing models lead to lower quality of care due to a tendency to reduce staffing. This has been demonstrated in state Medicaid programs as well as the CMS Prospective Payment System. At the March task force meeting it was decided to reject a pure pricing model and to retain the current reimbursement methodology for the direct health care portion of the rate. We are extremely pleased with this decision as it represents a real shift on the part of the task force whose majority membership, until recently, had promoted a pure pricing model. It was decided, however, to pursue a pricing system for the administrative and general part of the rate. We do not yet know what impact this decision will have on our members, although we know that some providers will lose money so that other providers will get more money. I will keep you posted on this effort as more specifics are proposed.

In summary, we will continue to monitor bills and advocate on your behalf until the very last hour of the session in May! We will also continue to publish the weekly *Capitol Focus* throughout the session. As always, you are welcome to call us with questions.

In closing, I would like to shift gears and look ahead to our Annual Convention, May 17-18 at the Vail Cascade Resort and Spa. That's barely a month away so it's time to make your hotel reservations and complete your registration form. The program is a great value – a preconference session on Transformational Leadership, two luncheons, and 18 workshop sessions spanning two days. And remember, the more staff you bring, the more affordable the price! New this year is a special president's dessert reception the evening of May 18th. We are looking for sponsors and exhibitors, as well as attendees. Make plans to be there – you will be glad you came!

Laura Landwirth
Laura Landwirth
Executive Director

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A Business Partner

Why did you become a member?

I really believe in what CAHSA does and the networking and educational opportunities are valuable.

What goods or services does MYDC provide?

MYDC provides design consultation for senior housing projects from a gerontologist's viewpoint. We advise on and design programming and planning with older residents' needs in mind. Ideally, we are part of the development team, working with the building owner, architects and contractors in the very early stages of a project. My mandate is to focus on who is going to live there and design components and services they'll need.

How did you get into this business?

I was tiring of commercial design work and wanted to be involved in design in a more meaningful way. While in Minnesota 18 years ago, I became director of design at a firm that designed nursing homes. I fell in love with the field of design, came back to Colorado, practiced in the area, earned my Master's Degree in Gerontology, and continue to be passionate about working on behalf of older people.

How is your organization different or unique from others who provide a similar service/product?

The combination of education and experience in design for older people with expertise in gerontology is fairly unique. I bring an international perspective to my projects and share cross-culturally what we've learned about design for seniors. In addition, I am a member of the DRCOG Advisory Committee on Aging and Jefferson County Council on Aging. I bring a breadth and depth of knowledge to a project that can be instrumental to the success of a senior housing project.

How can people learn more about your service/product?

Email me at donnamydc@mail.com or call 303-674-1600.



Donna Mullins

Get out there!

Have an idea for a *Get Out There* column?
Contact us at: cahsanews@comcast.net.

Tips for Gaining Exposure

Spotlighting your Volunteers

Volunteers are an important component to any organization's success. They provide community support to help keep the organization going. National Volunteer Week is April 15-21, which represents a great opportunity for CAHSA members to show off their volunteers. National Volunteer Week began in 1974 when President Nixon signed an executive order establishing the annual celebration of volunteering. Since then, every U.S. President has signed a proclamation promoting National Volunteer Week. Governors, mayors and other elected officials also make public statements and sign proclamations in support of National Volunteer Week. With national and local government providing such a solid platform, CAHSA organizations should consider how to recognize the daily efforts of their volunteer force.

One CAHSA organization that already recognizes the efforts of its volunteers is Seniors' Resource Center. SRC has a volunteer force 450 people strong. The volunteers support SRC programs like Friendly Visitors, Volunteer Driver Services, Money Management/Bill Payer Program, Medicare Counseling-Senior Health Insurance Assistance Program, Personal Shopper, Tel-A-Sure, Home Services, Food Distribution Program, and VITA Income Tax Preparation. SRC also utilizes volunteers in each of its service programs including Adult Day and Respite Services, In-home Care, and Transportation, as well as administration, marketing and development.

SRC's volunteers have so many groups and teams that "it has been most helpful and successful for us to bring these individual groups together regularly so that they can share their strategies, questions and stories with one another," said Volunteer Services Director Ann Ludvigsen. These meetings provide a chance to review guidelines and new information but, most importantly, recognize the efforts of the volunteers with special gifts, a meal and special awards. The

awards are given for exemplary efforts and special experiences that the volunteers create. "Awarding our volunteers lets them know they are a valuable part of our team," said Ludvigsen. This recognition strategy not only ensures volunteers are up to the task of supporting SRC, but that they are recognized for their daily efforts.

SRC also utilizes special community volunteer recognition awards to acknowledge their volunteers, including Channel 7 Everyday Heroes, Senior Hero Awards and the annual Volunteer Connection Recognition luncheon with Channel 4 anchor Jim Benneman. Recognizing their volunteers in this way not only lets the volunteers know they are appreciated but it displays the organization to the community at large.

Combined with group and team recognition meetings, SRC also opens up special programs to its volunteers to show its appreciation for their efforts. SRC provides access to tickets for cultural, musical, theater and sporting events and life-long learning classes. "We are finding more often that volunteers appreciate other recognition benefits," said Ludvigsen.

When an organization like SRC honors its volunteers with small notes of thanks and large events, it displays to volunteers that they are a part of the organization and they are making a difference in their community. Very simply, most organizations could not provide the services they do without their volunteers.

Along with volunteer recognition, SRC does a good job of keeping the media abreast of their volunteer efforts. By spotlighting volunteers in its newsletter, media releases and photo opportunities, SRC ensures the media, and thus the public, knows about its volunteer program. You too can follow SRC's lead by recognizing your valuable volunteers and letting the media know about your organization's volunteer programs.

Each month John Torres, chair of CAHSA's Quality First Task Force and Executive Director of Golden West, highlights examples of quality within CAHSA's membership. This month Jewish Family Services of Colorado's NORC is highlighted.

One of the most valuable components of Quality First is a commitment by aging service providers to help older adults and their loved ones to live their lives to the fullest. And several of the principles supporting Quality First involve a commitment to continuous improvement, openness and leadership, with the goal of supporting seniors with services they want and need.

For more than 135 years, Jewish Family Services (JFS) of Colorado has helped individuals and families overcome life's challenges. JFS has a wide array of programs available to support people of all ages, faiths and incomes in a variety of circumstances. When Cathy Grimm of Jewish Family Services came across the Quality First Covenant, she signed. "The values stated in the covenant were a validation of JFS's beliefs," Grimm said. And JFS's Naturally Occurring Retirement Community (NORC) typifies what leading care and services and Quality First is all about.



John Torres
Chair, Quality First

Spurred by the Allied Jewish Federation of Colorado and a seed grant procured by former Sen. Ben Nighthorse Campbell in 2004, JFS established the only NORC in Colorado at Crestmoor Downs. Current funding for the project comes from the Daniels Fund, with matching funds from Rose Medical Center. Crestmoor Downs is an apartment complex with nearly 50 percent of its residents above the age of 60. Many of the 1,400 residents of the community had lived in one of the seven buildings and 50 surrounding town homes for more than 20 years. JFS had been providing in-home services to many of the seniors living in this community, and noticed the concentration of seniors. This posed a unique situation for JFS. Grimm met with the management of the complex to discuss a partnership to bring in services for the senior residents. The management was so excited about the idea that they even donated funds to help.

Grimm distributed surveys to residents 60 years or older to get demographic information and assessments of basic needs and interests. Although they had previously provided services, JFS was unsure where to start. "We have a 15-passenger van and thought transportation to medical appointments would be a huge need, but it wasn't. People wanted social activities, health screenings, field trips, classes and to run programs themselves," she said. Grimm's proposed service plan gave way to a resident-driven agenda: a newsletter, a welcome packet for newcomers, information and referral services, a nurse onsite to check in residents, and volunteer coordination. "Basing the services we offer on what the residents request builds trust," said Grimm.

To this end, NORC's goal is to help break down the silos that form in aging services. JFS partnered with the Dominican Sisters Home Health Agency to provide a once a week wellness clinic. Through this partnership, nurses can alert JFS to an issue in need of follow up with services or care management. The information exchange has allowed both groups to better serve the seniors in the community. For example, a nurse at the wellness clinic alerted JFS that she had been seeing a high number of seniors come in with anxiety issues, so JFS started an Anxiety Management Group. Other partnerships include AARP, CU Pharmacy School, local businesses and schools.

Another leading service that JFS provides at Crestmoor Downs is organizing the residents to help one another. Younger residents who still drive are encouraged to sign up to drive other residents to medical appointments. Also, residents are encouraged to sign up for a buddy check. The buddy check encourages neighbors to call one another periodically. If there is no answer after a certain amount of time, the residents authorize management to unlock the doors and check on the resident.

The all-encompassing concept of resident-dictated services at a NORC is a leading-edge concept that allows residents to be confident that they can age in their homes and get the services they need to stay there. "Many of these seniors were defined by what they did in their homes. We want to build a relationship of trust so they will let us know how to help them," said Grimm.

CAHSA News

Continued from page 1

Celebrate National Older Americans Month in May

When Older Americans Month was established in 1963, only 17 million living Americans had reached their 65th birthdays. About a third of older Americans lived in poverty and there were few programs to meet their needs. Interest in older Americans and their concerns was growing, however. In April of 1963, President John F. Kennedy's meeting with the National Council of Senior Citizens served as a prelude to designating May as "Senior Citizens Month." Thanks to President Jimmy Carter's 1980 designation, what was once called Senior Citizens Month is now called "Older Americans Month," and has become an annual tradition. This year's theme is "Linking Generations: A Celebration of Age." For details and support materials, visit: <http://www.aoa.gov/press/oam/oam.asp>. Have you planned any special events? How will you involve staff, residents, volunteers and your community? Email us at cahsanews@comcast.net. We'd like to hear about your efforts.

Feds Issue Guidelines for Disposing of Unused Medications

In the face of rising trends in prescription drug abuse, the Federal government today issued new guidelines for the proper disposal of unused, unneeded, or expired prescription drugs. The White House Office of National Drug Control Policy (ONDCP), the Department of Health and Human Services (HHS), and the Environmental Protection Agency (EPA) jointly released the new guidelines, which are designed to reduce the diversion of prescription drugs, while also protecting the environment. To read the full news release, visit: <http://www.whitehousedrugpolicy.gov/news/press07/022007.html>.

Nursing Home News

Resources for Effective Nursing Home and Hospice Collaboration

The Center for Gerontology and Health Care Research at the Brown University Medical School has published the results from a project to identify best practices for partnerships between nursing home and hospice organizations. The project website, hosted by the National Hospice and Palliative Care Organization (NHPCO), includes links for successful nursing home/hospice collaborations. AAHSA served on the advisory committee for the study. The study and other resources are available at: www.nhpc.org/i4a/pages/index.cfm?pageid=5050.

SEIU Forms Healthcare Union

The Service Employees International Union, the largest union of healthcare workers in the United States, has formed a new union called SEIU Healthcare. Dennis Rivera, president of 1199 SEIU in New York, the nation's largest local union of healthcare workers, plans to leave his position to chair the new union. Nearly one million healthcare members, including nursing home workers, will be a part of this new union. The SEIU states that the goal of the new union is to unite America's 10 million healthcare workers "to stand up for quality care, comprehensive healthcare reform, and good jobs," according to a SEIU press release. To see the SEIU web site for long-term care workers, visit: <http://www.seiu.org/longterm/nursing/>.

2006 Nursing Home Spending Growth Slows

The Centers for Medicare & Medicaid Services reports that nursing home spending growth is believed to have slowed last year and is expected to remain steady over the next few years. Growth decelerated to 3.4% in 2006 from 6% in 2005 because of states' efforts to control long-term care costs in their Medicaid programs, CMS estimated. Many states implemented new rules on asset transfers and other provisions. Growth is expected to remain steady at about 5% from 2007 through 2010, CMS said. It then is expected to gradually accelerate to about 5.5% by 2016. Economists at the Office of the Actuary at CMS predicted that overall healthcare expenditures are expected to double to \$4.1 trillion by 2016, consuming almost 20% of gross domestic product. This is expected to occur despite the fact that growth in U.S. healthcare spending slowed slightly in 2006 for the fourth straight year.

Nursing Home Salary & Benefits Survey

The Nursing Home Salary and Benefits Report 2006-2007, published by Hospital & Healthcare Compensation Service (HHCS) in cooperation with AAHSA, is available by calling 201-405-0075 or for a complete list of available reports, visit: http://hhcsinc.com/Survey_List.php.

Housing News

HUD Modifies LEP Requirements

Thanks in part to advocacy efforts by AAHSA, the Department of Housing and Urban Development (HUD) has indicated that the HUD model lease is the only "vital document" which will need to be translated. The model leases are to be used for informational purposes only. While HUD originally planned to require housing providers to translate the document themselves, the agency has translated the model lease into eight languages: Spanish, Chinese, Russian, Vietnamese, Portuguese, Amharic, Korean and French, which should be available soon. AAHSA is urging HUD to provide translation and oral interpretation services directly to the Limited English Proficiency (LEP) population in order to achieve cost effectiveness and uniformity. For more information, go to www.hud.gov/webcasts/index.cfm.

SuperNOFA Funding Information Available

The Department of Housing and Urban Development has published HUD's Fiscal Year 2007 "SuperNOFA," a notice that makes available approximately \$2.4 billion in funding through 38 individual grant programs. To view the program list visit: <http://www.hud.gov/news/release.cfm?content=pr07-026.cfm#list>. In launching this year's grant application season, HUD Secretary Alphonso Jackson strongly encouraged prospective applicants to read the general and program-specific sections of their funding notices thoroughly and to follow the registration information available. To read more about the grant money, visit the HUD site at: <http://www.hud.gov/news/release.cfm?content=pr07-026.cfm>.

Each month we will profile a CAHSA member and learn their Insights on Leadership.

Maureen Hewitt is president and CEO of Total Longterm Care (TLC). She oversees the second largest PACE provider in the United States, serving 1,200 frail seniors in Colorado with plans for doubling the PACE operation by 2014. This month, we caught up with Hewitt to get her perspective on leadership. Here's what she had to say....



Maureen Hewitt

How did you evolve into your current position at TLC?

Prior to coming to TLC, I was the chief operations officer for Episcopal Homes Foundation in Lafayette, Calif. PACE was a natural fit for me personally and professionally. I have both a non-profit and for-profit background. I evolved into a president position by having a strong mission, financial and operational skills and a real passion for the industry. I believe that non-profits are looking for strong competencies.

What would you consider important leadership qualities?

As well as having the technical skills for the job, a leader must have vision, good communication and listening skills, and the ability to make decisions and be accountable for those decisions.

How is successful leadership connected to open communication with others?

I believe that it is very important to have honest and open communication with your board, staff, residents, participants, and other important stakeholders. Transparency is also important.

What is one thing that you have changed in your leadership style over time?

Better observation and listening skills are areas I have improved over time, along with patience.

What do you do to sharpen your leadership skills?

Keeping in touch with old mentors and developing new ones, reading academic materials, and attending educational conferences. My leadership skills are always sharpened when I have the opportunity to meet with staff and residents. I like the openness and honesty that they share with me.

What is the most difficult part of being a leader and how do you overcome that?

Not having enough time in the day to really mentor a well-deserving staff person is difficult. I believe being a CEO means setting an example and training staff for the next level. I am now working with our director of education to develop a formal program which will help with the time constraints. Also, letting an employee go is always a difficult process for all involved. I don't know if I will ever get over this at some level. I try to keep track of the individual and help them to move forward.

How does a good leader prepare others for being future leaders?

A good leader prepares future leaders by setting an example, involving the staff in projects and programs, criticizing in a positive manner, setting new goals, and rewarding performance.

Why do you think it's important for leaders to continually try new things?

The health care field is moving at a very fast rate. We have to try new things, but change will occur whether it makes us comfortable or not. Creativity is an important skill not to lose. It will allow us and the future leaders to be better prepared for the future.

Did You Know?

Class I Medical Device Recall Issued on Some Defibrillators

A Class I recall was issued for LifeLine(r) Semi-Automatic External Defibrillators (AEDs) and ReviveR(r) Semi-Automatic External Defibrillators (AEDs). Class I recalls are the most serious type of recall and involve situations in which there is a reasonable probability that, should this particular malfunction occur, use of the affected product may cause serious injury or death if the problem is not corrected. For more information, visit: <http://www.fda.gov/cdrh/recalls/recall-021707.html>.

More People Using Generics

According to the National Association of Chain Drug Stores (NACDS), generic dispensing has increased among private third-party payers growing by 9 percent over the past year—from 48.4 percent in 2005 to 52.6 percent in 2006. The most recent CMS data demonstrate that generic use among those enrolled in the Medicare drug benefit is 13 percent higher than private third-party, demonstrating that the Part D program is delivering savings well above the national average to beneficiaries and the government alike.

Study Suggests that Living Wills May Lead to Better End-of-life Care

Researchers asked bereaved family members about the treatment and care given to their loved ones who died. Families believed that there was good communication with their loved one's doctor when there was an advance directive. Of 1,500 people who died, 715 had an advance directive. Families also said they felt they were more informed about what to expect during the dying process when an advance directive existed. The study was published in the *Journal of the American Geriatrics Society*.

Lonely Adults Twice as Likely to Develop Alzheimer's Disease

The risk of developing Alzheimer's disease among 823 elderly people was about twice as great in subjects who reported a high degree of loneliness, said researchers at Rush University Medical Center in Chicago. They studied participants for four years. Social and emotional isolation in elderly people increase their risk of developing dementia by about 51%, according to new research.

Assisted Living/ALFA News

Assisted Living Services May be Tax Deductible

Residents, family members, and others who pay for an individual's care in an assisted living community can, in most cases, file the entire monthly cost of assisted living as a tax-deductible medical expense. This is important information for seniors and their family members when considering the affordability of assisted living.

Under HIPAA, expenses can be tax deductible if the services are provided pursuant to a plan of care prescribed by a licensed healthcare practitioner, and the personal care services are required for a person who is unable to perform at least two activities of daily living, or if the person has severe cognitive impairment and requires supervision to protect self and others from health and safety threats. Providers cannot provide tax advice, but they can advise consumers to consult a personal tax advisor, tax preparer, or the IRS for information specific to their situation. For the IRS' *Older American's Tax Guide*, visit: <http://www.irs.gov/pub/irs-pdf/p554.pdf>.

Forbes Magazine Runs Special Report on Assisted Living

Forbes prepared a special series on assisted living entitled "The Fundamentals of Running a Senior Living Home," which ran in March and offers a look at various fundamentals, including basic information about legal structure, suppliers, technology and suppliers. To view the series, visit the site at: http://www.forbes.com/entrepreneurs/2007/02/28/assisted-living-retirement-ent-manage-cx_bn_0228assist_land.html.

Resources

Flu Shot Reminder – It's Not Too Late to Give and Get the Flu Shot!

The peak of flu season typically occurs between late December and March; however, flu season can last until May. Protect yourself, your patients, and your family and friends by getting and giving the flu shot. Remember, influenza and pneumococcal vaccination and their administration are covered Part B benefits. Note that influenza and pneumococcal vaccines are NOT Part D covered drugs. For more information about Medicare's coverage of adult immunizations and educational resources, go to CMS' web site: <http://www.cms.hhs.gov/MLNMattersArticles/downloads/SE0667.pdf>.

Maxim Offers On-Site Flu Clinics for Senior Communities

Maxim offers a turn-key program designed to be hassle-free for residents and staff. Contracted nationally with Medicare Part B and many Managed Care Organizations, the program provides flu shots with no co-pay. Maxim will also handle all Medicare paperwork and necessary billing too. Call Josh at 303-745-1645 today to learn more.

Thank Your Nurses May 7 - 13

National Nurses Week is devoted to highlighting the diverse ways in which registered nurses, the largest health care profession, are working to improve health care. This is an opportunity to highlight nurses in your community and thank them for their contributions to the wellness of the community. More information is posted at: <http://www.nursingworld.org/pressrel/nnw/nnwfacts.htm>.

Communication Critical to Understanding

Ordinary citizens are often placed at risk for unsafe care because important health care information is communicated using medical jargon and unclear language that exceed their literacy skills, according to a call to action released today by The Joint Commission in its newest public policy white paper, "What Did the Doctor Say?: Improving Health Literacy to Protect Patient Safety." The paper frames the existing communications gap between patients and caregivers as a series of challenges involving literacy, language, and culture, and suggests multiple steps to be taken to narrow this gap. To read the full report visit: http://www.jointcommission.org/NR/rdonlyres/D5248B2E-E7E6-4121-8874-99C7B4888301/0/improving_health_literacy.pdf.

Transportation Program Support

The National Center on Senior Transportation's mission is to increase the capacity and use of person-centered transportation options that support seniors living in the communities they choose in the United States. Administered by Easter Seals Inc., in partnership with the National Association of Area Agencies on Aging (n4) and in cooperation with the Federal Transit Administration, the center offers information and technical assistance to start or manage an effective transportation program. The center also hopes to launch demonstration projects to help providers test ideas and programs to improve mobility for older adults. Information can be found on the Easter Seals web site at: http://projectaction.easterseals.com/site/PageServer?pagename=ESPA_homepage.

OSHA Issues New Employee Rights Poster

All employers are required to post information about employees' right to confidentiality when they file a complaint, report an emergency or seek advice from the Occupational Safety and Health Administration (OSHA). Recently, OSHA issued a new "It's the Law" poster for employers to notify employees of their rights under OSHA. The poster may be downloaded at: <http://www.osha.gov/Publications/osha3165.pdf>.

Diana Delgado, contract administrator for Total Longterm Care, is a mentee in the CAHSA Next Mentoring Program. Here's what she had to say about mentoring.

Why did you decide to get involved with the mentoring program?

I joined to build professional relationships, for the chance to share experiences and challenges, and to gain information that allows learning and professional growth.

How has the mentoring been beneficial?

Having a mentor allows me to garner career advice from an experienced leader in the industry. It's also beneficial to further develop personal and professional skills needed for advancement. Being matched with a mentor who has considerable experience in the areas I am interested in has also been helpful.

What have you learned from your mentor?

I have learned that it is important to develop both personal and professional skills to be a successful leader. Also, it is important to remain current on legislative issues, developments and trends affecting the aging services industry.

If given the opportunity to participate in this program again, would you?

I would, absolutely, participate again. There are many knowledgeable aging services leaders within CAHSA who encourage the professional growth of younger, newer members of the industry.

The information and experience to be gained by participating in the mentoring program through CAHSA is invaluable.

How do you think the mentoring program will help CAHSA?

The demand for creating leaders within the field of aging services is increasing as our population ages. CAHSA is helping by offering the mentoring program as a means to cultivate future leaders in aging services. The mentoring program will help CAHSA by preparing future leaders who will persist as advocates for aging services.

Next Event: Come join CAHSA Next for "Wacky Bowling" on Thursday, April 5, from 3:30 to 5 p.m. at Splitz Bowling in Westminster (right off US-36). The best score wins free registration to the CAHSA Conference. Cost is \$7 per person. For more information please call Diana Delgado at 720-974-6777.

CAHSA Next is seeking middle management and marketing people who would be willing to be a mentor with the CAHSA Next program. The program currently has a great group of executive directors as mentors, but new mentees are seeking guidance on taking the first management steps. If you are interested in becoming a mentor, please contact Karen at 303-837-8834 or Karen@cahsa.org.

Classifieds

Frasier Meadows Retirement Community (FMRC), located in Boulder, Colorado, is seeking a CFO who is a seasoned, collaborative executive with proven leadership, management, and financial skills. This position reports to the CEO and is a member of FMRC's leadership team. The CFO is responsible for the financial health, management and information technology for FMRC. Critical to this position is the development and cultivation of effective relationships – with residents and their families, the Board of Trustees, the leadership and management teams and staff, and key leaders in the community and eldercare industry. Eight-10 years financial management with five yrs in a senior living/continuing care retirement community preferred. Qualified candidate must be a CPA and have a Master's degree in finance, accounting, or business administration. Demonstrated proficiency in MS Office is essential. Excellent communications, team-building and decision-making skills are a must. See www.frasiermeadows.org for position description and organizational information. Send cover letter and resume to: Frasier Meadows Retirement Community, Attention: Nancy Gamble, Human Resources Director, 350 Ponca Place, Boulder, CO 80303, email: ngamble@frasiermeadows.org, or fax: 720-562-4326. Resumes will be accepted through April 15, 2007. Please direct inquiries to Nancy Gamble at 720-562-4316. Equal Opportunity Employer

Registered Dietitian looking for a full time clinical dietitian position in the long term care setting. Experienced in creating menus, conducting nutrition assessments, and completing appropriate sections of the MDS, along with other clinical dietitian responsibilities. If you know of any available positions, please notify karen@cahsa.org, who will forward the information.

Marycrest Assisted Living has the following openings: **QMAP Shift Supervisor** Monday – Friday 8 a.m. – 5 p.m. Must have QMAP experience for 1 year. Must have healthcare supervisory experience for one year. Must be detailed oriented, highly organized, good communication skills, good documentation skills. CNA preferred. **PM Team Leader** Monday – Friday 2:30 p.m. – 11 p.m. Must have QMAP experience. Must have healthcare supervisory experience. Must have strong interpersonal skills, accountability skills, proactive problem solver. CNA preferred. **Resident Coordinator** Tuesday – Saturday 8 a.m. – 5 p.m. Coordinates services for 138 residents. Works very closely with Resident Services Director. Associates degree in health care or related field preferred. Must have at least one year experience in assessing needs and coordinating services for the elderly, preferably in an assisted living environment. Send resume to ahmarycrest@comast.net.

People & Places

Eaton Senior Programs (ESP) is pleased to announce the appointment of David Smart as president/chief executive officer of its facilities located in Lakewood. Smart was associate director of operations at Golden West in Boulder for three years before coming to Eaton Senior Programs. He is a graduate of Naropa University in Boulder with a Masters Degree in Gerontology and Long Term Care Administration. Smart serves on the Board of Directors of CAHSA and the CAHSA Next planning committee, mentoring new leaders in the retirement industry while working in CAHSA communities. David is a fellow in the AAHSA Leadership Program's inaugural class. Eaton Senior Programs welcomes David Smart to the leadership of its corporation and facilities following the retirement of long-time president/CEO Dean Painter.



David Smart

The Highland Group has introduced a monthly e-newsletter "Market Watch." Market Watch offers insights on senior housing consumer trends, innovative ideas for operators, and new developments in Colorado. For more information on the e-newsletter, or to sign up, please visit the Highland Group web site at www.thehighlandgroupinc.com or send an email to info@thehighlandgroupinc.com.

Altitude Edge Consultants (AEC) announces that Joni Reilly-Hall has joined AEC as a marketing consultant. Her experience will help AEC expand its range of capabilities and services for providers of aging services, including operators of PACE, adult day health centers, retirement communities, assisted and independent living communities.

Heritage Club of Aurora will host a free breakfast networking event for the senior healthcare and housing industry on Thursday, April 5, from 7 to 9 a.m. Reservations are required by **April 2**. For more information about the event or to RSVP, please call 303-396-0736. Heritage Club of Aurora is located at 1860 S. Potomac St. in Aurora.

MorningStar is excited to announce that the groundbreaking for the next MorningStar Senior Living Community will occur in April. MorningStar Assisted Living of Applewood will be located at 2800 Youngfield St. in Lakewood. MorningStar of Applewood will offer Assisted Living and Assisted Living Plus along with a separate ranch style building for Memory Care. The community will offer studio, one and two bedroom suites along with the same high caliber service and care provided at our Littleton location. Projected completion of the project is summer of 2008. Please call 303-972-3030 for more information.

Kentucky Circle Village is proud to announce that 16 of its residents are participating in a program sponsored by the Colo. Department of Public Health and Environment, Consortium for Older Adult Wellness, Volunteers of America and Kentucky Circle Village entitled: "Healthier Living: Managing Ongoing Health Conditions." This program is a six-session workshop designed to help with the challenges that face anyone living with an ongoing health condition. The program started March 17 and will continue through April 21. For further details, contact Ann Lane at Kentucky Circle Village, 303-756-5218.

Seniors' Resource Center-Evergreen celebrates its annual Little Bear Benefit with a production called "Murder in Tuscany" on Wednesday, April 18, beginning at 6 p.m. SRC will bring in professional actors to perform this murder mystery for the audience. The evening will offer dinner, a cash bar, silent auction with products and services from many Evergreen businesses, and a dramatic murder mystery. Seating is limited. Tickets are \$25. For more information or to purchase tickets, contact Dan Macey at 303-235-6927. Tickets may also be purchased by visiting SRC-Evergreen (The Yellow House) at 5120 Hwy 73.

Christian Living Communities celebrated the grand opening of its new adult day services location at The Johnson Center on March 29. The new 4,000 square foot location at 5000 E. Arapahoe Road in Centennial will serve an average of 15 seniors per day. Articles about the center and services that adult day provides were published in *The Villager* and *Yourhub* prior to the opening on March 29.

Jewish Family Services of Colorado has announced that it received a \$72,200 Daniels Fund grant to support its Colorado Senior Connections (CSC) program. CSC is a Naturally Occurring Retirement Community (NORC) program which helps empower seniors to maintain their independence and well-being. The program was established in 2004 to improve the quality of life of senior citizens living in NORCs, communities where seniors have congregated and are aging in place. Congratulations Jewish Family Services.

The **Golden West** Foundation will host its annual spaghetti dinner fundraiser on Saturday, April 21, in the main dining room at Golden West, 1055 Adams Circle in Boulder. Due to popular demand, there will be two dinner seatings at 5 p.m. and at 6:30 p.m. The event costs \$15 for adults, \$5 for children (6-12) and children 5 and under are free. Please call 303-939-0880 for a reservation no later than Tuesday, April 17.

Lisa Czolowski has been hired as Executive Director of **Hover Community, Inc.** in Longmont. Lisa brings more than 20 years of management experience in both long term care and human services to the position.

The Village at St. Catherine will present "What Social Security Means to You and Your Family For Retirement, Health and Survivor Benefits" presented by Steve Potter, public affairs specialist of the Social Security Regional Office in Denver on Wednesday, April 18, from 1:30 to 2:30 p.m. The Village at St. Catherine is located at 5565 South Yosemite St. in Greenwood Village. Call 303-327-7340 to reserve your seat.

The CAHSA Calendar

Apr. 4 Leadership Development Committee Meeting

2:00 p.m.
Seniors' Resource Center

Apr. 5 CAHSA Next Wacky Bowling Party

3:30 - 5:00 p.m.
Splitz Bowling Alley
Westminster

Apr. 16 Adult Day Coalition Meeting

10:00 a.m. - 1:00 p.m.
Johnson Adult Day Program

Apr. 27 CAHSA Board of Directors Meeting

1:00 - 3:00 p.m.
The Granville Assisted Living Center

May 17-18 CAHSA Annual Conference

Vail Cascade Resort & Spa



Get more information
on these events from
our web site -
www.cahsa.org

We are currently seeking
volunteers for the 2007 Golf
Tournament Committee. Contact
Karen at the CAHSA office,
303-837-8834, to let us know if
you are interested. This year's
tournament is August 30 at
Thorn Creek Golf Course.



Don't miss
**CAHSA Next
Wacky Bowling!!**

Thursday, April 5
3:30 - 5 p.m.
Splitz Bowling Alley
Westminster

See attached registration form
Register by Friday, March 30 to reserve your spot

*Best score wins
a free registration to the
CAHSA Conference!*