

Long Term Care Continuum

November 2014 | Volume 12, Issue 3



ACHCA
American College of
Health Care Administrators

Save the Date

21st Annual Winter Marketplace

December 5-7, 2014
The Sheraton Wild Horse Pass
Resort & Spa | Chandler, Arizona

National Long Term Care Administrator's Week

March 8-14, 2015

49th Annual Convocation and Exposition

April 11-15, 2015
Grand Hyatt San Antonio
San Antonio, Texas

22nd Annual Winter Marketplace

December 4-6, 2015
Bally's Las Vegas
Las Vegas, Nevada

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Dear Members,

Welcome to the Fall issue of *Continuum*. We are on the move and we have so much that we want to do for you, our members. We have completed NELS 2014 in Washington, DC. For those of you, like me, who are challenged by initials, this is our National Emerging Leadership Summit. I am sure that there will be more about NELS in the newsletter, but our members who have participated have felt so inspired about our profession. Kudos to **Doug Olson, Ph.D, FACHCA** and **Marianna**, who put this together, along with George Washington University and the NAB. We have run our successful Summer Leadership Program which always provides excellent education after some hard work of our Education Committee led by **Matt Lessard** with heavy lifting by past National Chair **Larry Slatky, CNHA, FACHCA** and NY Vice President **Tony Restaino, CNHA, FACHCA**.



In August, we had two great meetings about our future. Your national board met, and under the facilitation of **Stefan Fromm, CNHA, FACHCA** spent some good quality time "visioning" our future. We split into three workgroups looking at future structure for optimum operations. Then, we had a great day of visioning the future of our national meetings led by past National Chair **Bob Siebel, CNHA, FACHCA** and **Bonnie Wood, CNHA, FACHCA** who serve as co-chairs of the National Conference Planning Committee, along with **Jeff Mukamal, FACHCA**, who serves as the Exhibitor and Sponsor subcommittee chair. We really did some thinking outside the box and plan to implement some changes over time that we think you will like.

Under **Marianna's** leadership, we have continued to partner with other organizations concerned with the future of long term care and our leadership, current and emerging. One of the highlights for me since our last newsletter was being present for the installation of our Past Chair **Keith Knapp, Ph.D, CNHA, FACHCA**, as the Chair of the NAB. Keith has always been a visionary regarding the future of what we all do, and it was great to see him take the leadership of the group responsible for the entry to practice for our profession. Our own **Phil DuBois, CNHA, FACHCA** is co-chair of a joint ACHCA/NAB group looking at model AIT/Preceptor programs. While we have many NAB item writers among our ranks, **Phil Jean, CNHA, FACHCA** was appointed by Keith to be the Vice Chair of the Nursing Home Exam Committee. There must be something about Maine Chapter Presidents current and past that thrust them into great roles. ACHCA was present at Leading Age and AHCA national conferences. If you were there, I hope you stopped by our booth and said hello.

In early December, the College takes our programming to **The Sheraton Wild Horse Pass Resort & Spa in Chandler, Arizona** right near Phoenix. We have wonderful education and other programs planned. We sincerely hope that you will join us for this unique location.

Lastly, I want to provide an update on The Chair's Challenge. One of my favorite music bands have a motto written by Bill Graham that fits us too – "They are not only the best there is at what they do, they are the only ones who do what they do". No one does what we do. We need to spread the word and bring in more of our peers to enjoy the benefits of the only national organization for our profession.

At the 2015 Convocation in San Antonio, Texas, the member present who recruits the most new paid members will receive a free iPad. Right now, the leader is Ed Hendrix of Oklahoma with 15 referred

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new members. While this is great, there is plenty of time to beat Ed's total and claim that iPad for yourself.

Before I close, I need to recognize our hard working staff who make it all happen. To see their smiling faces, just go to our website, <http://www.achca.org/> and click on the [contact us link](#) and there is a picture of this great group. If you need anything, they are there to help members. They are truly talented and they are there for you! At the bottom of the same page are links to find all our [Chapter Presidents](#) and [National Board Members](#). These folks volunteer their time to make The College work. I look forward to seeing you at a College Event soon.

Sincerely,



Michael Hotz, CNHA, FACHCA
Chair, ACHCA Board of Directors

Reflections from the Chair

Michael Hotz, CNHA, FACHCA
Chair, ACHCA Board of Directors

Dear College Members,

During the recent Rosh Hashana, I was so touched to receive a message from my Chapter President, Helaine Ledany, CNHA FACHCA, and realized that, albeit a bit after the new year, it would be nice if I sent one out to the membership too. While I missed being ahead of the holiday, the days between the start of the Jewish New Year and the Day of Atonement eight days later are meant for retrospection and rededication to personal improvement to create a better world. Our Rabbi spoke of the Middle East and addressed the concept of kol yisrael zeh bazeh, which loosely means that we need to take care of each other. That is something that I have always said about The College – we take care of each other. There is no other group that does what we do. We help each other advance, we help each other with ideas, and we help each other with policies, procedures and just plain moral support. We are so lucky to have so many members with great experiences and wisdom who care so much about our profession. We learn from each other all the time and improve our collective knowledge and skills. Our members include leaders in all long term care organizations and at both the state and national levels. We are truly shaping our profession and preparing for the challenges to come. So in this time of renewal – new school year, new TV season, new Football season, National Conferences and yes, for some of us, holidays, I hope you will consider our obligations to help each other. Many of our fellow administrators could benefit from what we offer, including great education, advancement, recognition, awards, networking, and professional leadership opportunities. Please consider reaching out to your peers who are not yet members and encourage them to join. Consider connecting with our members and get more involved in your professional association. Let's keep taking care of each other. For those who observe these holidays, I wish you a happy, healthy, and joyous year full of great memories and connection.

Stay Connected - Click the icons below.



American College of Health Care Administrators

Promoting Excellence in Long Term Care Leadership

Networking
Continuing Education
Professional Certification
Advancement to Fellow
National Recognition & Awards
Leadership Development

Connect • Learn • Advance • Actualize • Lead

www.achca.org



ACHCA Updates

ACHCA Board Update:

During the August 8, 2014 Board meeting, the Board of Directors toured the site of the 2015 Convocation and Exposition, scheduled for April 11-15 in San Antonio, Texas. The Grand Hyatt is located in the heart of San Antonio and the overwhelming sense from the Board was that this conference location

fits all of our needs: A great location for obtaining top notch LTC leadership education will foster collegial networking while promoting family fun. Be sure to make plans to join your colleagues and friends for a great educational conference and even extend your stay a bit longer to treat your family to a great memory! For more information about Convocation 2015 visit www.achca.org/events

At this Board meeting, some important decisions were made:

- After nearly ten years of hosting the Summer Leadership Conference (SLC) in Bermuda, the Board approved that the New York Chapter resume sponsorship of this conference. While the SLC was originally bequeathed to national ACHCA by the NY Chapter to help summer cash flow, we are happy to report that cash flow has been balanced. We thank the NY Chapter for all of their support and we stand by to help as they move forward on the planning of a summer conference.
- With my impending retirement from ACHCA, the board has rolled up its sleeves and established a Future and Transition Task Force to evaluate our association management options going forward. The task force, made up of elected Board members, is evaluating several options for ensuring our future as a membership association.
- Board Chair, Michael Hotz, CNHA, FACHCA, promoted the membership challenge. The member generating the greatest number of paid member referrals and attending the 2015 Convocation will receive the latest version of an iPad, compliments of the Chair. Details can be found in the Peer2Peer Open Forum on ACHCAConnect or contact achcamarketing@achca.org
- Difficult decisions were made about chapter viability status. Those states not able to demonstrate compliance to chapter affiliation criteria, and/or unable to maintain dedicated leadership, will be folded into their district to ensure the members in those geographic areas are engaged with one another. Individual members who reside or practice in a state without a viable chapter will be asked to join a local chapter to ensure individual member connection. Members from states without viable chapters can organize and seek a charter at any time chapter leadership is solidified.
- Discussion about the ACHCA value proposition is ongoing so that we position our association for success. The MCDD Value Work Group is exploring vital questions about our name, our mission, and about whom we serve. The answer to these questions will drive future positioning activities going forward.

National Emerging Leadership Summit Update:

I had the distinct pleasure of meeting with emerging leaders in long term care at the Fourth Annual National Emerging Leadership Summit (NELS) held in Washington, DC in July 2014. Discussion was had about the ACHCA membership value equation. Key discussion points indicated that ACHCA leaders:

- Adhere to a professional [Code of Ethics](#);
- Are dedicated to advancing leadership excellence across the continuum of health care administration through education, research and professional development and achievement;
- Are guided by the [ACHCA Principles of Leadership Excellence](#);
- Have access to ACHCA activities, tools, and mission that advance the five leadership attributes of *Connect-Learn-Advance-Actualize-Lead*. To learn more about the five leadership attributes, [click here](#).

Professional Advocacy:

A key theme pursued during both the August 8th Board meeting and the July NELS meeting was the advancement of ACHCA's role in professional advocacy. ACHCA's [Grassroots Advocacy for the Long Term Care Administrator Profession](#) booklet, summarizes how members and chapters can be engaged around key advocacy initiatives. The national office encourages members to engage with local and national civic and provider organizations to steer discussions towards long term care leadership engagement. National has a leadership role representing the administrator's voice in several national organizations and LTC initiatives including:

- The Advancing Excellence (AE) Campaign/Collaborative. ACHCA was a founding member of AE in 2007. Efforts can be tracked at the [Advancing Excellence](#) website.
- The Center for Excellence in Assisted Living (CEAL). ACHCA is an advisory member of the CEAL. For more information, visit the [CEAL](#) website.
- Invitational meetings. ACHCA receives invitational meeting participation in various groups and associations including governmental meetings, trade and professional associations, such as:
 - ACHCA's Committees including the Quality Committee, Regulatory Committee and the Public Education and Communication Campaign;
 - The Joint Commission's Nursing Care Center Professional and Technical Advisory Committee;
 - The Joint Commission's Long Term Care High Reliability Infection Prevention project;
 - The Rothschild's fund task forces including: 1) the FGI Acoustics Task Force and 2) the Person Centered Care Project;
 - AMDA. 1) Foundation QI and Health Outcome Awards (QIHO); 2) Medical Director of the year Selection Committee; 3) Clinical Practice Guideline Committee.

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- The NAB. Many ACHCA members are actively involved with NAB activities:
 - Education Committee
 - NCERS Committee
 - ACHCA/NAB co-sponsored AIT Development Work Group
 - Item Writing
 - Academic and NCERS Forums
 - Professional Practice Analysis
 - Efforts: Standardization of entry to practice requirements including licensure portability.
- Pioneer Network. Member of the Culture Change Phase 2 funded initiative

It is exciting to note and promote ACHCA's presence locally and nationally to advance our profession. Individually, we are challenged to accept the future, to embrace the challenges, to seize opportunities, and to pursue individual passion. Whatever you do as leaders in long term care, we cannot go wrong if we make our heart smile.

Together we can build the future of our profession!

Marianna Kern Grachek

Marianna Kern Grachek, CNHA, CALA, FACHCA
President & CEO, ACHCA



Save the Date
49th Annual Convocation & Exposition



ACHCA
American College of
Health Care Administrators

April 11-15, 2015 | Grand Hyatt San Antonio | San Antonio, Texas



Coming to San Antonio in 2015

- ◆ Member Discounts
- ◆ Special ACHCA Room Rate at the Grand Hyatt San Antonio
- ◆ Earn CE, Network with Your Colleagues, and Enjoy a Fabulous City
- ◆ Explore the San Antonio River Walk right outside the conference hotel!

Registration Opening in December - www.achca.org



Top 5 signs your workforce needs resuscitation

Kathy B. Dempsey, RN MED CSP

"I think our organization is dying!" The voice on the other end of the phone proclaimed. I replied, "What makes you say that?" She responded, "We don't know how to SHED!" I listened intently as she described the following symptoms. See if you

recognize any of the top 5 signs your workforce needs resuscitation:

1. Employee disengagement/resistance to change.
2. Increased turnover rate.
3. Low productivity.
4. Decreased profits.
5. Low customer/pt satisfaction.

So what do you do now if you find one or more of these signs prevalent in your organization? Don't be too discouraged. Dying isn't dead. Recognition (awareness) is the first step.

Wikipedia defines resuscitation as: To restore consciousness, vigor, or life to; to revive from apparent death or from unconsciousness.

In order to stay alive and thrive, all persons, and organizations need a clear, unobstructed airway. Unfortunately, many companies suffer from COPD. This isn't the familiar progressive condition, *Chronic Obstructive Pulmonary Disease*, which makes it difficult to breathe. This syndrome is called Chronic Obstruction to Properly Detach. It is "progressive" which means it gets worse over time and it can eventually kill an organization if not addressed.

Just like we inhale O² and exhale CO², organizations need to be able to continually inhale (embrace) and exhale (detach) from people, process and products that no longer serve them. That is the entire basis for the Shed or You're Dead® philosophy. Shedding is a two part process. First, it's letting go of the old; those things that no longer serve us. They may have once, but they no longer do now. Second, it's taking on the new; all the knowledge, skills and motivation to continue to move forward. If an organization can't SHED properly, vital growth will be constricted. Prompt attention is required before serious damage occurs. Just like if you hold your breath long enough and don't shed the body's CO² waste, you'll eventually pass out and die or end up in the ER needing resuscitation.

Looking for a RX to breathe new life into your workforce? Resuscitate them with the three basic skills to Shed for Success™. With continual practice, they will become as natural as breathing.

1. **Release the attachment.** The basis of change (shedding) roots back to two of life's necessities *attachment* and *detachment*. We were all attached to our moms with a cord. After 9 months, mom decided to "downsize" and the doctor cut (detached) our cord. From the

time we take our first breath (birth) till the time we take our last breath (death), we continue to go through a series of attachments and detachments. The ability to deal with detachments at work and life is critical for survival. One of biggest questions I get asked is how do you know WHEN to detach? Here are five filter questions to help you decide if it's time to SHED.

- A) Is it causing suffering? (For the organization, others or me?)
- B) Will detaching promote health & growth? (For the organization, others or me?)
- C) What fears are involved?
- D) What are the benefits of detaching?
- E) What consequences will occur if detaching doesn't occur?

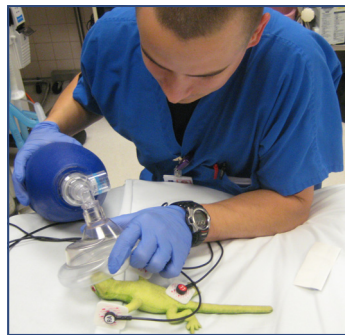
2. **Reframe the situation.** Some changes may initially appear overwhelmingly negative, but with time, most people recognize change is a blessing in disguise. Reframing -- viewing a situation from a different perspective or a more positive light -- is one of the most essential skills to possess. High achievers quickly see the positive side of change and don't allow a situation, no matter how bad, to get them stuck or derailed. Change is the fuel that moves successful people forward. The goal: train employees to develop a short reframe quotient and to SHED negativity quickly.

3. **Refocus your energy.** Eckert Tolle, author of *The Power of Now*, claims that 93% of our thoughts are repetitive and useless. He asserts that most people are not fully present and are either obsessing about the past or worried about the future. Most work accidents occur because people are not in the NOW. Tony Schwartz, author of *The Way We're Working Isn't Working*, also supports energy management in his article published in *Harvard Business Review* (October 2007) In the article, Schwartz claims the new skill for future success will be, "manage your energy, not your time." Think about how much more energy your workforce could harness if everyone was fully present and focused. When distracted or stressed, don't forget to employ your most powerful innate skill acquired at birth -- a deep cleansing breath. It will immediately transform you back to the NOW.

Resuscitation warning!

When something is dying or isn't properly functioning it can be extremely scary. Fear can paralyze a workforce. A staggering 95% of people say fear is the number one barrier that holds them back at work and life. When people get scared, they usually react by holding their breath. What is the cure for fear? ACTION! Take a deep breath, focus on the NOW and keep moving forward.

Kathy B. Dempsey, RN MED CSP is President of Keep Shedding! Inc. - a speaking, training and consulting company that ignites people with the practical skills and motivation to lead and master change. Her most popular book, *Shed or You're Dead®: 31 Unconventional Strategies for Growth and Change*, is the recipient of a Writer's Digest International Book Award. Get proven strategies to SHED for Success™ at www.KeepShedding.com.



Lenny the Lizard says shedding will breathe new life back into your organization!

Register for the [2014 Winter Marketplace](#) and attend the keynote session presented by Kathy Dempsey!

Fifth Annual National Emerging Leadership Summit a Success

An impressive cohort of twenty six emerging leaders from across the country gathered at George Washington University in Washington, DC July 22 – 24, 2014 to engage in discussions about the future of the health care and aging service profession. The Summit, co-sponsored by the National Board of Examiners and the American College of Health Care Administrators, was held to hear the voices of the next generation of leadership in the field.

The group was exposed to key legislative aides, heard the opinions of an assembled expert panel on the challenges and opportunities of the profession, spent time with a national speaker on generational differences and dialogued with association executives. This year the cohort advanced the following three areas: 1) Support and advocacy for the Health Services Executive initiative; 2) Increase awareness and to improve the perception of the profession; and 3) Integrate and sustain all current and past NELS cohorts by convening at various venues throughout the year to continue accomplishing all objectives. The Summit also enjoys the support of The Wertleib Family Foundation, Golden Living, the American Health Care Association and LeadingAge.

A white paper and expert panel report will be published in early fall and is available at both the GWU and CHAASE web-sites. For more information contact Dr. Olson, PhD, FACHCA at olsondou@uwec.edu.



University of Wisconsin-Eau Claire was well represented at the National Emerging Leadership Summit with **Douglas Olson, PhD, FACHCA** serving as the Project Director, future faculty member **Kevin Hansen** participating as a NELS scholar and Senior HCAD student, **Emily Kjelstad** joining the group as a LCS supported research assistant.

The Gift of Work

At first glance, Millet's *The Gleaners*, an oil painting from the height of the mid-19th century's Second Industrial Revolution, seems pastoral, bucolic, unthreatening. But look again. There are two very powerful, very contentious, ideas on a collision course here.

The first idea comes from an echo of scripture's book of Ruth. There Ruth, a young widow, supports herself and her mother-in-law by collecting the leftovers in the field after the harvest is finished. The scene is a common one to the Jewish mind, an act of community, mandated by the Torah itself.

The second idea, and the reason for which Millet's painting was rejected at that time in history, is because the industrialists of the period were more interested in making money than in doing compassion.

To this day, the purpose of work has more to do with getting rich than with making the world a better place to live in.

In the West people learn to work so that eventually they won't need to work at all. Work has become a burden in this society, a curse, a sign of social diminishment on those who need to work in order to live. Success in this society belongs to those who don't have to work. Instead their money makes money. What a pity. Not only for their own sense of self but also pitiful for those whose work is not sufficient to sustain human dignity.

As a result, we stand to lose the whole sense of work as our gift to the world. Most of us are so far removed from the end product of what we do that we have no idea what it really is or how it affects the people who receive it. We make screws—and never even know if they're for cruise missiles or artificial heart pumps.

In generations before us, the work people did when straight into the mouths of children, the hands of friends, and for the up-building of the village in which they lived. Then work was born of talent and meant for communal generosity. People not only worked together but also shared the results of their common endeavors together.

Now, in technological societies, we must look for other ways to develop our talent and at the same time enable others to do something to better their part of this world.

*** Excerpt from [*The Art of Life: Monastic Reflections for Every Day*](#) by Joan Chittister

Thank you to ACHCA Member **Tim Dressman, CNHA, CALA, FACHCA** for providing this insightful article.



21st Annual Winter Marketplace



Fall is here and as many ACHCA members throughout the country know, it will not be long before the National Weather Service starts issuing the ever familiar winter storm warnings. Do not fret!!! A reprieve from the winter weather is available this year in the beautiful **WARM** Chandler, AZ (just outside of Phoenix) as this is the location of ACHCA's 21st Annual Winter Marketplace. December is a great time of year to visit Phoenix as the daily temperatures are generally in the high 60's to low 70's. What a great escape this would be from the cold weather.

The conference will be held Friday, December 5 - Sunday, December 7, 2014. The host hotel will be the Sheraton Wild Horse Pass Resort Casino and Spa, which is a short 15 minute drive from Phoenix Sky Harbor Airport.

Not only will you have great education and networking opportunities, The AAA Four Diamond resort features:

- ◆ The Aji Spa, a 17,500 sq. ft. spa with 17 treatment options
- ◆ Whirlwind Golf Course with two 18-hole Troon-managed golf courses
- ◆ Koli Equestrian Center for riding lessons, trail rides and outdoor events
- ◆ Four pools with cascading waterfalls and a 111-foot waterslide
- ◆ Tennis courts and jogging trails
- ◆ In addition, Premium Outlet Mall with 90 stores is just a mile away!



Take a few minutes and review the host of educational programs offered at Winter Marketplace with an opportunity to earn 15 CEs with more than 30 educational sessions to choose from. For information on how to register, visit the ACHCA website at www.achca.org or [click here](#) to register today!

Plan to come in a few days early or stay a few days after the conference and see what Arizona has to offer. This is one conference you won't want to miss. See you there!

Bonnie S. Wood

Bonnie S. Wood, CNHA, FACHCA

2014-2015 Co-Chair, National Conference Planning Committee

21st Annual Winter Marketplace

December 5-7, 2014 | The Sheraton Wild Horse Pass Resort & Spa | Chandler, AZ



◆ Register Now at www.achca.org

- ◆ Special ACHCA Room Rate at The Sheraton Wild Horse Pass Resort & Spa
- ◆ Keynote Presentation by Kathy Dempsey - *Shed or You're Dead®: How to Stay Alive & Thrive in the Midst of Healthcare Change*
- ◆ Earn up to 15 CEs during this unique educational and networking event for long term care leaders
- ◆ Endless possibilities for relaxation set in a postcard-perfect getaway just minutes from Phoenix
- ◆ Exhibit & Sponsorship Opportunities Available



ADVANCING EXCELLENCE

IN AMERICA'S NURSING HOMES

ABOUT THE CAMPAIGN

The Advancing Excellence in America's Nursing Homes Campaign is a major initiative of the Advancing Excellence in Long Term Care Collaborative. The Collaborative assists all stakeholders of long term care. The mission is to make nursing homes better places to live, work, and visit.

The Campaign helps nursing homes improve the quality of care and quality of life for the more than 1.5 million residents of America's nursing homes by:

- ◆ Establishing and supporting an infrastructure of Local Area Networks for Excellence (LANEs)
- ◆ Strengthening the workforce
- ◆ Improving clinical and organizational outcome

To learn more about the benefits of becoming a Provider Member of Advancing Excellence, [click here](#).

ACHCA is a founding member of the AE Campaign and encourages our members to sign on to the Campaign.



Keep Your Contact Information Updated

ACHCA sends out event and meeting information, member discount programs, special promotions, eNews and renewal notices via email to the email address you have provided. Please send email, mailing address and employment updates to membership@achca.org



*Connect
Learn
Advance
Actualize
Lead*

ACHCA Connect
connect.achca.org



Accessing ACHCAConnect

To login to ACHCAConnect, go to <http://connect.achca.org/home> and click the "Login to see members only content" link. Your username is the email address you used to register with ACHCA and your password is your last name in lowercase letters. If your name is hyphenated, the hyphen is included. For assistance or more information regarding ACHCAConnect, please email achcaconnect@achca.org.

Book Reviews & Article Submissions



ACHCA is looking for **book reviewers** and **authors** to contribute reviews and leadership articles for the *Long Term Care Continuum* newsletter.

Book review forms are available and are quick and easy to complete. If you are interested in becoming a book reviewer, [click here](#) to download the book review form. If you are interested in having an article published in *Long Term Care Continuum*, [click here](#) to review our editorial guidelines.

All articles are reviewed by our Editorial Review Panel for inclusion in our newsletter. If you are interested in serving on the ACHCA Editorial Review Panel to review substantive articles published in *Continuum*, please contact us at news@achca.org.

Member News

Our thoughts and prayers are with our valued member and friend, **Barbara Acello**, on her recent illness and stay in the hospital. We appreciate her hard work and continued dedication to ACHCA!

Our condolences are extended to **Susan Farris, FACHCA**, on the recent loss of her husband.

Our best wishes go out to **Arnold Freed, Retired Fellow**, from California who is experiencing health issues.

Congratulations to **Michael Gore, CNHA, FACHCA**, President of the West Virginia Chapter, on being featured in the August 2014 Issue of *McKnight's Long Term Care News*. [Click here](#) to read the article.

ACHCA President & CEO, **Marianna Kern Grachek, CNHA, CALA, FACHCA**, presented with Doug Pace, Executive Director of the Advancing Excellence, at Harmony 2014 on Friday, November 7, 2014 at Foxwoods Resort Casino in Mashantucket, CT.

ACHCA Board Chair, **Michael Hotz, CNHA, FACHCA**, has transitioned into a new job and is leading the transformation of Runnels Specialty Hospital in Berkeley Heights, NJ, which is a 300 bed Nursing Home, from a County Facility to a privately held facility.

Congratulations to **V. Jean Morris, FACHCA** who received Chaplain Ordination on July 20, 2014 at Community Baptist Church in Somerset, NJ.

As you may be aware, **Julian Rich, CNHA, FACHCA**, an active ACHCA member for over 35 years, has retired from operating facilities and founded J RICH SOLUTIONS. He is working with a variety of organizations focused on cost containment and business development, as well as a national senior care recruiter and liberal arts college which has developed a certificate program for middle management personnel. Congrats to Julian on your new professional adventure!

Congratulations to **Bonnie S. Wood, CNHA, FACHCA**, who has been promoted to Chief Operating Officer of Covenant Health Network, a Phoenix, AZ based non-profit, Post-Acute Integrated Delivery System comprised of 91 senior living facilities in four states. Covenant owns and operates a full spectrum of post-acute service lines including rehab, home health, pharmacy, hospice, palliative care and a care transitions program, Senior Care In Motion.

Share Your News

New job? Won an award? Welcoming a child or grandchild? Need prayers? Share news with your peers in eNews and *Continuum*. Send member news items to achcamarketing@achca.org.

Chair's Membership Challenge

Don't forget to have your new member referrals put your name in the referral box online or on the membership application. The member with the most **paid new member** referrals who also **attends the 2015 Convocation** will receive the latest version of the Apple iPad, provided by ACHCA Chair, Michael Hotz, CNHA, FACHCA.

For every **new Professional member** that is referred, members will receive a 5% rebate (\$35) off of the early bird registration fee to the 2015 Convocation!

Check the Peer2Peer Open Forum Community on [ACHCAConnect](#) for the updated leaderboard and campaign details.



Call for Candidates

Election time is just around the corner! ACHCA is initiating its annual call for eligible candidates to run for open seats on the Board of Directors, ACHCA's Academy of Long Term Care Leadership and Development Committee, Professional Advancement Committee and Nominating Committee.

If you are interested in placing your name into consideration for an open seat, please [click here](#) to review the open positions or [click here](#) to complete your application. It is requested that all applications be typed. All applications require candidates to complete the ACHCA [Conflict of Interest form](#) as part of their application.

All documents (Photo, Conflict of Interest form, and Completed Application) can be emailed to Michelle Berry at mberry@achca.org. Documents (excluding photos) may also be submitted by fax at 1 (866) 874-1585.

DEADLINE TO APPLY: December 29, 2014

Advancement to Fellow (May 1, 2014 – September 30, 2014)

Phillip Donnelly, FACHCA
Gail Hoffer, CNHA, FACHCA
Jay Mostel, FACHCA

Newly Certified Administrators (May 1, 2014 – September 30, 2014)

Carolyn Timmer, CNHA
Matt Walters, CNHA

Enhance Your Professional Credibility

Professional certification is the formal process by which a certifying agency, such as ACHCA, validates an administrative leader's knowledge, skills, and abilities in a specialty area of practice such as nursing home (CNHA) or assisted living (CALA) administration.

Interested in becoming certified? [Click here](#) for more information. To access the recertification application and the Executive Portfolio, [click here](#). For more information on recertification, please see the [ACHCA Certification Handbook](#)

Are You Eligible to Become an ACHCA Fellow?

If you have made significant contributions to long term care and have maintained two continuous years of Full membership, consider becoming an [ACHCA Fellow](#).

The designation of FACHCA demonstrates to staff, residents, and the community your commitment to your profession and to them. It signifies achieving the highest level of ACHCA membership which is a status you may keep for life as long as you maintain your ACHCA membership. [Click here](#) for more information or to apply.

Just a reminder: In order to maintain your fellow credential (FACHCA) you must maintain current ACHCA membership. If your membership has lapsed for 60 days or more, FACHCA reinstatement will require a new membership application and a fellow application fee of \$250.

Submit Your Chapter Events

Submit your chapter event information to Chelsea Whitman-Rush at cwrush@achca.org. Chapter meeting and event information will also be posted and updated on the [ACHCA website](#).



This nation will remain the land of the free only so long as it is the home of the brave. -Elmer Davis

ACHCA would like to extend a special thank you to all of our ACHCA veterans. Please email news@achca.org if you are a veteran and would like to be recognized in the 2015 Fall Edition of *Continuum*.

Michael Barry, CNHA, FACHCA
Lydia Cristobal
Natacha Delince
Timothy Dressman, CNHA, CALA, FACHCA
David Galloway
George Giblin, FACHCA
Marianna K. Grachek, CNHA, CALA, FACHCA
Terry Leno
Gary Riffe, FACHCA, Retired Emeritus Certified
Charles Robinson Jr., CNHA, FACHCA
Andrew Vogel, CNHA, FACHCA
Fred Watson, FACHCA

Chapter News

The **New Jersey Chapter** will host The Nursing Home Administrators Survival Guide for 2015 in Paramus, NJ on **January 15, 2015**. [Stay tuned](#) for more information!

The **Michigan Chapter** Convocation will be **February 12-13, 2015**, in Lansing, MI. An elegant and private networking dinner will be held at Troppo overlooking the night lights of the State Capitol on Thursday night. In addition, Stacy Starling, PhD, will be presenting *Leading Employee-Centered Culture Change* on Friday morning at the downtown Radisson with accompanying NHA continuing education credits. [Watch for more details!](#)

The **New York Chapter** will hold its 46th Annual Convention on **March 8-11, 2015** at the Villa Roma Resort and Conference Center in Callicoon, New York. [Stay tuned](#) for more information.

Membership Renewal

As a member of ACHCA, you receive **discounts** on your registration for Winter Marketplace, Convocation and other educational offerings. This is just one of many [benefits](#) you receive as a member. [Renew](#) your membership today to continue receiving these benefits.

If you have questions about your membership or renewal date, email membership@achca.org

Congratulations to ACHCA's 2014 Award Winners!

ACHCA presented annual awards on April 6, 2014 during the awards luncheon at the 48th Annual Convocation and Exposition in Las Vegas, NV.

INDIVIDUAL AWARDS

Outstanding Member Award - Allan Z. Swartz, FACHCA
Outstanding Member Award - Molly H. Savard, CNHA, FACHCA
New Nursing Home Administrator Award - Sara J. Sherwood
Public Service Award - Govind Bharwani, PhD
Business Partner - Redilearning Corporation
Distinguished Nursing Home Administrator Award - Michael P. Duffy, FACHCA
Champion Award - Saint Joseph's College of Maine
Distinguished Service to ACHCA Award - Stephen L. Esdale, CNHA, FACHCA
Chair's Award - Douglas Olson, PhD, FACHCA

CHAPTER/DISTRICT ACHIEVEMENT AWARDS

Connecticut Chapter - Membership Recruitment, Student Membership
Georgia Chapter - Membership Recruitment
Indiana Chapter - Membership Recruitment, Public Awareness
Kentucky Chapter - Chapter Newsletter, Leadership Summit
Maine Chapter - Membership Recruitment
New Hampshire Chapter - Membership Recruitment

W. PHILLIP MCCONNELL STUDENT SCHOLARSHIP FUND

Sponsored by the Ohio Chapter

Lance Nickles - Ohio
Darla Hayden - Kentucky

STUDENT POSTER SESSION SCHOLARSHIPS

Supported by The New England Chapters of ACHCA District 1 and University of Wisconsin Eau Claire Center for Health Administration and Aging Services Excellence (CHAASE):

Cheryl Brown McKinney - Saint Joseph's College of Maine
Kiara Edwards - Western Kentucky University
Ariel Fuller - University of Wisconsin - Eau Claire
Darla Hayden - Western Kentucky University
Maley Hunt - The George Washington University
Emily Kjelstad - University of Wisconsin - Eau Claire
Lori Mahan - University of Wisconsin - Eau Claire
Allison Randall - Western Kentucky University
Lauren Sims - The George Washington University
Kripa Sreepada - Saint Louis University
Bridget Staberg - University of Wisconsin - Eau Claire

FACILITY LEADERSHIP AWARDS

Sponsored by eHealth Data Solutions

James V. Arnold, Crystal Oaks, Crystal City, MO
John D. Bangura, Bay Ridge Health Care Center, Annapolis, MD
Sandi W. Blessing, Blythe Nursing Care Center, Blythe, CA
Jeanine M. Brooks, Winthrop Health and Rehabilitation, Rome, GA
Jim R. Christofori, Touchpoints at Manchester, Manchester, CT
Jennifer L. Combs-Wilber, Green Mountain Nursing & Rehabilitation, Colchester, VT
Lori R. Cooper, Stonebrook Healthcare Center, Concord, CA
Shannon R. Coro, Lakewood, A Continuing Care Center, Waterville, ME
Aman Dhingra, Shoreline Healthcare Center, Long Beach, CA
Phillip Donnelly, Clarksburg Nursing and Rehabilitation Center, LLC, Clarksburg, WV
Joanne Escovar, Windsor Gardens Care Center, East Orange, NJ
Stephen L. Esdale, CNHA, FACHCA, Newton Wellesley Center for Alzheimer's Care, Wellesley, MA
Gregory Fasset, Miller's Merry Manor, Culver, IN
Richard Gamache, CNHA, FACHCA, Elmhurst Extended Care Facility, Providence, RI
Diane H. Goncalves, Wingate at Springfield Rehab & Skilled Nursing Residence, Springfield, MA
Melanie Henderson, ACC Nursing Home, Sacramento, CA
Yael Herman, Canterbury at Cedar Grove, Cedar Grove, NJ

Jeff Hoffman, CNHA, FACHCA, Oradell Health Care Center, Oradell, NJ
Meghan Hunt, Winthrop Manor Longterm Care & Rehab Center, Winthrop, ME
Philip D. Jean, CNHA, FACHCA, St. Mary's D'Youville Pavilion, Lewiston, ME
Gregory C. Karr, FACHCA, German Centre for Extended Care, Boston, MA
Helaine B. Ledany, CNHA, FACHCA, The Buckingham at Norwood, Norwood, NJ
Kathryn A. McCurley, Hart Care Center, Inc., Hartwell, GA
Barbara J. McFadden, Buena Vida Continuing Care and Rehabilitation Center, Brooklyn, NY
Karen McMichael, CNHA, Heritage Inn of Sandersville Health and Rehabilitation, Sandersville, GA
Susan L. Misto, Westerly Health Center, Westerly, RI
Donald G. Morris, Long Island Care Center, Inc. Flushing, NY
David H. Oriol, Oakdale Rehabilitation & Skilled Nursing Center, West Boylston, MA
Bryan M. Petko, Golden Living Center - Oil City, Oil City, PA
Melissa M. Prevey, South Kingstown Nursing & Rehabilitation Center, West Kingstown, RI
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Armando Rex V. Santos, Good Samaritan Health and Rehab Center, Antioch, TN
Delores G. Scroggs, CNHA, Traditions Health and Rehabilitation, Lithonia, GA
Kim G. Simmons, Riviera Health Resort, Coral Gables, FL
Steven C. Smyth, CNHA, San Simeon by the Sound Center for Nursing and Rehabilitation, Greenport, NY
Dennis J. Stout, Quinton Memorial Health Care & Rehabilitation Center, Dalton, GA
Jennifer Tew, Village House Convalescent Home, Inc., Newport, RI
Lorraine Tilstra, Ridgewood Manor Health & Rehabilitation, Dalton, GA
Reginal Washington, Riverfront Nursing and Rehabilitation Center, Bradenton, FL
Derrick Wheeler, Townsend Park Health and Rehabilitation, Cartersville, GA
Linda A. Wheeler-Omiunu, Trinity Health and Rehabilitation Center, Woonsocket, RI

**To view all FLA recipients by state please [click here](#). Tabs, at bottom of spreadsheet, are labeled by state. If you have any questions, please contact Elizabeth Lollis at elollis@achca.org.*

Do not miss the opportunity to show recognition to one of our many dedicated members or chapters in the field of long term care. The ACHCA Awards Subcommittee is currently accepting nominations for the 2015 awards. [Click here](#) for information about ACHCA Awards and to access award applications. For your nomination to be considered, please submit Individual Award applications by **November 15, 2014** and Chapter/District Achievement Award applications by **December 20, 2014**. Email Travelle Moseley at tmoseley@achca.org if you have additional questions regarding awards submissions.



How a Corporate Mentoring Program Prepares Employees for Success



In business, making sure that you are taking steps to ensure your company's continued success is important. One of the best steps that you can take when you want to know that your staff members have what it takes to keep things running smoothly is to implement a corporate mentoring program.

Rather than a more traditional training program, you'll find that a corporate mentoring program:

- Ensures that new employees, whether they are new to the business or simply new to a specific department, know to whom they can turn whenever they have a question.
- Enables continuity in the ways in which your customers or clients receive their services. With employee mentoring programs, what you are going to find is that more experienced staff are helping those with less experience to learn more about the ways in which things are done and why they are done a particular way. Though it's also true that a newer staff member may be able to contribute better ways of doing things, with a corporate mentoring program, sharing resources and tools happens naturally.
- Encourages communication about strengths and discussion of key projects.
- Allows relationships to build and for members working within the same department to form strong teams.

Team building is an essential step when you want to prepare your employees for success. Employee mentoring programs help each staff member to learn more about the company and to become a part of a team. By taking the time to celebrate the strengths of key staff members while helping those who are new to the department to learn more about why things are the way they are, you can be sure that you're creating an environment in which staff members are comfortable turning to one another.

Knowing that you have focused on creating strong teams with a corporate mentoring program is going to allow you to know that your staff have ongoing support. Additionally, you will find that members of the team are able to look at more efficient ways of completing projects, can communicate more effectively with one another and can better identify strategies that will improve the services that your company provides to your customers and clients.

In other words, by looking into the benefits of employee mentoring programs and focusing on the best way to bring such a program into your business, you can rest assured that your clients and customers are getting the attention that they deserve. You'll also know that your staff members are on-board and are committed to your company's success.

A corporate mentoring program, therefore, in one part training program and one part investment in the future of your business. When you know that your staff members are receiving the guidance and support that they need and that everyone on the team is focused on creating a better atmosphere, you will also find increased job satisfaction and, along with it, less of a need for training. As a result, you'll know that everyone on your staff is ready to rise to the occasion and to contribute to the continuing success of your company.

Cecile Peterkin, a Certified Career Coach and Speaker, started ProMentoring to help businesses leverage the mind-share of retiring Baby Boomers and senior managers, and transfer it to the next generation of leaders. The program enables these rising leaders to garner first hand business knowledge and expertise through the development of a rewarding one-on-one relationship. For more information on ProMentoring and the benefits of corporate mentoring programs, contact Cecile, 1-866-486-4112 visit <http://www.ProMentoringInc.com>

For more information about ACHCA's Mentoring Program, [click here](#).

Order ACHCA Logo Merchandise



Purchase ACHCA shirts, mugs, hats, and much more, with proceeds benefiting ACHCA and its mission.

To purchase ACHCA embroidered shirts, visit the [ACHCA Lands End Store](#). To purchase other promotional items (mugs, t-shirts, more) to support ACHCA, visit the [ACHCA Zazzle Online Store](#).

Want to customize a product for your chapter?
See something else you'd like us to make available?
Contact achcamarketing@achca.org.

ACHCA Welcomes the Following New Members (May 1, 2014 – September 30, 2014)

Lisa Acker – Fraser, MI
Susan Albers – Indianapolis, IN
APN Healthcare Inc. – Oklahoma City, OK
Justin August – Fort Wayne, IN
Floyd Autin – Tulsa, OK
Jacqueline Barbarito – Washington, DC
David Barnard – Midland, TX
Mary Beth Barton – Dayton, OH
Mary Bates – Whitefield, NH
Nickeisha Bewry-Clarke – Glastonbury, CT
Dennis Billings – Granby, CT
Andrea Binkley – Mishawaka, IN
Cassidy Blundy – Edwardsville, IL
Elise Bovee – Topsfield, MA
Joshua Bowman – Evansville, IN
Shanita Bradley – Farmington Hills, MI
Mike Brandley – Dallas, TX
Scott Brasier – Noble, OK
Angel Briggs – Florence, SC
Mary Brinkley – El Reno, OK
Lindsey Brown – Millbrook, AL
Tammy Brown – Tulsa, OK
Cathy Brownell – Harrison, AR
Donna Bowers – Bethany, OK
Barbara Bush – Medina, OH
Larry Cain – Tulsa, OK
Porfirio Cano – Redding, CA
CARE Oklahoma – Oklahoma City, OK
David Carlton – Darien, IL
Celtic Consulting LLC – Farmington, CT
Cisco & Co. LLC – New Breman, OH
Patty Cisco – New Breman, OH
Stephanie Clark – St. Mary's, OH
Gail Cliett – Jacksonville, GA
Jodi Coatney - Owasso, OK
Linda Coffelt – Rattan, OK
Patricia Colvin – Locust Grove, OK
Christina Crute – Indianapolis, IN
Lindsey Curtis – Landisburg, PA
David Cytryn – Brooklyn, NY
Connise Davis – Springfield, OH
Peter Davison – Topsham, MA
Paul Dismukes – Chicago, IL
Keith Dobbs – Oklahoma City, OK
Samantha Dougherty – New Milford, CT
Timothy Durham – Allen Park, MI
M'Lyssa Dyer – Riverside, CA
Kristina Eckerd – Collinsville, OK
Mitch Edwards – Oklahoma City, OK
Anthony Elspenger – Bismarck, ND
Joshua Englin – Sarasota, FL

Billiejo Estep – Bay City, MI
Sue Fairley – Claremont, CA
Alison Farris – Red Oak, OK
Emilee Fenaes – Pace, FL
Paula Foohey – Middletown, CT
Hillary Francis – Naperville, IL
Tony Francis – Middletown, CT
Steven Furman – Tinton Falls, NJ
Pamela Fuxa – Kingfisher, OK
Jennifer Gappa - Knox, IN
Paul Gilbert – Calera, OK
Terrie Gordon Davis – Hydro, OK
Amanda Green – Brownsburg, IN
Hardy Green – North Myrtle Beach, SC
Deborah Gross – Grand Rapids, MI
Sherri Gunasekera – Beaver Creek, OH
Tina Hanoman – Jersey City, NJ
Rosella Harris – Statesboro, GA
Mary-Beth Heisner – Dade City, FL
Nikki Hibdon – Tilihina, OK
Jane Hicks – Ortonville, MI
Dianna Huckestein – Uniontown, SC
Hawley Hunt – Gainer, NC
Thomas Husvar – Lake Wylie, SC
E.J. Imafidon – Bronx, NY
Carla Jackson – Tulsa, OK
Penny Jacobs – Sun City West, AZ
Tanya Jean-Francois – West Roxbury, MA
Martha Jensen – Appleton, WI
Tyler Johansen – St. George, UT
Emily Jones-Gray – Paintsville, KY
Kegan Kelley – North Charleston, SC
Pauline Kinney – Ridge, NY
Lynn Kilpatrick – Inman, SC
Gina Kirchoff – Barnegat, NJ
Heather Kjelstad – Savannah, GA
Christopher Koenig – Lancaster, NY
Paula Koepke – Rochester Hills, MI
Brendan Kopacka – Oklahoma City, OK
Mary Jo Kurtz – Franklin Lakes, NJ
Ronald LaPensee – Phoenix, AZ
Tim Layton – Dallas, TX
Sharon LeBlanc – Fort Mill, SC
Hyeseon Levitsky- Needham, MA
Jake Lighten – Highland Park, NJ
Jeffrey Lisk – Kinnelon, NJ
Walter Long – Redding, CA
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Susana Macary – Windham, NH
Michael Mann – Virginia Beach, VA
Peter Marshall – Bluffton, SC
Justus Martin – Cincinnati, OH
Julie Martin – Lynden, WA
Suzan Mason – Inman, SC
Jay Massey – Natchez, MS

(continued on page 14)

New Members (continued)

Susan Massura – Otsego, MI
Kristen Mastrangelo – Topsfield, MA
Carol Matwijiszyn – Clifton, NJ
Allison McAllister – Little Falls, NJ
Gala McBee – Tulsa, OK
Maureen McCarthy – Farmington, CT
Jill McClendon – Atoka, OK
Lisa McCoy – Mapleton, IL
Darren McDaniel – Payette, ID
Jo-Ann Melchert – Somerset, MA
Skylar Melnick – Winter Park, FL
Heather Mitchell – Calera, OK
Susan Mitchell – Rock Hill, SC
Crystal Moore – Westerville, OH
Sophia Moraleda – Oviedo, FL
Daniel Morgan – Pembroke Pines, FL
Roberta Morschauser – Green Bay, WI
Scott Mueller – Sayreville, NJ
Brian Murphy – Las Vegas, NV
Kimberly Murphy – Cincinnati, OH
Michele Murphy – Winchester, MO
Alex Myers – Sylvania, GA
Ricki Jo Neff – Skiatook, OK
Roberto Newman – Pueblo, CO
Quang Nguyen – Rowlett, TX
Robert Noon – Oklahoma City, OK
Sophia Ojukwu – Chicago, IL
Helwan Okekeocha – Las Vegas, NV
Tamika Omodara – Jacksonville, FL
Will Otjen – Tulsa, OK
Diane Ott – Sewickley, PA
Fabienne Ouapou-Lena – Castro Valley, CA
Jacquelyn Owen – Broken Arrow, OK
Tammy Jo Painter – Charleston, WV
Christiana Palmer – Starkville, MS
Betty Palesaro – Hydro, OK
Marcus Parence – Redwood Falls, MN
Linzi Parish – Menasha, WI
Norman Pasley – Tallahassee, FL
Herold Paul – Palm Bay, FL
Jacqueline Pelliccone – Collingswood, NJ
Judith Peters – Stoughton, MA
Vincent Petrosini – Freehold, NJ
Pharmcare, Inc. – Hydro, OK
Ken Phillips – Columbus, MS
Kelly Pitts – Tennessee
Dianne Platt – Columbus, MS
Elliott Polsky – Cincinnati, OH
Mary Powell – Omaha, NE
Sharon Qi – State College, PA
Anita Raley – Okmulgee, OK
Brentin Ramsey – Hattisburg, MS
Deanna Ravellette – Pawhuska, OK
William Reidt – Milford, MA
Carl Rhodes – Houston, TX
Peter Richardson – Glendale, AZ
Mary Kate Rolf – Syracuse, NY
Sean Rose – Oklahoma City, OK
Susan Rouilliard – Clifford Twp, PA
Garth Rydland – Grand Forks, ND
Avraham Saad – Los Angeles, CA
Etay Sahar – Morris Plains, NJ
Albert Saldana – Lumberton, TX
Debra Sandberg – Sarasota, FL
Lori Schlais – Rock Island, IL
Sandra Scott – Toughkenamon, PA
Senior Rehab Solutions – Dallas, TX
Donyale Showers – Malvern, PA
Jasdeep Singh – Fresno, CA
Michael Skaist – Baltimore, MD
Sidney Smith – Kansas City, MO
Cindy Sooknanan – Ypsilanti, MI
Jessica Stemmerding – San Antonio, TX
Kenneth Stevens – Floresville, TX
Sharan Stoltenberg – Schuyler, NE
Cynthia Stone – Ada, OK
Patricia Stover – Berkeley Springs, WV
Stephanie Stuhr – Elgin, NE
Yehuda Sussman – Lakewood, NJ
Erica Sycks-Greear – Columbus, OH
Eric Teehan – Port Lavaca, TX
Roxann Tillmghast – Cincinnati, OH
Anne Thomas – Newton, MA
Corrine Thompson – South Bend, IN
Marsha Triplett – Binger, OK
Christopher Turner – Vicksburg, MS
Mico Turner – Marietta, GA
Quentin Turner Sills – Chapin, SC
Chrystal Urban – Spring, TX
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Matt Vaughan – Candler, NC
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Erica Vuu – Fair Lawn, NJ
Sherlyn Warner – Sacramento, CA
Chelsey Weegman – Chaska, MN
Jason Weekly – Fargo, ND
Scott Wegmiller – Enid, OK
Samantha Wegmiller – Enid, OK
Ilana Weisberg – Solon, OH
Justin Weiss – Carrollton, TX
Elliott Wete – Lowell, MA
Nicole White – Ypsilanti, MI
LaRocha White Odom – Hutchins, TX
Cassandra Whitehead – Blanchard, OK
Charmaine Williams – Charlotte, NC
Jessica Windham – Ripley, MS
Erin Winstead – Kansas City, MO
Lauren Yabut – Providence, RI
Melissa Yetter – Simpsonville, SC
Carl Young – Petal, MS
Merilee Ziccardi – New Bremen, OH
Mandy Zucarelli – Union, NJ

Acknowledgment of Donations

All gifts, memorials, and tributes received by ACHCA are gratefully acknowledged. They honor the individual in a special way and enable ACHCA to fulfill its mission. This issue acknowledges donations received between **May 1, 2014 and September 30, 2014**. Donations received after September 30, 2014 will be acknowledged in a subsequent issue of *Continuum*. A full list of donors can be found on the [ACHCA Wall of Giving](#).

Thank You!

Michael Barry, CNHA, FACHCA
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Fellow Academy Promise - Are you a Fellow of ACHCA? Support your professional society and make a promise over 4 years. Make your first year gift payment today and ACHCA will invoice you each year for the next 3 years (2015, 2016, and 2017). [Click here](#) to make the Fellow Academy Promise!

Memorial & Tribute Gifts



A memorial gift offers a special opportunity to remember a deceased family member, friend or colleague with a donation to ACHCA. Tributes are a way to honor a friend or family member who is celebrating a special occasion, such as a birthday, wedding, graduation, or professional accomplishment, by making a gift to ACHCA. [Click here](#) to make a gift.

Your Leadership & Support *Matter*. Give Today.



[Click here](#) to donate to the 2014 Year End Campaign

ACHCA launched the [David B. Oliver Legacy Society](#) in 2013. This society was established to advance the vision of “developing dynamic leaders in the profession of long-term healthcare administration.”

Dr. Oliver spent his career enhancing the credibility of long-term care leaders. He consistently strove for high-quality educational events and the achievement of standards for persons seeking to be the best in their profession.

We would like to update our membership on Dr. Oliver by sharing the following letter received on September 22, 2014:

Hospice

This morning I enrolled in Hospice. I did this while feeling relatively good. Unlike most Americans who enroll in the last few weeks of their life, due largely to doctors who convince patients to treat right up to the end, even when futile, I plan to make it months, not weeks. (*Note; eligibility for hospice is based on a prognosis of, usually, your family doctor that you have less than six months to live.*)

There are many, many benefits of being a hospice patient, some of these include:

1. It is not just you that receives care; Debbie does too.
2. Medicare covers medical bills and services including prescriptions.
3. When symptoms or need for care and/or consultation occur, you need only call one phone number at any time of day or night for help.
4. The goal is to do everything at home, including the need for ultrasound, IV drips, blood draws, etc. – no more hospital or clinic visits.
5. Should I ever have to be transferred to a nursing home (late in the process), hospice will follow me there and continue services

Currently I am on steroids and morphine so there is no pain and I feel like superman! Symptoms include difficulty swallowing, metastatic lymph nodes in neck have increased and are tender, tear ducts not working well requires eye drops, hearing in left ear worse, skin cancers on the rise, poor appetite (albeit steroids are helping this), low energy and stamina (albeit steroids are helping this too), fatigue, sore jaw and teeth most likely from tumor in pharynx pressing on sinuses again and lymph nodes affecting right side jaw, and neuropathy in feet and fingertips seemingly worse although no real reason for this.

Motivation levels can get low, but regular visits to AA are helping tremendously.



In addition to AA, I try to live in the moment, and enjoy all of them – there are millions everyday; I am taking care of my body; I focus on the reality of the continuity of life; and I compartmentalize sadness as it rears its ugly head and deal with it, often by writing. These activities are like balm and were recommended by my close friend and doctor, Steve Zweig.

Everyone is on the same page; this includes family, physicians, friends, and hospice. My goal is encapsulated in the acronym HOPE, to die at home (H), surrounded by others (O), pain free (P), and excited and engaged in life as long as possible (E). The bucket list is short, support is unbelievable, unfinished business underway; life is good.

Finally, in an attempt to explain my spiritual handling of this journey, I recently finished a book by John Green called *Looking for Alaska* (he is also the author of *Fault of our Stars* which was made into a recent movie). In it, Alaska is the name of a girl, who is simply named after the State, who dies in a fatal accident. Her close friends, all teenagers, some who blame themselves struggled mightily with her death. Miles Halter (“Pudge”) is the main character who, at the end of the semester in a Boarding School in which they all attended, writes a term paper for his philosophy/religion class and reveals how he finally coped with the death of Alaska. It is found on the last pages of the book. I have put together excerpts from it, and it captures perfectly how I feel and what I think:

“I still think that, sometimes, think that maybe ‘the afterlife’ is just something we made up to ease the pain of loss, to make out time in the labyrinth bearable. Maybe she was just matter, and matter gets recycled.

But ultimately I do not believe that she was only matter. The rest of her must be recycled, too. I believe now we are greater

David B. Oliver Legacy Society (continued)

than the sum of our parts. If you take Alaska's genetic code and you add her life experiences and the relationships she had with people, and then you take the size and shape of her body, you do not get her. There is something else entirely. There is a part of her greater than the sum of her knowable parts. And that part has to go somewhere, because it cannot be destroyed.

Although no one will ever accuse me of being much of a science student, one thing I learned from science classes is that energy is never created and never destroyed, ...that is the hope I wish I could have given her. ...We cannot be born, and we cannot die. Like all energy, we can only change shapes and sizes and manifestations. ...That part of us greater than the sum of our parts cannot begin and cannot end, and so it cannot fail."

And to this, when shared with my good friend doctor, he responded:

"We are more than the sum of our parts and can never be destroyed. Not only are our parts re-used but, biologically we live on in our children, grandchildren, nieces, and nephew; our stories live on in those we have told; our values live on in the people we have known and loved; our spirit lives on in our actions - both successes and failures - "the part of us greater than the sum of our parts cannot begin and cannot end, and so it cannot fail."



Zen fans, and those who follow the teachings and philosophy of Buddha, will recognize the connections here. All of which is compatible with any religion, denomination, or faith. I am indebted

to my close friend doctor and his father for introducing me to this approach to conceptualizing life and death, and I am not surprised to find that many who have a terminal illness have discovered the same and find comfort in it.

Oh, one more thing. Because of the steroids, I no longer have the keys to my car; however, I am learning how to use our revamped bus routes in Columbia, Missouri, and old guys like me get a half fare discount. Also exercise walking to and from bus stops (with my walking sticks – ski poles) is definitely good for me.

As the journey continues, Debbie and I will keep you posted Right now, all is well and I am in good hands with the best support group anyone could possibly imagine. Enjoy the fall colors as they burst forth in all their glory.

David

[Click here](#) to learn more about Dr. Oliver. [Click here](#) to share in his journey via videoblog as a cancer patient.

[Click here](#) for more information or to contribute to the Dr. David B. Oliver Legacy Society.

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