2015 Annual Report

When the Winds of Change Blow...
...Some people build walls and others build windmills.

~Chinese proverb

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A Year of Transition

ACHCA has been through much transition and change in 2015. Long-time CEO Marianna Grachek retired, an Interim CEO post was created and filled by Board member Sharon Colling, and there was a process to hire a new President & CEO. The search process was underway in October 2015 and ended in December 2015, when a candidate was selected.

That would be me.

I did not experience all the changes in 2015, but I do see the passion, commitment, and dedication of the ACHCA leadership and staff to the long-term success of the organization.

There has been uncertainty and doubt about the future of ACHCA because of the turmoil brought by transition. I would like to dispel that uncertainty and replace it with a message of excitement, possibility, and hope for the future.

ACHCA is stable financially, active locally and regionally with its chapters and districts, growing professional development opportunities through the AIT Training Program and the Mentoring Program, and taking its rightful place again as a leader in the profession.

All the seeds for this success were planted in 2015 and now it is my privilege to nurture these programs and activities and to support the organization as it moves into a future where the profession of long term care is at its best.

ACHCA continues to remake itself through new ideas, the willingness to risk, and reliance on partnerships that grow our organization and support our allies. As health care continues to change radically, we will rise to the challenge of a new day and new environment where ACHCA plays a vital role acting as the voice and advocate of the profession.

As William Shakespeare wrote in “The Tempest”: “Whereof what’s past is prologue, what to come in yours and my discharge.”

The future is up to us to create.

Cecilia Sepp, CAE
President & CEO
Mission, Vision & Values

Mission: The catalyst for excellence in post-acute and aging services leadership.

Vision: To be the premiere membership organization providing professional leadership development opportunities for post-acute and aging services health care administrators. Dynamic leadership forges post-acute and aging health care services that are desired, meaningful, successful and efficient.

Professional Values:

► Identifies post-acute and aging services leaders
► Recognizes post-acute and aging services leaders
► Supports post-acute and aging services leaders
► Advocates for the mission of post-acute and aging services leaders
► Promotes professional excellence among post-acute and aging services leaders
Membership
- 2,186 Individual Members
- 28 Business Affiliate Members

Top 5 Professional Titles
- 56% Administrator, Executive Director
- 16% CEO, President, Owner
- 12% VP, Dept Head, Manager
- 4% Assistant Administrator
- 3% Academic/Consultant

Service/Programs Supported
- Adult Day Care
- AIDS
- Alzheimer’s/Dementia
- Assisted Living
- CCRC
- Complex medical/subacute
- Consulting
- Geriatric center/ Senior center
- Home Health
- Hospice
- ICF/MR/DD
- Independent Living/Senior Housing
- Long Term Acute Care Hospital
- Skilled Nursing Facility
- Wound Care

Professional Development
- 420 Fellows
- 288 CNHA
- 43 CALA
- 22 CAS

Education
- 30% Bachelors Degree
- 41% Masters Degree
- 9% Doctoral Degree

Female 51%
Male 49%
October 2014 - September 2015

The Academy
- The Academy provided registration funding for up to 12 poster session students at the 2015 Convocation.
- ACHCA co-sponsored the Sixth National Emerging Leadership Summit (NELS) which was held July 2015 in Washington, D.C.
- ACHCA partnered with the National Association of Long Term Care Administrator Boards (NAB) to provide financial support for up to five NELS participants.
- The Academy Committee and Board Members participated in the Fellow Promise Drive resulting in 9 new Fellow Promise Keepers bringing the total to 49.

Awards Program
- A new award category for AIT Preceptor was developed and introduced for the 2016 awards cycle.
- A baseline awardee experience survey was sent to the 2015 award winners to gain insight into improvement opportunities for the future.
- Enhancements to the Eli Pick Facility Leadership Award process were discussed for implementation in the 2016 awards cycle.

Education & Conferences
- ACHCA secured Nursing Education Provider status from the Florida Board of Nursing which allows attendees to receive nursing continuing education credit.
- The Student Poster Exposition has an all-time high of 18 students presenting 14 research posters.

Leadership
- Marianna K. Grachek, FACHCA, Retired Emeritus Certified retired as ACHCA’s President and CEO in July 2015.
- The Board of Directors commissioned an Executive Search Task Force to hire a new President & CEO. Director At-Large, Sharon Colling, CNHA, CALA, FACHCA, served as Interim CEO during the search process.
Membership & Chapter Relations

- A Membership Satisfaction Survey was launched to better understand the needs and happiness of members. The results were shared with ACHCA leadership.
- ACHCA created an Instagram account as another way to connect with members and potential members.
- A new Business Affiliate membership with tiered levels and benefits was introduced to vendor partners.
- ACHCA launched the online ACHCA Marketplace which offers members guidance to make informed decisions regarding technology, resident care, and facility products/services.
- The complimentary membership promotion was converted from a paper to an online application to create a more efficient way to process the applications.
- A revised Chapter Leaders Guide was developed as a tool for chapter leaders to manage the business of the state chapter.

Mentoring

- In 2014-2015 the mentoring program had 5 matched mentor/protégé pairs. The mentoring program expanded to engage mentor/protégé pairs at the chapter and district level.
- Program policies and procedures guidelines were developed and distributed to assist Districts and Chapters in launching their own mentoring programs.

Partnerships

- ACHCA collaborated with American Health Care Association (AHCA) to offer a Constituency Education Program: SNF Administrators Track at the AHCA/NCAL 66th Convention & Expo on October 4, 2015 in San Antonio, Texas.
- The AIT/Preceptor Task Force, a joint effort of ACHCA and NAB, wrapped up Phase 1 which focused on research: (1) determining the current state requirements for AIT programs and preceptors, (2) reviewing current curricula used to train preceptors, (3) researching financial options to assist with salaries provided to AITs, and (4) defining marketing opportunities to influence veteran administrators to be preceptors.

Professional Advancement

- The Value Study was published in the Journal of Health and Human Services Administration (Vol. 37 No. 4) which examined the association between nursing home administrators’ professional membership, certification, and fellow status with quality indicators in nursing homes.
- The Summer Item Writing Drive produced over 90 new items for new General and CALA certification exams to be implemented in mid-2016.
- The ACHCA Professional Certification program investigated National Commission for Certifying Agencies (NCCA)/Institute for Credentialing Excellence (ICE) accreditation.
### Consolidated Statements of Financial Position as of September 30, 2015

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<tr>
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<th>Sep 30, 15</th>
<th>Sep 30, 14</th>
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<td><strong>ASSETS</strong></td>
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<td><strong>Current Assets</strong></td>
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<td><strong>Liabilities</strong></td>
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<td><strong>Equity</strong></td>
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<td>Total Permanently Restricted Net Assets</td>
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<td>Unrestricted Net Assets</td>
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<tr>
<td><strong>TOTAL LIABILITIES &amp; EQUITY</strong></td>
<td>$ 521,514</td>
<td>$ 499,324</td>
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</table>

Despite the additional expenses posted, ACHCA finished the year in the black, and ahead of budget. Year-end numbers are skewed as some accounts were adjusted for dates in September on the advice of our outside accountant. For a complete copy of ACHCA’s audited financial statements or other financial information, please contact Cecilia Sepp at csepp@achca.org.
2015 - 2016 Board of Directors

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Michael Hotz, CNHA, FACHCA
Connecticut

**Chair Elect**
Stefan Fromm, CNHA, FACHCA
Georgia

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Connecticut

Philip Jean, CNHA, FACHCA
Maine

Rudolph (Rudy) L. Michalek, FACHCA
Florida

Ken Reynolds, CNHA, FACHCA
Tennessee

Mitch Teller, FACHCA
New York

**EX-Officio Non-Voting Director**
Cecilia Sepp, CAE

**District Directors**

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Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, Vermont

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New Jersey, New York

**District 3 Director**
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**Secretary/Treasurer**
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Connecticut
Chapter Presidents

Established Chapters

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Ed Smith

Connecticut Chapter President (D-1)
Blair Quasnitschka

Florida Chapter President (D-4)
Luann Foos

Georgia Chapter President (D-4)
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Indiana Chapter President (D-3)
Mark Prifogle, FACHCA

Kentucky Chapter President (D-3)
Israel Ray, CNHA, FACHCA

Maine Chapter President (D-1)
Matt Lessard

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Joanne Shaw

Michigan Chapter President (D-3)
Renee Beniak

Mississippi Chapter President (D-6)
Stacy Seay, FACHCA

Missouri Chapter President (D-6)
Kendall Brune, PhD

New Hampshire Chapter President (D-1)
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Robert Reyes, CNHA, FACHCA

New York Chapter President (D-2)
Colin Hart, FACHCA

North Dakota Chapter President (D-5)
Doug Panchot
Jason Weekley

Ohio Chapter President (D-3)
Jennifer Tollefson

Oklahoma Chapter President (D-5)
Ed Hendrix

Oregon Chapter President (D-5)
April Olum

Pennsylvania Chapter President (D-4)
Mary Kender

Rhode Island Chapter President (D-1)
Melissa Prevey

South Carolina Chapter President (D-4)
Mitzi Myers

Texas Chapter President (D-6)
Peter Hayden
Linda Mayhugh

West Virginia Chapter President (D-3)
Michael Gore, CNHA, FACHCA

Chapters In Development

California (D5)

Illinois (D6)

Kansas Chapter Liaison (D-5)

Tennessee (D6)

Wisconsin Chapter Liaison (D-6)
The Academy of Long Term Care
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Brian Forschner, PhD, FACHCA
John Gage, CNHA, CAS, FACHCA
Michael Gore, CNHA, FACHCA
Helaine Ledany, CNHA, FACHCA
Douglas Olson, PhD, FACHCA
Stacy Seay, FACHCA
Daniel Suer, FACHCA
Bruce Zarett

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Terri Golec, FACHCA
Helaine Ledany, CNHA, FACHCA
Linda Mayhugh
Kathryn McCurley
Kathryn Richardson, FACHCA
Charles Shelton, Jr., CNHA, FACHCA
John Sheridan
Steven Smyth, CNHA, FACHCA
Daniel Suer, FACHCA

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Marc Altholz (Partners Pharmacy)
Cecily Andrews (Quantum Age Collaborative)
Christiaan Baker (Direct Supply)

Bylaws Committee
Chair: Susan Farris, FACHCA
Terri Golec, FACHCA
Michael Gore, CNHA, FACHCA
Rudy Michalek, FACHCA
Roberto Muniz, FACHCA
Anthony Restaino, CNHA, FACHCA
Kenneth Reynolds, CNHA, FACHCA
Mark Waldrop, CNHA, CAS, FACHCA

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Philip DuBois, CNHA, FACHCA
Kirstin Dunsworth
Kathy Grimes
Raju Kunnath, DMH
Laura More
Theresa Parker, FACHCA
Molly Savard, CNHA, FACHCA
Carolyn Timmer, CNHA
Jan Wilson

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Michael Hotz, CNHA, FACHCA
Robert Lane, CNHA, FACHCA
Rudy Michalek, FACHCA

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Chair: Jeffrey Mukamal, FACHCA
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Allan Swartz, FACHCA
Michael Alisanski
Sharon Bixler, CNHA, FACHCA
Susan Hoffman, FACHCA, Retired Emeritus Certified
Maureen Kelly
Robert Lane, CNHA, FACHCA
Peter Payerli
Michael Ricks
Justin Schwartz
Mitchell Teller, FACHCA

MCDD Committee
Chair: Eric Hadley, CNHA, CALA, FACHCA
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Sharon Colling, CNHA, CALA, FACHCA
Terri Golec, FACHCA
Michael Hotz, CNHA, FACHCA
Philip Jean, CNHA, FACHCA
Robert Lane, CNHA, FACHCA
Doyle Love, CNHA, FACHCA
Rudy Michalek, FACHCA
Kathryn Richardson, FACHCA
Theresa Sanderson, CNHA, FACHCA
Mitchell Teller, FACHCA
Committee Volunteers

Mentoring Subcommittee
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Michael Barry, CNHA, FACHCA
Timothy Dressman, CNHA, CALA, FACHCA
Ronald England
Michael Hotz, CNHA, FACHCA
William Watson, II, FACHCA
James Wilson
David Wolf, PhD, CNHA, CALA, CAS, FACHCA

Nominating Committee
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Richard Gamache, CNHA, FACHCA
W. Bruce Glass, CNHA, CALA, FACHCA
Israel Ray, CNHA, FACHCA
Daniel Shields, CNHA, FACHCA
Margaret Mary Wagner, CNHA, CAS, FACHCA

National Conference Planning Committee
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Cydney Bare, CNHA, FACHCA
Timothy Dressman, CNHA, CALA, FACHCA
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Eric Hadley, CNHA, CALA, FACHCA
Michael Hotz, CNHA, FACHCA
David Johnson
Mary Kender
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Kathryn Richardson, FACHCA
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Steven Gold, CNHA, FACHCA
Philip Jean, CNHA, FACHCA
Kenneth Reynolds, CNHA, FACHCA
Jay Sackman
Steven Smyth, CNHA, FACHCA
David Wolf, PhD, CNHA, CALA, CAS, FACHCA

Student Poster Exposition Workgroup
Chair: Theresa Parker, FACHCA
Donna Alexander
Robert Burke, PhD
Melanie Eaton, CNHA, FACHCA
Kevin Hansen
Heather Kjelstad

Volunteers do not necessarily have the time; they just have the heart.

- Elizabeth Andrew
We thank our generous supporters for their contributions. All gifts, memorials, and tributes received by ACHCA are gratefully acknowledged. 

**Fellow Promise Keepers**

Cydney Bare, CNHA, FACHCA  
Orlando Bisbano Jr., FACHCA, Retired Emeritus  
Certified  
Mardell Brandt, FACHCA  
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Michael Cicchese, FACHCA  
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Stefan Fromm, CNHA, FACHCA  
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Robert Siebel, CNHA, FACHCA  
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Daniel Suer, FACHCA  
Allan Swartz, FACHCA  
Gary Brent Waymire, CNHA, FACHCA  
Bonnie Wood, CNHA, FACHCA  

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James Farley, CNHA, FACHCA  

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Ian Cordes, FACHCA
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Jerel Johnson
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Leah Klusch, FACHCA
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Joseph Peixoto
Ken Phillips
Kathryn Richardson, FACHCA
Russell Schwartz
Matityahu Tenenbaum, FACHCA
Nicholas Thissé, FACHCA
Mark Tobin, FACHCA
Steven Wolf, FACHCA

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Paul Duranczyk, FACHCA
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Lowell Fein, FACHCA
Tiffany Gunn
Melanie Hankinson
Sally Hemlepp
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Randy Lindner
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Karine Peterside
Earnest Ragin
Becky Reisinger
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Roxie Severance, CNHA, FACHCA
Shauna Stevenson
Scott VanDeWater
Jennifer Warner
Reginal Washington
Jan Wilson

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Anthony Elsperger
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Betty Farley, FACHCA, Retired Emeritus Certified
Theresa Fisher
Angus Green
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Kathleen Pajor, FACHCA

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Martin Liebman

Phil McConnell Fund Donor
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Susan Strutner
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David B. Oliver Legacy Giving
Daniel Farley, PhD, Fellow Emeritus, Retired Emeritus Certified
Vendor Partners

Partners
Mercer Consumer/Mercer Health & Benefits Administration LLC
Saint Joseph's College of Maine

Business Affiliate Members (October 2014 - September 2015)
Aegis Therapies
Apex Therapeutic Services, LLC
APN Healthcare Inc.
CARE Oklahoma
Celtic Consulting LLC
Concordia University - Portland
Cornell Communications Inc. (GOLD)
Direct Supply Inc.
EnGenius Technologies, Inc.
Functional Pathways
Hamilton Insurance Agency
Harmony Healthcare International (GOLD)
HD Supply
iNDIGO Health Partners
J. Baumgarten Architect
Management and Network Services LLC
Marketing Essentials, LLC
Monarch Risk Management
Murtha Cullina LLP
Omnicare of Connecticut
Paragon Rehabilitation
Pfizer
Pharmcare, Inc.
Phoenix Rehab
Procare LTC Pharmacy
Pullman & Comley, LLC
RediLearning
Senior Rehab Solutions (GOLD)
ServarusRM
SigmaCare
Skilled Wound Care
Star Healthcare Solutions
Ultimate Rehab, Ltd.

2014 Winter Marketplace Sponsors
Carriage Healthcare Companies
Direct Supply
eHealth Data Solutions
HD Supply
Partners Pharmacy

2015 Convocation & Exposition Sponsors
Carriage Healthcare Companies
Christian Care Communities
Connecticut Chapter of ACHCA
Cornell Communications
Direct Supply
eHealth Data Solutions
Encore Rehabilitation Services
Georgia Chapter of ACHCA
Massachusetts Chapter of ACHCA
McKesson Medical-Surgical
MobilexUSA/TridentUSA Health Services
New England Alliance
New Jersey Chapter of ACHCA
New York Chapter of ACHCA
Ohio Chapter of ACHCA
Omnicare Pharmacy Services
Partners Pharmacy
Pennsylvania Chapter of ACHCA
PharMerica
Rhode Island Chapter of ACHCA
Senior Rehab Solutions
Texas Chapter of ACHCA
UW-Eau Claire Center for Health Administration and Aging Services Excellence/CHAASE