

Of Interest

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Celebrating 5 Years of Quality First Successes

Five years ago, AAHSA launched Quality First to achieve excellence and earn the public's trust for aging services. In 2002, aging services providers faced a doubting public, critical media and skeptical Congress. Providers of quality needed tools to demonstrate their commitment to quality services to the media, policymakers, consumers and the people they serve.

Today, Quality First is AAHSA's "driving business agenda," helping the association fulfill its vision to provide healthy, affordable and ethical aging services. More than 3,400 AAHSA members have made a public commitment by signing the Covenant and using Quality First as a framework to meet the needs of the people they serve.

As a result of AAHSA's Quality First, members are increasing their focus on quality, enhancing their board's role in quality improvement, implementing culture change and transformation programs and improving community involvement and outreach.

AAHSA Quality First is about moving forward, together. We work in partnership with all stakeholders – government, consumers, the people we serve and their families – to create quality of care and quality of life in aging services. As more organizations sign the Covenant and others renew their commitment to Quality First, the 10 Elements of Quality First will help guide them in their daily work.

To those who have signed the Covenant, share the story of your good work with the people you serve. Those who are still considering signing should take the next step and sign the Covenant. To learn more about AAHSA Quality First and to access Quality First resources, visit www.aahsa.org/qualityfirst.

Who's Using Long-Term Care Insurance?

A new report from AARP examines use of long-term care policies. Findings include:

- Approximately seven million LTCI policies were in force in 2005.
- Nearly all require the policy holder to require assistance with at least two activities of daily living.
- The typical purchaser of LTCI in 2005 was 61 years old with "fairly substantial income and assets."

For more details, go to http://www.aarp.org/research/health/privinsurance/fs7r_ltc.html.

CMS Announces Medicare Premiums, Deductibles for 2008

The standard Medicare Part B monthly premium will be \$96.40 in 2008, an increase of \$2.90, or 3.1 percent, from the \$93.50 Part B premium for 2007. The 2008 amount is the smallest percentage increase in the Part B premium since 2001 and is \$2.10 less than the premium increase for 2007.

Several factors, including growth in areas of Medicare's fee-for-service, Medicare Advantage and Part B programs, account for the 3.1 percent increase in the premium. To read the full announcement visit: <http://www.cms.hhs.gov/apps/media/press/factsheet.asp?Counter=2488&intNumPerPage=10&checkDate=&checkKey=&srchType=1&numDays=3500&srchOpt=0&srchData=&srchOpt=0&srchData=&keywordType=All&chkNewsType=6&intPage=&showAll=&pYear=&year= &desc=&cboOrder=date>.

CAHSA is the Colorado affiliate of



American Association of Homes and Services for the Aging



Assisted Living Federation of America

Continued on page 7

At the AAHSA Annual Convention in Orlando last month I had the opportunity to attend a session titled "Cultivating Leadership in Yourself and Others." The speakers were recent graduates of the first class of Leadership AAHSA. There were three AAHSA "fellows" representing AAHSA members from around the country who shared a retrospective of their experience during the past year. In addition, each had a staff person with them who shared examples of how the leadership program also benefited their organization's staff and residents. A common theme in their remarks was that they found the leadership program to be "life changing." Further, it gave them a network of peers they would continue to communicate with throughout their careers because of the special experiences that they shared.

I had the opportunity to talk with some of the attendees after the session. It was clear there was great interest in the Leadership Program, and some disappointment that there weren't more opportunities for this type of experience, or something similar that is more affordable. (For those chosen to participate in the AAHSA program it is estimated to cost their organization approximately \$10,000 for the full year due to the required travel.)

It occurred to me how lucky our Colorado members are that our board had the foresight to start our own leadership initiative, CAHSA Next. While not as formal as the AAHSA program, this initiative has been underway for the past couple of years and offers several different types of opportunities to get involved and develop your own network of peers with whom to share and learn. It is designed for staff who are just getting started in the field, whether they are younger or "seasoned" and embarking on a second or third career. CAHSA Next began with a series of bimonthly events where current association leaders shared their insights on leadership and their career paths.

During CAHSA Next's second year, a formal Mentor Program was developed. We have had six mentor/mentee pairs who have worked together for almost a year, and our goal is to continue to expand this program based on feedback from the current group and interest from the membership. The Mentor Program is flexible and based on the needs and interests of the individual mentee. Some mentees have focused primarily on seeking advice and direction from their mentor for helping them with daily issues at work, while others have focused on career goals, including starting new education programs.

New this year is the Leadership Book Club. The goal of the club is to provide a structured process for CAHSA Nexters who would like to read leadership books and meet regularly to discuss and debate the content. There are two groups now getting underway, one in the north metro area in Superior, and one in the south metro area in Greenwood Village. For more information about the Book Clubs, contact Karen at the CAHSA office at Karen@cahsa.org or 303-837-8834.

By the way, one of our board members, David Smart (Eaton Terrace Group), is a fellow from the 2006-2007 AAHSA Leadership class. This year we have two members who were accepted into the new 2007-2008 class: Carla Siczkowski of Christian Living Communities The Johnson Center and Kristen Jacoby of Collinwood Assisted Living. We encourage our members to apply for future AAHSA Leadership Programs. We urge you to consider participation in our state initiative either for yourself or staff who are new to the field. There is no cost to participate in our events, mentor program, or book clubs, and as the commercial says, "the results are priceless."

On a separate note, mark your calendars for our annual membership meeting on December 4th from 3 to 6 p.m. at Eaton Terrace Senior Residences in Lakewood. A flyer is enclosed with this issue of *CAHSA Connecting*. Have a Happy Thanksgiving!


Laura Landwirth
Executive Director

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5 Minutes with...

**Arnie Kaplan, Shareholder
Shughart Thomson & Kilroy (STK)**

A Business Partner



Arnie Kaplan

How long have you been a member of CAHSA?

About 12 years.

Why did you become a member?

I was interested in senior living, but I am more interested now because my parents are in their 90s, living independently with health aides.

What goods or services does your organization provide and what would you like members to know about this service/product?

My law firm has a large health care department, which advises clients on all aspects of health care law—including Medicare/Medicaid reimbursement, Stark (Medicare payment rule), fraud and abuse, 501(c)(3) matters and related health law issues. We also do municipal bond work.

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

STK is unique because of the personal service we give clients, excellent response time and Midwest “can do” attitude. Our main office is in Kansas City, Mo. We pride ourselves in getting projects done quickly and at the lowest possible cost.

How can people learn more about your service/product?

Call me or Randy Schultz, head of STK’s Health Care Group, in the Denver office at 303-572-9300. It is that simple.

How did you get into this business?

I got into health care because of my interest in elderly people throughout the years.

Get out there!

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

Tips for Gaining Exposure

You’re the Expert, Prove it

Are you an expert in your field of work? When faced with this question, many are hesitant to say yes. You might have insecurities or think that others in the same field are much more qualified. While this may be true, there is no reason to believe that you don’t have knowledge to share with other industry professionals. Turns out, there are numerous levels of expertise.

In fact, some of the synonyms for the word expert are: graduate, professional, proficient, efficient and experienced. When presented with some of these words, you might be more willing to agree that you are an expert in your field.

Expertise should not only be measured by what you know, but by what you do. After all, being an expert takes more than simply knowing a lot; you have to be able to apply what you know. Have you ever received an award, been a mentor, given a speech, or been quoted in a publication or a company newslet-

ter? Chances are, anyone reading your quote, listening to your speech or being mentored by you thinks of you as an expert on the topic you’re presenting.

Now that we’ve established that you may be an expert in your field and that people will likely want to hear what you have to say, why not “get out there” and spread the word? Not only will this provide you with professional growth, it will further embed your position in the aging services field and bring goodwill and respectability to your organization.

There are several ways to speak out: send a letter to the editor of your local newspaper regarding a pertinent issue; contribute a guest column in local, regional, or trade publications on topics of interest; or make speaking engagements at various venues, from the local rotary to state and national conferences.

These are just some ideas to ensure that you never underestimate your expertise and continue to *Get Out There*.

Each month, John Torres, chair of CAHSA's Quality First Task Force, highlights examples of quality within CAHSA's membership. This month, Christian Living Communities' Pinewood Project is highlighted.

Since 1972, Christian Living Communities (CLC) has provided quality senior care in the Denver area. As a not-for-profit service organization, CLC is also called to serve the larger community in addition to its residents. This year, CLC received a CAHSA Quality First Award in the area of *Governance and Accountability*, which recognizes a CAHSA organization that acts in a socially conscious manner for its customers and the surrounding community.

Specifically, CLC was singled out for the award for its Pinewood Lodge Project. After attending the AAHSA Conference in 2002, CLC Vice President and Chief Management Officer Jan Bomgaars sought to reinvigorate CLC's social accountability efforts. Under Bomgaars' leadership, CLC developed a Social Accountability Program to serve members of the elderly, vulnerable and limited resource populations in the Denver metro area.



John Torres
Chair, Quality First

For its Social Accountability Program project in 2006, CLC selected to assist residents in a low-income apartment building, Pinewood Lodge, a 103-unit senior apartment building in Aurora. CLC collaborated with the Pinewood Lodge manager to lift the seniors' spirits and assist the residents in their daily lives by bringing in services.

For example, CLC decorated the Pinewood Lodge lobby for Christmas and organized projects to help the seniors with their daily needs. By creating a monthly clothing closet, residents were able to get all the clothing they needed. One Pinewood Lodge resident was hospitalized with an injury and forced to choose between paying her medical bill and the rental fee for a storage unit containing most of her belongings. Choosing the medical bill, the Pinewood Lodge resident lost most of her clothes, but with the help of CLC's clothing closet, she was able to replace many of the lost items.

CLC also created a food store where residents of Pinewood Lodge could shop for free. Before the CLC food store, many residents of Pinewood Lodge would run low on money for food toward the end of the month. The food store is re-stocked each month by CLC staff and residents.

In addition, to build a sense of community, CLC sponsored a spaghetti dinner for the residents at Pinewood Lodge. With the meals donated by Morrison Senior Dining, CLC was able to feed 70 people and bring reclusive residents out from their apartments to interact with other community members. CLC hosted a BBQ for the Pinewood residents this summer that brought the residents outdoors for another great event.

CLC's staff, residents and volunteers responded incredibly to help Pinewood Lodge's cause by donating food, clothes and money, and volunteering at Pinewood Lodge. The Social Accountability Program has provided a great value to Pinewood Lodge residents by providing services to an underprivileged population. CLC has built its accountability with Denver seniors and has put Quality First.

For additional information about how your organization may become a partner in QF, contact Karen Simmering at Karen@cahsa.org or 303-837-8834.

Adult Day News

Bridging End-of-Life Care and Adult Day Services: The Goal of New Easter Seals Project

In an effort to better meet the needs of individuals at the end of life – no matter where they are living – while promoting dignity and choice for millions of families, the Research Retirement Foundation awarded Easter Seals \$220,000. The funded Easter Seals project, Enhancing Community-Based Options for End-of-Life Care, will bridge the existing knowledge and collaboration gap between hospice and palliative care and adult day services. Easter Seals said it will convene a National Advisory Council with experts from both the adult day and palliative care communities to collaborate on improving end-of-life care. The foundation considers general grant applications three times a year. For more information, visit www.rff.org.

CAHSA Next Book Club Facilitating Conversation about Leadership

To help aging services providers in the pursuit of leadership skills, CAHSA Next has created regional book clubs. Books for the groups are selected based on the important lessons they provide about management, leadership and innovation.

We suggest that you gather a group of colleagues from within and outside your organization and join your CAHSA Next book club, organized regionally to make meetings more convenient to CAHSA members. The experience is designed to increase your knowledge and insights about leadership and discover how much more relevant learning is when shared with your peers.

We hope you will find these books and your participation in a book club an invaluable part of your professional development. Some possible books include: [The Greater Good: How Philanthropy Drives the American Economy and Can Save Capitalism](#), [Good to Great and the Social Sectors](#), [The Leader's Guide to Storytelling](#), [The Essential Drucker](#) and [Governance as Leadership](#).

If you are interested in joining a group, please contact Karen Simmering at 303-837-8834.

Did You Know?

CDC Reports Staph Infections Highest Among the Elderly

According to a new study by researchers at the Centers for Disease Control and Prevention, drug-resistant staph infection rates are highest among the elderly; however, the infections also are more common among the general population than experts previously believed.

Aging Brain May Hamper Humor

Age-related changes to the brain may make it harder for older adults to understand humor, a new study suggests. That's not to say that aging wipes out humor. The new study is about picking the right punch line for a joke or cartoon. Psychology graduate student Wingyun Mak and associate professor of psychology Brain Carpenter, Ph.D., of Washington University in St. Louis, studied 41 healthy adults aged 65-93 and 40 college students with an average age of 20 years. The research concluded that aging may subtly affect the parts of their brain that are involved in humor comprehension. To read the full article, visit: <http://www.webmd.com/brain/news/20070803/humor-hampered-by-aging-brain>.

President Signs Bill Delaying Tamper-Resistant Prescription Pad Requirement

In September, President George W. Bush signed the "Extenders Law," delaying the implementation date for all paper Medicaid prescriptions to be written on tamper-resistant paper. Under the new law, all written Medicaid prescriptions must be on tamper-resistant prescription pads as of April 1, 2008. CMS will issue additional guidance on this implementation delay as it becomes available.

50+ Changing Buying Behavior

Boomers and mature adults are increasingly buying products online, with the majority of 400 older adults surveyed spending 10 or more hours a week surfing the Web, states a new report from the firm Mature Marketing & Research. Findings from the firm's ongoing survey indicate that male boomers and matures research big-ticket items such as homes and autos slightly more than health issues or shopping. Women buy more books, clothing and electronics/cell phones than men do, while men purchase more airline tickets, computer software and other travel reservations. Younger boomers and matures indicate a higher comfort level with purchasing online.

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

Lisa Czolowski is the executive director of Hover Community, a nonprofit corporation organized to provide a place for Longmont's seniors to "age with dignity." Czolowski's responsibilities include coordination of resident care, employee recruitment and retention, fiscal management, organizational promotion and communication to the board of directors. This month, we caught up with Czolowski to get her insights on leadership.

How would you define a successful leader?

Someone who recognizes that their greatest asset is the team of employees who work in the organization. When a leader creates a work environment that encourages staff to succeed in their jobs, the whole team benefits. Leaders can only be successful if their employees experience success first.

How do leaders inspire workers to do their best?

Leaders inspire staff by knowing when to teach, listen, direct, reward and laugh. They make the needs of employees a priority and never miss the opportunity to recognize their accomplishments.

How do leaders prepare for new challenges?

Leaders should always take time to think before reacting. Gathering the necessary information and involving key staff to help problem-solve and plan allows the leader to delegate while still having oversight. Leading by example and approaching a situation with a positive attitude make it easier to overcome challenges.

What kinds of skills or competencies are necessary to drive change in an organization serving elders?

First, leaders must demonstrate compassion; they must know the individuals they serve and be prepared to advocate for them. To affect change, a leader must communicate concerns and present ideas for improvement. Change is often met with resistance, and a leader who is prepared for this will be more successful.

What advice do you have for newcomers and future leaders in the industry?

Learn all aspects of your organization's day-to-day operations. You will have a better idea of the strengths and weaknesses of your organization if you spend time working alongside your staff. This will give you a strong foundation for the future and will help you to make better decisions regarding your operations.

Nursing Home News

U.S. Census Data Shows Smaller Percentage of Elderly in Nursing Homes

The percentage of elderly living in nursing homes has declined, according to recent Census data. About 7.4 percent of Americans aged 75 and older lived in nursing homes in 2006, compared with 8.1 percent in 2000 and 10.2 percent in 1990.

"The upper-income white population has other options than nursing homes," William Frey, demographer at the Brookings Institution, commented in a *USA Today* article. "They're moving to assisted living or their well-off baby boomer children are taking care of them in other ways." According to the Census, more than 1.8 million people live in nursing homes. The percentage of the oldest age group of seniors living in nursing homes has been dropping. Less than 16 percent of the 85-plus population was in such facilities in 2006. To read more on the survey findings, visit: <http://www.medicalnewstoday.com/articles/83967.php>.

Iowa Senator Wants Nursing Home Safety Accountability

A U.S. senator is pressing the Centers for Medicare & Medicaid Services (CMS) to create a watchlist clearly documenting American nursing homes deficient in health and safety standards. Sen. Chuck Grassley (R-IA) wants an independent review to analyze what improvements have been made in health and safety at nursing homes since a Government Accountability Office report outlined ways to solve a range of problems. Grassley says CMS has a duty to do more to sanction nursing home offenders and a lack of proper enforcement is "intolerable." *Reprinted with permission, CD Publications, Housing for Seniors Report, September 2007.*

AAHSA Picks Experienced Advocate to Run Long-Term Care Project

AAHSA recently hired Elaine Dalpiaz, a veteran advocate for the aging, to head its \$3 million Long-Term Care (LTC) Solution Projects. Dalpiaz will be responsible for developing a three- to five-year plan for policymakers, opinion makers, providers and consumers to educate and influence their thinking about what is needed to meet the needs of a rapidly growing aging population. After studying long-term care systems in other countries, AAHSA developed a model for public/private trust to which all working persons will contribute. Individuals requiring long-term care at any age would receive it. Under the model, Medicaid, which currently finances most long-term care, would be available in catastrophic situations. To read the full press release, visit: http://www.aahsa.org/newsroom/press_releases/2007/dalpiaz.asp.

Of Interest

Continued from page 1

IRS Plans Form 990 Revisions

For the first time in 25 years, the Internal Revenue Service is considering changes to the document that provides a financial and managerial picture of nonprofits. According to the IRS, the Form 990 will be overhauled in time for the 2008 filing year. The goal is to provide more transparency of nonprofit organizations, to promote compliance with more accurate data so that the IRS can evaluate the risk of noncompliance and to lessen the burden of filing. The draft document is 10 pages long with a potential of up to 15 Schedules. To read more about the redesign of the form, visit: <http://www.irs.gov/charities/article/0,,id=171216,00.html>.

Microsoft Rolls out Personal Health Records

Microsoft announced the launch of a free personal health record and health information search database on the Web that has been approved by multiple organizations, including the Coalition for Patient Privacy and the American Heart Association. Beyond vendor and organization partnerships, Microsoft anticipates cooperation from some of the largest health care providers in the country, such as the Mayo Clinic. To read the *New York Times* article about the product, visit: http://www.nytimes.com/2007/10/04/technology/04nd-soft.html?_r=1&ref=technology&oref=slogin.

Bills to Curb Elder Abuse

Several participants at a "listening session" held by the Senate Special Committee on Aging urged passage of two measures designed to protect the elderly from abuse. The Patient Safety & Abuse Prevention bill (S1577) would establish a nationwide system of background checks to prevent individuals with criminal histories from working in long-term care facilities. The Elder Justice bill (S1070, HR1783) would create a combined law enforcement and public health approach to study, detect, prosecute and prevent elder abuse, neglect and exploitation. The Aging panel does not have authority to legislate, so both bills are before the Senate Finance Committee. In the House, HR1783 is before several committees with shared jurisdiction. To track the progress of bills in Congress, visit: <http://www.govtrack.us>.

Resources

November 1 Event

The Village of St. Catherine will host "Medicare Updates, including Part D," presented by the Colorado State Health Insurance Assistance Program (SHIP), Thursday, November 1, 2007, 1-4 p.m., at 5565 South Yosemite St, Greenwood Village. Please call Barbara Borkan (303-327-7340) for reservations and directions.

Free Maps to Illustrate Where Residents Have Moved From

The Highland Group recently constructed maps for clients who wanted to see where their residents had moved from. Using a spreadsheet listing residents' prior home addresses, they loaded data into mapping software and created maps that illustrate at a glance how many residents came from the expected primary market areas and identifies any "surprises." The Highland Group is offering to prepare a map for any CAHSA member **FREE** if they have an Excel spreadsheet that individually lists the street address, city, state, and ZIP code of their residents' previous homes. The Highland Group will not use the data for any other purpose, nor share it with anyone.

Parkinson's Disease Blog Available

Individuals looking for information on Parkinson's disease can turn to the Parkinson's Disease Blog Network (www.parkinsonsblognetwork.com), developed by Incendia Health Studios. An advisory board of patients and medical experts oversees the blog to ensure content accuracy. It is designed to serve as a real-time virtual Parkinson's disease discussion and community forum, allowing users to exchange information and thoughts on topics ranging from symptoms to diet and treatment. To learn more or to register for the blog, visit www.parkinsonsblognetwork.com.

Medicare Part D Open Enrollment and Plan Changes for 2008

The Centers for Medicare and Medicaid Services (CMS) announced the following changes:

- The November 15 to December 31 open enrollment period
- Prescription Drug Plan (PDP) changes for the coming year
- Low Income Subsidy (LIS) and benchmark rate changes for the coming year

In addition, individual PDPs and Medicare Advantage (MA) plans may be communicating directly to their enrollees with regard to any prescription drug coverage changes in the coming year. Part D updates can be monitored on the CMS Web site at: <http://www.cms.hhs.gov/prescriptiondrugcovgenin/>. CMS also provides a listing of beneficiary notifications at http://www.cms.hhs.gov/States/11_NotificationstoBeneficiaries.asp#TopOfPage.

Assisted Living/ALFA News

ALFA Launches Educational Site

The Assisted Living Federation of America (ALFA) stepped up its efforts to educate and recruit seniors who are considering an assisted living facility through the unveiling of a new Web site. The site helps to educate potential residents about the positive benefits available. The site gives would-be residents the definition of assisted living and explains what to look for in a community, along with the selection of additional features. Visit <http://www.chooseassistedliving.org> to view the site.

More Seniors Aware of Assisted Living Option According to 2007 Housing Survey

In a 2007 housing survey of Americans aged 55 and older, 75 percent consider themselves knowledgeable about assisted living—from 59 percent in 1998. The survey also found that 12 percent of Americans over 60 are living in housing “planned specifically for people at least 55 years of age,” compared to 7 percent in 1998. The findings are part of the 2007 “National Housing Survey of Adults Age 55+” conducted by the ProMatura Group for the National Investment Center for the Seniors Housing & Care Industry (NIC). To read more about the study’s findings, visit: http://www.thematuremarket.com/SeniorStrategic/national_housing_survey_2007_edition-9354-5.html.

People & Places

MacKenzie House, a designer, builder and manager of high quality housing, including apartments, luxury homes, town homes, senior housing and neighborhood developments, recently joined CAHSA. Founded by Don MacKenzie, the company prides itself on listening to the customer in order to create great housing. MacKenzie House has projects throughout Colorado and Missouri. For more information, visit <http://www.mackenziehouse.net/index.htm>.

AAHSA recently selected **Carla Sieczkowski** of **Christian Living Communities The Johnson Center** and **Kristen Jacoby** of **Collinwood Assisted Living Community** as members of AAHSA’s Leadership AAHSA Fellowship program. The Leadership AAHSA program is designed to augment the ranks of emerging leaders across the continuum of care and services for the aging and address the shortage of potential leaders nationwide. The year-long curriculum will be focused on advancing emerging leaders, encouraging innovation and focusing on a person-centered approach for residents, clients and staff members. Leadership AAHSA is also focused on fostering diversity among aging services leaders.

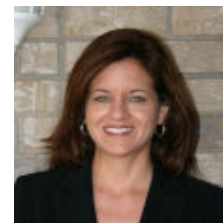
Flatirons Terrace at Golden West is almost complete. Take a “Dusty Shoe” tour of the new community on Saturday, Nov. 10, between 12 and 4 p.m. Please call 303-444-3967 to let Golden West know you are coming. Visit www.gwboulder.org to learn more about Boulder’s newest, ideally located retirement community.

Christian Living Communities (CLC) announced that **Cindy Hogan** was named Executive Director of its Holly Creek Retirement Community. Hogan came to CLC from Total Longterm Care where she was Vice President of PACE Operations, bringing a wide range of expertise in executive senior care management. The Hyatt Regency Tech Center was the patriotic setting for 550 attendees at **Christian Living Communities’ (CLC)** 14th Annual Earthen Vessel Dinner. This year’s event honored residents, employees and volunteers who have served in the military and recognized volunteer award recipient Dutch Van Maaren for years of service to CLC. Guest speaker Michael Reagan, son of President Ronald Reagan, captivated guests with glimpses into his life and the relationship with his dad, including poignant reflections about their relationship during the period of President Reagan’s struggle with Alzheimer’s disease. Proceeds from the event supported the Residents Assistance Fund for seniors struggling to afford care and services. An article on the event was published with photos in the October 25th issue of *The Villager*.



Cindy Hogan

Mountain Vista Retirement Community is pleased to announce the appointment of **Jill Vitale** as the new administrator. Jill comes to Mountain Vista with over 10 years of retirement community, assisted living and nursing home experience.



Jill Vitale

Golden West had a photo and short story printed in *YourHub* about a recent visit paid to the community by CU Athletic Director Mick Bohn. Nice work making that connection with the University, **Kathleen Charles**.

The **Colorado Foundation for Medical Care (CFMC)**, Colorado’s Quality Improvement Organization, is co-hosting a free, long-term care leadership & satisfaction teleconference series. Session One, which is Thursday, Nov. 15, from 2:30 to 3:30 p.m. MT, is hosted by Mary Tellis-Nayak, RN, MSN, MPH, and will focus on employee satisfaction, consistent caregiver assignments, and research on staff motivation. Session two, which is Thursday, Dec. 6, from 2:30 to 3:30 p.m. MT, is hosted by Diane Peters, RN, MS, NHA, and will focus on how resident and family satisfaction surveys can drive internal quality improvement efforts. For more information or to register your facility, contact Laura Koski at LKoski@coqio.sdps.org or 303-695-3300 ext. 3345.

HUD Steps Up Fair Housing Efforts

Is at least 80 percent of your “active adult” community’s population 55 years old or older? If not, such a development could end up under serious scrutiny of the Housing & Urban Development Department. Some developers and their marketing teams have been receiving notices from HUD that they have violated the Fair Housing Act by using catch phrases such as “50+” or “active adult” and visual ads featuring only older residents. These practices are permitted under federal law, but only if the community’s 55+ resident population equals or exceeds 80 percent. *Reprinted with permission, CD Publications, Housing for Seniors Report, October 2007.*

CARF, CCAC Unveil Consumer Guide

One of the country’s leading continuing care retirement community (CCRC) accreditors unveiled a new guide to help consumers choose the development that fits them best. The Commission on Accreditation of Rehabilitation Facilities (CARF) and the Continuing Care Accreditation Commission (CCAC) launched *Consumer Guide to Understanding Financial Performance & Reporting in Continuing Care Retirement Communities*. CARF-CCAC (CARF acquired CCAC about four years ago) established a 24-page booklet detailing key consumer information on topics such as contract types and structures. CARF-CCAC reports that the guide is necessary because many seniors are unaware of the lifestyles and financing impacts of a move to a CCRC. View the guide at <http://www.carf.org/pdf/ccrc.pdf>.

Classifieds

Methodist Retirement Communities of The Woodlands, TX is seeking a chief executive officer to lead its 6-campus system across East Texas with over 1300 residents and 800 employees. Preferred candidates will have CEO and multi-site experience as well as demonstrate competencies in financial management, leadership development, strategic planning and board governance matters. A bachelor’s degree is required and a master’s degree is preferred. Submit inquiries to Kirk Stiffney with MHS Alliance: kirkstiffney@msn.com or 574-320-8286.

A premiere Continuing Care Retirement Community is seeking an experienced professional to successfully develop and drive our Fund Development initiative as part of our strategic plan. Qualified candidates must have 5-7 years of progressive work experience with proven success in developing and managing planned giving, capital campaign and annual giving funds and must demonstrate extensive knowledge and familiarity with the Boulder community. Excellent interpersonal and communication skills, ability to build productive and meaningful relationships while leveraging resources within our community a must. This vital team member must demonstrate confidence with a results-driven work ethic, have outstanding presentation skills and thrive in an ever-changing, dynamic environment. We offer an excellent benefits package and salary is commensurate with skills and experience. Part-time (30 hours per week) opportunity. Applications and/or resumes will be accepted through November 16, 2007. Mail resumes to Human Resources Department, Frasier Meadows Retirement Community, 350 Ponca Place, Boulder, CO 80303, fax to 720-562-4326, or email to ngamble@frasiermeadows.org. Applications may be filled out on site. Direct questions to Nancy Gamble at 720-562-4316. EOE

Executive Director: 150-resident faith-based retirement community within two hours of Oklahoma City, OK seeks an executive director to lead its licensed health care and independent living campus. Preferred candidates should have strong financial acumen, 5 years of management experience (preferably in a CCRC), servant leadership style, eligibility for a NHA license in OK, and at least a bachelor’s degree. Submit inquiries to Caryn Howell, MHS Alliance, 234 S. Main St., Suite 1, Goshen, IN 46526; 574-537-8736; or carynhowell@msn.com.

Good Samaritan Society Colorado Home Care has employment opportunities for registered nurses (RN) and physical therapists (PT). Email lfoley@good-sam.com for more information.



Nov. 1 **CAHSA Next Book Club Interest Meeting**
3 p.m.
Panera Bread
Greenwood Village

Nov. 19 **CAHSA Next Planning Committee Meeting**
11:30 a.m.
Christian Living Communities Holly Creek

**And don't forget to register for the
2007 Annual Membership Meeting
December 4, 2007
3 - 6 p.m.
Eaton Terrace
Lakewood**

Newsletter Satisfaction Survey

Thank you to everyone who took our newsletter survey last month. We're happy to report that, based on your feedback, *CAHSA Connecting* is providing useful information in an easy to read format. Some readers suggested shortening the length slightly and trying not to distort our photos. Point well taken. Thank you again for your feedback and if you have further ideas or suggestions for improvement, we are always listening. Send your comments to: cahsanews@comcast.net.

Happy Thanksgiving!

