

CAHSA News

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CAHSA is the
Colorado affiliate of



American Association of Homes
and Services for the Aging



Assisted Living
Federation of America

CAHSA Seeks Members for New "Transformations" Task Force Participants

For almost 40 years, the Colorado Association of Homes and Services for the Aging (CAHSA) has been a driving force in fostering quality and innovation for older adult services. The voices of older adults coupled with advances in medicine, research and technology, are serving as a catalyst to transform the culture of aging services. At CAHSA we have been the champion of culture change for over a decade by providing education, best practices development and exposing ground-breaking models of service delivery.

To assist us in continuing to provide our members with the information and tools they need as they transform their culture of aging, we are initiating a Transformations Task Force. The purpose of this task force is to review the information/education we have provided in the past, scan the horizon for emerging models and new information, and recommend to the CAHSA board of directors additional products, services and/or educational programs to consider offering to members.

We invite interested members to participate on this task force. Our task force chair, Sherry Friesen of Fort Collins Good Samaritan Village, has offered to host the initial meeting on Wednesday, January 31st from noon to 3 p.m. at her campus. After that, we will primarily use conference calls and emails to prepare recommendations to the CAHSA Board. It is our goal to finish by June 1st. If you would like to participate, please email Karen at the CAHSA office (Karen@cahsa.org) or call 303/837-8834 and we will provide you directions to the meeting.

CAHSA Meeting Highlights Year of Progress, Accomplishment

The CAHSA Annual Business Meeting and Networking Reception, held December 5, capped a year of successful events with a record crowd who witnessed a passing of leadership responsibilities, a recap of 2006 accomplishments, and a look toward initiatives in 2007. As they have done for many years now, Eaton Senior Programs staff and their president and CEO Dean Painter provided space for the meeting and a festive reception for attendees to socialize after business was complete.

"This is an amazing group that cares about quality of services," said Russ DenBraber, CEO of Christian Living Communities and new president of the CAHSA board of directors. DenBraber was elected to the leadership position following John Zabawa, president and CEO of Seniors' Resource Center, who has served in the role of president for the last two years. Zabawa moves into the past president position on the board, and he will also oversee the new Leadership Development Committee.

Two members were sworn in as new CAHSA board members: Elisabeth Borden, principal of The Highland Group, and David Smart, associate director of operations at Golden West Senior Residence. Borden and Smart were sworn in with renewing members Larry Lillo, executive director of Sunrise Senior Living at Pinehurst, Dan Stenersen, president and CEO of Shalom Park, and Russ DenBraber. They join 10 other board members in a leadership capacity.

In his final President's Report to members, Zabawa recapped a successful year for CAHSA, which includes ending the year in a fiscally positive status, in part due to a new program launched at last year's business meeting for various levels of organizational sponsorships (see 2007 sponsorship list). Zabawa also highlighted the association's successful advocacy efforts at the state legislature last year, including reimbursement increases for assisted living and other home- and community-based providers and involvement by eight CAHSA members representing a cross-section of aging services expertise on the advisory committee that generated recommendations for Senate Bill 173. Zabawa also highlighted CAHSA's successful educational programs in 2006, including a well-attended annual conference, a new technology conference, public relations efforts to raise the visibility of CAHSA and aging service issues, a sold-out golf tournament, and more.

One of the newest and most talked-about initiatives discussed at the meeting was the launch and expansion of CAHSA Next last year, a sub-group within the CAHSA membership to expose individuals within CAHSA who are new to the aging services field to various opportunities and career paths through networking, educational opportunities, and mentoring. The mentoring program, in particular, was highlighted as a new and important aspect of CAHSA Next. To date, 10 mentors and mentees have been connected through CAHSA Next. "In a short time talking with my mentor, I have been inspired in more ways than I thought possible," said Lisa Suprenand Helms, who works in marketing at

The holiday season is here and another year is quickly coming to an end. It is the time of year to celebrate and reflect, with many of us making resolutions for the upcoming year. Speaking of reflection, thanks to everyone who joined us at our annual membership meeting. We heard reports from both outgoing (John Zabawa) and newly-elected President (Russ DenBraber), and we toasted our newly-installed officers and board members. We also had a special announcement about our new 2007 CAHSA Salary and Benefits Survey, which gets underway January 2nd. It is available at no cost to renewing members who participate in the survey (see flyer enclosed with this issue).

At the annual meeting there was a special presentation by our CAHSA Next champion Cindy Hogan and David Smart (CAHSA Next Planning Committee member, and newly-installed board member) regarding the CAHSA Next initiative. The next event is scheduled for January 25th at Total Longterm Care's Cody Center in Lakewood. Mary Reilly, Senior Regional Vice President of AAHSA, will talk about the importance of mentoring and the role it has played in her life and career. This is a very exciting initiative and it is refreshing to see so many new faces connecting with the CAHSA community. We believe these individuals are the future leaders of the association, and of the senior housing and aging services industry. AAHSA believes so too, and they asked us to co-host a reception with them and the California affiliate at their Annual Convention last month in recognition of our commitment to develop future leaders.

For those of you who could not attend the membership meeting, or spent your time "networking," a copy of the 2006 annual report was sent to all current members with their membership renewal information package. I encourage you to read it and see what we have done for you during this past year. Also with that package is information on CAHSA's Organizational Sponsorships, available only to renewing members. Several of our board members have stepped up and committed to one of the four levels. I encourage you to follow their lead and commit to supporting our 2007 events with a sponsorship.

The holiday season also signals that the next legislative session is about to start. At CAHSA, we have been busy attending meetings on your behalf and talking with legislators about your concerns. We have our work cut out for us with 30 new legislators to educate! During December, our lobbyist Fofi Mendez attended Department briefings and hearings at the Joint Budget Committee (JBC) about proposed budgets for both the Department of Public Health and Environment and Department of Health Care Policy and Financing. We are particularly interested in how the Blue Ribbon Commission on Health Care Reform will "mesh" with Governor-elect Ritter's campaign promise to seek systematic reform to health care in Colorado. We are also following up with the Governor-elect on his commitment to continue the work of the SB 173 Advisory Committee. Enclosed with this issue of *CAHSA Connecting* is an Issue Brief for SB 173 and a list of recommendations from the SB 173 Advisory Committee. Also, it's not too soon to mark your 2007 calendar now for our Annual Legislative Luncheon on March 1st.

For those of you who enjoy keeping up with the legislative and regulatory arenas, I encourage you to join our 2007 Virtual Legislative Action Team. This is the "insiders group" with access to all of the good stuff first-hand! In addition to weekly updates from CAHSA during the session, you will receive interim information and requests for feedback on proposed bills. Just send me an email at laura@cahsa.org to be added to the group. Our work is done via email and faxes rather than face-to-face meetings. It is a great way to support your clients and/or residents and have a direct role in shaping the future of senior housing and aging services.

In closing, I wish the best to all of you for the holidays, and I want to share our optimism for working together to drive positive changes in the New Year. Happy Holidays!

Laura Landwirth

Laura Landwirth, Executive Director

CAHSA Connecting is published monthly by the Colorado Association of Homes and Services for the Aging (CAHSA), 1888 Sherman St., Suite 610, Denver, Colorado 80203.

CAHSA is a membership organization committed to promoting quality and dignity in the continuum of care through education and advocacy.

For information on membership, advertising rates and deadlines, please contact CAHSA at 303-837-8834 or visit our website at www.cahsa.org. One subscription to *Connecting* is included in membership dues. Additional mailed subscriptions are available for \$75, and are for member organizations only.

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A Business Partner

How long have you been a member of CAHSA?

Since 1999.

Why did you become a member?

Evercare and CAHSA share consistent missions that revolve around advancing the continuum of care for the elderly and vulnerable individuals and improving their health outcomes. Being a member of CAHSA also provides us an opportunity to learn from the best practices of others working with these populations.

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

Evercare arranges care and services for frail elderly, chronically ill, and disabled living in home- and community-based settings, as well as nursing facilities. Evercare Colorado serves Medicare beneficiaries and those who are eligible for both Medicare and Medicaid.

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

Evercare is unique because of its collaborative and preventive approach to care, which ensures the provision of personalized health and well-being services and results in better health outcomes at lower cost to government. At the heart of the Evercare approach are nurse practitioners and care managers, who provide quality, attentive and preventive care and consistent communication – all this enhances enrollees' functional independence and gives peace of mind to them and their families.

How can people learn more about your service/product? Visit our website at www.evercarehealthplans.com, or we can be reached by phone at (888)795-7975.

How did you get into this business?

I have spent my career working in health care in both the public and private sectors, specifically with disadvantaged populations. I was energized by Evercare's approach to care and ability to make a real difference in the quality of care that the frail, chronically ill and disabled receive.



Bror Hultgren

Get out there!

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

Tips for Gaining Exposure

Helping a Charity and Reaping the Benefits

In the past, "Get Out There" has been a source for ideas and suggestions for CAHSA members to improve visibility with the public. Beginning this month, we will look to incorporate member examples of how they are telling their story and getting their message to the public through this column. We will delve into how they did it and what benefits the community has seen from it. This month we are featuring Brookdale Senior Living's Heritage Club Denver Tech Center and its support of a local nonprofit.

Last summer, Heritage Club Denver Tech Center adopted Captain, a therapy horse from the Pegasus Program, a unique program that specializes in therapeutic riding for children and adults with disabilities, helping to improve muscle tone, balance, posture, coordination, motor development as well as emotional well-being. Heritage Club DTC residents worked to raise money for Captain's care and upkeep.

Residents at the community led the effort. They collectively choose the specific horse to sponsor—residents liked his distinct blue eyes. Residents raised more than \$1,000. After sponsoring the horse for several months, the Pegasus Program brought Captain to Heritage Club DTC where he visited with the residents and children from a local school.

Heritage Club DTC gained great exposure from the visit. The community sent out a media advisory (key details of the visit for the media) before the visit took place. Heritage Club also contacted the local paper prior to the event and gave them the details. The personal contact with a paper or reporter can help to get coverage and helps establish rapport for future events.

Due to the work prior to the event, the Pegasus Program visit was covered by KMGH Channel 7 and *The Villager*. After the event, photos from



staff were sent to an online supplement of *The Denver Post* and to the editor of *Primetime for Seniors*.

Through the exposure, Heritage Club DTC was able to display the dynamic nature of the community and its residents. When your organization hosts an event, think about the newsworthiness of the occasion. Is there a visual aspect to the event? If so, invite local television stations or a photographer from the local paper. Even if the press does not show up, take photos yourself. Often quality photos from events will be published by local papers. Also, many online off-shoots of newspapers allow photo posting. Do what you can prior to and after an event to let the public know what your organization is doing in the community.

Follow Heritage Club Denver Tech Center's lead and "Get Out There" by helping a non-profit or charitable organization and letting your local media know about the event.

Each month the chair of CAHSA's Quality First Task Force highlights examples of quality within CAHSA's membership. As the newly appointed task force chair, I revisit how we became involved with Quality First at Golden West and what I hope to accomplish in this role.

As professionals in the aging care services field, we are in the business of caring for lives. This responsibility creates a need to demonstrate to stakeholders that we are doing the right thing. We deal with regulations, a confusing long-term care system, and sometimes unfavorable press because of a few bad characters. Quality First is about being proactive. It is a way to say to our communities that we want to provide quality services and we are taking positive steps to do so.



John Torres
Chair, Quality First

To assess Quality First compliance, each organization needs to look at the seven principles of quality established by AAHSA and gauge where they stand. Going through a deliberate process shows areas where improvement is needed but also affirms what you are doing well.

Our organization, Golden West, has focused on Quality First in workforce excellence. I started with my leadership team and we are in a deliberate process focusing on culture change. We developed and adopted a vision of striving for leadership and management excellence in all departments. We spend much of our time looking at leadership and how it affects our line staff. We have utilized some of the leadership books like *Good to Great*, *The Question Behind the Question: First Break All The Rules*, and *Overcoming the Five Dysfunctions of a Team*.

Through Quality First, we are trying to create a culture which empowers staff to have a voice within the organization. Clint Maun, who has presented at AAHSA and CAHSA, is a proponent for getting input from those closest to day-to-day functions rather than always making decisions from the top down. Like Maun, I think line employees' input is essential. We went through an exercise with staff to identify the values that are most important in serving our residents and their families. This is the basis for how we define the way that we do things—how we relate to people, how we treat our employees, and how we make decisions. For example, we want everything we do to reflect our mission and values. The staff has now taken a sense of ownership by relating to the residents at a higher level, taking pride in how the building looks, focusing on financial stewardship, and overall interest in making Golden West a better place to live.

Many CAHSA members already do a lot of good work that falls under the initiatives set forth by Quality First. Making the commitment takes a more formalized approach to quality and effort to put Quality First at the forefront of what you already do. Making a commitment implies that you intend to be proactive rather than reactive. Quality First is not about saying you are doing a bad job. It's about committing to do things better.

I am excited to chair CAHSA's Quality First Task Force this year. I plan to focus on Quality First successes—as Russ DenBraber did so well in this position—within our membership. Give me a call at 303-444-3967 if you have questions about this initiative or want to share a story related to your Quality First efforts.

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

Longtime Newsletter for Adult Day Providers to Close up Shop

The Information Source for Adult Day Centers® has been in circulation since 1995, but will no longer be available after December 2006. Chief editor Teresa Johnson was very familiar with the daily tasks, routines, challenges and victories that are associated with a center. Regular features of the newsletter included...

- Feature Articles designed to challenge, inform, update, motivate and amuse readers toward quality programs and services
- Activities Keep Us Going: Activity ideas from other adult day centers to diversify your therapeutic program
- Resources from other activity directors, center directors and caregivers
- Marketing Blitz: Successful methods to increase your center's enrollment
- Dollars & Sense: Proven fundraising ideas to increase your revenue
- In Touch: Training topics to keep staff informed

Readers nationwide submitted ideas, comments and articles about successful programs and activities. The publication is compiling the best of all these for publication. To receive a notice when the publication is available, send an email to the following listserv: adultdayservices-subscribe@yahoogroups.com.

Nursing Home News

CMS issues correction to F-Tag #329

If you downloaded CMS' interpretive guidance for F-Tag #329, Unnecessary Drugs, before September 20, 2006, you will want to make some corrections. CMS has issued a revised version with changes to the Table 1 listing of medications. Visit the HcPro Web site for details of the correction: <http://www.hcpro.com/content/65022.cfm>.

Shingles Vaccine Promoted as Preventive Measure

National Public Radio recently reported that the Centers for Disease Control recommends that all adults over age 60 receive the shingles vaccine. According to the story, half of the population over 85 has experienced shingles, typically causing them significant pain. Major insurers, including Medicare, are planning to cover the cost of the vaccine. Learn more at: <http://www.npr.org/templates/story/story.php?storyId=6385278>.

CMS Makes State Surveyor Significant Medication Error Requirements Available Online

Current interpretive guidance in the State Operations Manual at F333 directs surveyors to observe a medication preparation or administration before citing significant medication errors. This letter, which became effective September 29, revises that guidance and clarifies that it is acceptable for nursing home surveyors to cite a significant medication error at F333 based upon either resident review, and/or observation of medication preparation or administration. The notice, "Nursing Homes-Exceptions to the Observation Requirement When Determining Significant Medication Errors," is available in complete form at: <http://www.cms.hhs.gov/SurveyCertificationGenInfo/downloads/SCLetter06-30.pdf>.

CAHSA Next

CAHSA Next Shines at AAHSA Conference

In an opportunity for state chapters to learn more about fledgling efforts to cultivate the next generation of leaders for aging services, a reception called "Next Wave" was held in San Francisco at this year's AAHSA Annual Conference. Our own CAHSA Next group, along with a recently formed group from Aging Services of California, hosted the event for AAHSA members from around the country to learn more about CAHSA and ASC's efforts to date.

David Smart, Kathleen Charles, Donna Ruske (all from Golden West Senior Residence), Cindy Hogan (Total Longterm Care), and Laura Landwirth from CAHSA were on hand at AAHSA's Next Wave reception. They are pleased to report that the CAHSA Next group is providing a shining example for other state associations. As we know, it can be hard to get an initiative up and running like this, but the CAHSA Next group met several times last year to learn from topical speakers, network, see other communities, and meet members of the board. This consistency has generated positive momentum.

Alayna Waldrum, an AAHSA representative at the reception, recognized the attendees at Next Wave for leading the charge for the next generation. She plans to use the contacts and momentum from the reception to inspire other state associations to "catch the wave."

The meeting confirmed that CAHSA Next is headed in the right direction, says Cindy Hogan, who has moved into a "champion" role for the sub-group. "There was a good deal of comparing notes on what works and what doesn't for shaping events of interest for future aging service leaders. Many seasoned leaders also attended the reception, listening in for ways to retain or attract people entering the field," she says.

"We feel pretty good about our efforts," said Laura Landwirth. "In fact, I'd say our mentoring program is probably more formalized and further along than other state efforts."

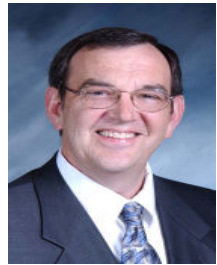
Mentoring Program Update

The mentoring program is now officially off the ground, with several CAHSA Next members connecting with more "seasoned" professionals from our membership. Many thanks to **Teresa Neal** of **Total Longterm Care**; **Russ DenBraber**, **Ted Ahlem** and **Jan Bomgaars** of **Christian Living Communities**; **Kathy Dilger** of **Good Samaritan Connections**; **John Torres** of **Golden West**; and **Lynn O'Connor** of **Frasier Meadows** for dedicating time to mentor CAHSA Next members. If you are interested in being a mentor or connecting with a mentor, contact Karen Simmering at 303-837-8834.

Housing News

HUD Publishes FY 2007 Fair Market Rents

Fair Market Rents (FMRs) serve as the basis for the payment standards used in various HUD programs to calculate subsidies under the Housing Choice Voucher program, determine initial renewal rents for expiring project-based Section 8 contracts, determine initial rents for housing assistance payment contracts in the Moderate Rehabilitation Single Room Occupancy program, and serve as a rent ceiling in the HOME rental assistance program. HUD's Fiscal Year 2007 Fair Market Rents, which became effective Oct. 1, 2006, are available at <http://www.huduser.org/datasets/fmr.html>.



Russ DenBraber

Russ DenBraber is the president and CEO of Christian Living Communities, which has been providing quality senior care in the south Denver metropolitan area since 1972. In December, DenBraber became president of CAHSA's board. This month, we caught up with DenBraber to get his perspective on leadership and being the incoming president of CAHSA. Here's what he had to say....

What previous roles prepared you to become the president of CAHSA's board? I have been in leadership positions for the past 15 years, both in my business life and as a volunteer. Prior to joining Christian Living Communities (CLC), I served in several leadership positions with the Keebler Company. Since joining CLC, I have served as an appointee of Governor Owens on the Colorado Commission on Aging, as Board Chairman of Charitable Service Providers. As a volunteer, I have served in leadership positions with the local school board, at my church, and as vice chair of the CLC board. All of these roles have prepared me for the good and bad that are inherent with any leadership position.

What are you most looking forward to as the CAHSA board president? I am genuinely honored to be in this position and look forward to representing all the marvelous providers that make up CAHSA in any arena where an opportunity presents itself. I believe that there are many exciting things happening within CAHSA, such as the Nexters, the mentoring program, the emphasis on Quality First, and the refocusing of the board on leadership development. I am looking forward to all of these opportunities for leadership in my term as president.

How would you define a successful leader? Very simply, a successful leader is one who gets results in a manner which inspires trust.

How is a leader's behavior important? Leadership is about trust. Trust has two components: the first is competence to get the job done and the results needed; the second is all about integrity, about being honest and ethical, and about walking the talk. Behavior is the proof that demonstrates one's integrity.

How important is it for leaders to participate in advocacy efforts? It is critical. The focus of the AAHSA conference a few weeks ago was about telling our story. For too long, we have let others, especially the media, tell our story for us and they do not tell it well. These stories are the ones that our legislators know. We as leaders in this industry need to get involved and educate our legislators on the good that we do and the genuine needs that seniors have.

What skills and competencies are necessary to drive change in an organization serving elders? The same skills and competencies that are necessary to get results in any industry. The world around us is quickly changing, and we must adapt or run the risk of becoming redundant. Leaders need to be able to recognize opportunity, to communicate that opportunity, and then get out of the way and let the team make it happen.

What advice do you have for newcomers and future leaders in the industry? Never lose the focus that CAHSA providers have for the resident/client. I continue to be impressed by how open we are with each other, how willing we are to discuss issues we have faced and how we react to them, recognizing that this type of benchmarking improves all of us and benefits those we serve.

Did You Know?

H.R. 3248: Lifespan Respite Care Act of 2006 Passed Before Adjournment

The Senate and the House passed a bill to amend the Public Health Service Act and establish a program to assist family caregivers in accessing affordable and high-quality respite care, and for other purposes. Having passed in both the House and Senate, the bill may proceed to a conference committee of senators and representatives to work out differences in the versions of the bill each chamber approved. The bill then awaits the signature of the President before becoming law. To read more about the Bill, visit <http://www.govtrack.us/congress/bill.xpd?bill=h109-3248>.

Studies Suggest Management and Workforce Interactions Influence Quality of Care

Two studies from Better Jobs Better Care, a grant program managed by the Institute for the Future of Aging Services at the American Association of Homes and Services for the Aging, reported that when nursing supervisors trust CNAs to do a good job, CNAs will likely provide a higher quality of care. To read more about the work of the Better Jobs Better Care project, visit the Web site at: <http://www.bjbc.org/>.

Resources

How to File a Complaint about Medicare Part D Plans

The Centers for Medicare & Medicaid Services (CMS) offers a Tip Sheet outlining the steps a provider can take when a beneficiary has a complaint or grievance about his/her Medicare Part D plan. The steps include: 1) Contact the Part D plan directly; 2) If the problem isn't resolved, call 1-800-MEDICARE (the problem will be logged with CMS' Complaint Tracking Module); and finally 3) If the issue isn't resolved within a reasonable period of time, contact the CMS Regional Office for Colorado at: CMS PartDComplaints_RO8@cms.hhs.gov. The tip sheet is available in its entirety at <http://www.cms.hhs.gov/partnerships/downloads/PartnerTipSheetPartDComplaints081706.pdf>.

Resources for Dual Eligibles

In November, the Kennedy School at Harvard University sponsored an online event to explore Medicaid dual eligibility information including health needs, costs, and innovative strategies to provide high-quality care. The publications are available for download at: http://www.chcs.org/publications3960/publications_show.htm?doc_id=422024.

AARP Study for 60 Plus Available Now

A new AARP study that reveals aging migration trends of the 60+ population and views from local residents and community leaders is now available. View the report at: http://www.aarp.org/research/press-center/presscurrentnews/9_in_10_adults_age_60_prefer_to_stay_in_their_home.html.

New Guidelines Available for Management of Multidrug-resistant Organisms

The CDC has made available its new *Management of Multidrug-Resistant Organisms in Healthcare Settings, 2006*. To review or download a copy, visit the Web site at <http://www.cdc.gov/ncidod/dhqp/>.

NCSBN Forum on the Transition of New Nurses from Education to Practice: A Regulatory Perspective

A forum to discuss the transition from education to practice will be held on February 22, 2007, in Chicago, Illinois. The forum objectives are:

- Discuss the vision of transitioning new nurse graduates from a broad healthcare background.
- Examine the national and international perspectives of transitioning new nurses to practice.
- Seek input from stakeholders and participants about regulatory models for effectively transitioning new nurses.

The National Council is encouraging nurse educators and clinical facilities to come together to participate in the forum. There is no charge for forum attendance. Attendance is limited by the size of the facility. More information and registration forms are available at www.ncsbn.org.

An Opportunity for HR Professionals: AAHSA's HR Directors Listserv

HR professionals at AAHSA member organizations can network and share information with peers through the HR Directors listserv. This very active list has included inquiries on a range of HR issues, including drug testing, FMLA, vacation pay, performance appraisals and disability. More than 200 HR professionals currently belong to this growing list. To join or request more information, e-mail Claudia Rizzo at crizzo@aaahsa.org with your name, title, and member institution.

Social Services / Activity Directors

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Assisted Living/ALFA News

AAHSA Welcomes New CCRC/Assisted Living Director

Effective January 1, 2007, Steve Maag will assume the director position for Continuing Care and Assisted Living at the American Association of Homes and Services for the Aging. Maag has been a partner in the Seattle law firm of Ryan, Swanson and Cleveland for 18 years and has represented many of AAHSA's continuing care retirement communities, assisted living providers and nursing home members in issues related to reimbursement, facility and professional licensure, fraud and abuse, corporate compliance, transactional issues, managed care contracting and survey/certification, among others. He has been a popular speaker at many state and national meetings and has represented the Washington Association of Homes and Services for the Aging on the AAHSA Legal Committee since 1990.

NRLB Issues Standard for Determining Supervisor Status

The National Labor Relations Board (NLRB) set a new standard for determining who is a supervisor. The ruling settles a dispute involving attempts by the United Auto Workers to organize registered nurses at a hospital in suburban Detroit. The ruling supports the hospital, which argued that the nurses should be deemed supervisors and therefore not eligible for union representation under federal law. "The new ruling applies directly to assisted living and other forms of long-term care, clarifies the definition of 'supervisor,' will provide much-needed guidance to our members, and will be incorporated into our ALFA Employer of Choice program," says Richard Grimes, ALFA president/CEO. Visit the ALFA Web site for more information about the ruling: <http://www.alfa.org/i4a/pages/Index.cfm?pageID=3858>.

Of Interest

Increased Medicare Premiums in 2007

In 2007, the basic Medicare premium will rise by \$5 per month while beneficiaries that are more affluent will have to pay a new surcharge according to the Centers for Medicare and Medicaid Services (CMS).

This is the first time in the program's history that wealthy beneficiaries will have to pay a surcharge. This surcharge applies to approximately 1.5 million people with annual incomes exceeding \$80,000 for individuals or \$160,000 for married couples filing joint tax returns. It will be phased in over the next three years and is projected to raise \$7.7 billion in the first five years. Congress established the surcharge under the 2003 law that added a prescription drug benefit to Medicare. The Center for Medicare Advocacy provides a list of Medicare Premiums and Deductibles for 2007 on its Web site at: http://www.medicareadvocacy.org/AlertPDFs/06_09.18.Extra2007Rates.pdf.

National Governor's Association Forms Alliance to Promote Electronic Medical Records

The National Governors Association Center for Best Practices (NGA Center) announced the creation of the State Alliance for e-Health, an initiative designed to improve the nation's health care system through the formation of a collaborative body that enables states to increase the efficiency and effectiveness of the health information technology (HIT) initiatives they develop. To read more about the initiative, visit <http://www.govtech.net/news/news.php?id=101795>.

CAHSA News

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lar, was highlighted as a new and important aspect of CAHSA Next. To date, 10 mentors and mentees have been connected through CAHSA Next. "In a short time talking with my mentor, I have been inspired in more ways than I thought possible," said Lisa Suprenand Helms, who works in marketing at Golden West. Helms is being mentored by Lynn O'Connor, executive director, Frasier Meadows Retirement Community, who also relayed that the relationship has inspired her.

DenBraber said he developed an acronym, LEAP, to help keep focus on what he would like to move forward as CAHSA board president. "L stands for leadership, E for great events, A for advocacy, and P for good programs." He also asked members to look within their organizations for "great things they are doing" and to self-nominate for a Quality First Award in 2007. John Torres, executive director, Golden West, takes over for DenBraber as chair of the Quality First Task Force for CAHSA (see John's first QF Corner in this issue).

DenBraber also reflected on the recent elections and evolving Colorado political landscape: "We have 30 new legislators to educate about issues that are important to us and a new Governor who has stated he plans to develop a 'Colorado Health Plan.' We will be busy next year."

Insurance Premium Growth Increases Twice as Fast as Wages and Inflation

According to the *2006 Employer Health Benefits Survey* released by the healthcare advocacy firm Kaiser Family Foundation and the nonprofit Health Research and Educational Trust, healthcare premiums increased twice as fast as wages. Premiums for employer-sponsored health coverage rose an average 7.7 percent in 2006, less than the 9.2 percent increase recorded in 2005 and the 13.9 percent in 2003.

The survey reported the slowest rate of premium growth since 2000, though premiums still increased more than twice as fast as workers' wages (3.8 percent) and overall inflation (3.5 percent). Family health coverage now costs an average \$11,480 annually, with workers paying an average of \$2,973 toward those premiums. To read the full report, visit the Kaiser Web site at <http://www.kff.org/insurance/7527/>.

NHMA urges U.S. Leaders to Fund Training for Minority Physicians

Representatives from the National Hispanic Medical Association (NHMA) reported the looming doctor shortage due to the increasing population and aging of baby boomers will be particularly painful for minority groups, who tend to seek care from minority doctors. The NHMA representatives said the problem will be exacerbated if Congress moves ahead with plans to cut federal programs to recruit and train medical students.

People & Places

Cathy Grimm of **Jewish Family Services** was highlighted in the article "The Place They Have Always Called Home" in AAHSA/NADSA's *futureAge* magazine discussing the funding and development of their Senior Connections program. *futureAge*, November/December 06.

David Smart, associate director of operations at **Golden West** was recently selected as a fellow for the American Association of Homes and Services for the Aging's (AAHSA) Leadership program. Smart is one of 33 people from across the nation selected for the inaugural fellowship program. Congratulations David!

Colorado Health Facilities Authority was asked to approve a request for \$51 million in revenue bonds for "Peace Palaces" promoting holistic health programs to be built in Colorado Springs and 20 other cities across the nation.

Bent County HealthCare Center in Las Animas, will host a Certified Eden Associate Training February 20-22. Cost is \$400 and includes resource manual, copy of *In the Arms of Elders*, 21 CEUs from NAB, and lunch for 3 days. Optional \$30 for cultural activity includes dinner at Otero Junior College in La Junta, followed by the world-famous Koshare Indian Dancers at the Kiva Museum. *Registration deadline is February 10.* Contact Penny Wade at edenalt@austin.rr.com or 512-847-6061. Space is limited. For information on lodging, contact Duana Bourne, 719-456-1340 or bchcc@rural-com.com. Don't miss this event moving into the future with culture change, person-directed care, and the Eden Alternative.

Fort Collins Good Samaritan Village was selected as the Business of the Month by the Fort Collins Chamber of Commerce for the month of November.

Fort Collins Good Samaritan Village was also recognized as a Business of Character by Character Fort Collins during the month of November. This is part of the national Character First movement which emphasizes good character qualities in the lives of employees. Good Samaritan implemented the Character First program to emphasize that, "good character dictates right attitudes, words, and actions in every situation. Building character makes a person not only a better employee, but also a better spouse, parent, neighbor, and citizen."

Several CAHSA members presented at AAHSA's Annual Meeting & Exposition November 5-8 in San Francisco. Congratulations to the following members on a successful conference. **Maureen Hewitt** with **Total Longterm Care** was on the faculty for the "Women in Leadership" series and presented on PACE to the AAHSA Leadership Circle. **Dean Painter**, **Eaton Senior Programs**, and **John Torres**, **Golden West**, presented with IFAS staff the findings and implications of "Innovative Models of Affordable Housing with Supportive Services." **Ed Schans**, Board Chair of **Christian Living Communities**, was on a panel discussing "Social Accountability and Rising Expectations for Today's Governing Boards." **Mary Grace Smigiel**, also with **Christian Living Communities**, and **Jack York**, **It's Never Too Late**, co-presented "Integrating Person-Centered Technology into a Dementia Care Environment." In addition, **David Reyes**, **Altitude Edge Consultants**, was one of several presenters at a pre-conference session on PACE. Special thanks to **Greg Goldberg** and **Capmark** for sponsoring a reception for Colorado attendees again this year.

Classifieds

ADON/Staff Development Coordinator Eben Ezer Lutheran Care Center, an independent non-profit health care center, has an immediate opening for a dynamic individual who possesses the right mix of skills in leading, managing, teaching, organization, and communicating within a person-centered care environment. As the assistant director of nursing and staff development coordinator, this is the second highest level position in our nursing department. This individual may act on behalf of the DON in his/her absence and will ensure the highest quality of care to our residents by a well-trained staff through staff education programs for all staff, orientation for new staff, coordinating the mentoring program and scheduling of licensed nursing staff and on-site CNA classes. Qualified candidates will possess a current R.N. license and have a minimum of 2 years of supervisory experience in geriatric care. Eben Ezer offers competitive benefits, flexible scheduling, and continuing education opportunities. Salary is negotiable and commensurate with experience. Interested applicants should send their resumes to: Eben Ezer Lutheran Care Center c/o Sheila Bass 122 Hospital Road Brush, CO 80723, email to sbass@ebenezer-cares.org or pick up an application at 122 Hospital Road. For further information, contact Lee Green or Theresa Gonzales at 970 842-2861. EOE

Director of Research for market research, development planning, and marketing consulting firm based in Boulder. Seeking someone with background in senior housing and care who has excellent writing and analytic skills. Consumer/quality/marketing orientation important. Requires strong skills in MS Excel, MS Word, attention to detail, and a high level of accuracy, responsibility, professionalism and client relationships. Flexible schedule negotiable. Salary dependent upon ability/experience. Contact Elisabeth Borden, The Highland Group, 720.565.0966 or eborden@thehighlandgroupinc.com.

The CAHSA Calendar

Jan. 22 CAHSA Adult Day Interest Group Meeting
CAHSA 2nd Floor Conference Room

Jan. 25 CAHSA Next Winter Meeting
Total Longterm Care, Cody Center



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

Jan. 31 Transformations Task Force Meeting
12:00 - 3:00 p.m.
Fort Collins Good Samaritan Village

Save These Dates...

Mar. 1 CAHSA Legislative Luncheon
11:00 a.m. - 1:00 p.m.
Maggiano's Little Italy

May 17-18 CAHSA Annual Conference
"Listen, Learn & Lead"
Vail Cascade Resort & Spa



HAPPY HOLIDAYS!!
From the CAHSA staff

WANTED

MENTORS AND MENTEES

CAHSA is seeking a Mentor with experience in Activities as well as mentors and mentees with experience and/or interest in all other longterm care related areas

BEST PRACTICES

We are also looking for assisted living providers who would like to be on our *Best Practices in Assisted Living* panel at our Annual Conference in May 2007

(see attached application)

Call Karen at 303-837-8834 or email karen@cahsa.org for more information.