



Joyce Rennolds kicks off the 6th Annual Service Coordinators' Conference *Creating a Culture of Excellence*



The Georgia Association of Homes and Services for the Aging (gahsa) is the statewide association of over 150 key not-for-profit and other mission-focused organizations dedicated to providing quality housing, health care, community based and other related services for older Georgians. Gahsa's mission is to represent and promote the common interests of its members through leadership, advocacy, education and other services in order to enhance each member's ability to serve older Georgians

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Assisted Living

Continuing Care
Retirement
Communities

Nursing Homes

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Inside gahsa News from the Staff

A special Labor Day tribute to staff working in GAHSA member facilities and agencies -

They hold some of the most important jobs in our community ... and we just want to say thanks. When your mom or dad needs help with daily living, these are the caring professionals who step in to make a difference in their lives and yours. Whether it's making sure they eat well, alerting others to a mood or behavior change, helping them get dressed, keeping them mobile, transporting them to activities or providing emotional support - our staff works hard every day in concert with families to give your loved one the care and assistance he or she needs.

It takes a special person to do these important and challenging jobs. We want to thank our staff for doing them with professionalism, grace and compassion. When it's time to seek a helping hand for your parent, your grandparent, your spouse or your child, isn't it comforting to know that there are skilled men and women right here in the community who can provide it? Thanks for making a difference.

2008-2009 Resource Guide & Directory coming to you soon

**Passport to Giving
Turn Your Vacations into Donations**

Vacancy Report

Career Opportunities

AAHSA Information

Website Notes,
Computer Tips and
ListSers



GIA Partners



Ziegler Capital
Markets Group



Occupied
Renovations



Cornerstone
Senior Living



Moore Stephens
Lovelace, P.A.



GIA Supporters



Mauldin & Jenkins



Georgia Institute on Aging is pleased to announce a service designed to save you money while at the same time helping to improve the lives of elders in our member communities. Georgia Institute on Aging has its own travel Web site. Through this website, GAHSA and supporters and their network of friends, families, and associates can book their personal and business travel 24 hours a day, 7 days a week.

Everything you need is right here. You get access to the same airlines, hotels and rental car companies, cruises, and vacation packages you find on all the other major travel Web sites, and, best of all...you get some of the lowest travel prices on the Internet

Here's How it Works:

Did you know that every time you use a travel Web site like Expedia®, the travel companies pay big commissions for your reservation? Well, now when you book travel on our Web site, the Georgia Institute on Aging will receive 60% of those commissions because you cared enough to switch where you shop to make a difference!

You get great travel rates and you help direct dollars from the travel companies into the Institute. With your help and other GAHSA member supporters like you... We can raise *thousands* of dollars for the Georgia Institute on Aging to continue providing quality, affordable education and services to professionals in the field of aging, which helps in the provision of quality care of older adult!

Click now to get started: <http://www.ytbtravel.com/gah>

AAHSA Salary & Benefits Report in gahsa office

We now have the 2008-2009 Nursing Home Salary & Benefit Report in the office.

Other Reports include:

CCRC Salary & Benefits Report (2008-2009)

Assisted Living Salary & Benefits Report (2007-2008)

Please contact Susan Watkins at swatkins@gahsa.org for more information.

Members who completed the survey can access the results on Thursday, August 11, 2008 for FREE by ...

1. Logging into <https://survey.gahsa.org> , then insert your username and password.
2. Click the "Reports" radio button in the center of the Salary Survey website main page.
3. Customize the report by modifying the dropdown box selections.
4. Click the "Generate Report" button to view the report.

Note: The report will open in a popup window. You'll have to disable all popup blocking software in order to see the report window.



LW Consulting, Inc.

Please keep in mind that only those people who completed the surveys will have access to run reports.

Members who did not complete the survey, but wish to have the information, can receive it from the gahsa office. The cost will be \$350.

Special membership business meeting to vote on name change

1:00pm September 11, 2008 after the
[Summer Luncheon: Financing the Future on LTC in America.](#)



GIA Friends

The Law Offices of
 Williams & Edelstein

Dixon Hughes

Pfizer



GIA Contributors

HVAC Services

Kings Bridge
 Retirement Center

Seth Strongin



As gahsa members know by now, The Georgia Association of Homes and Services for the Aging is proposing to change its name to *Aging Services of Georgia*. There are both philosophical and practical reasons for this strategy. Philosophically, the proposed new name represents a more progressive, enduring and broader identity. Practically, the proposed new name is more succinct -- making it more recognizable and memorable among association members and their respective boards of directors and residents; policy shapers; consumers; and media.

Please review additional information at www.gahsa.org and contact us with your responses. The gahsa Board of Directors approved the task group's proposal to change the name on August 7, therefore a special business meeting has been called at 1pm, September 11th, just after the gahsa summer luncheon, Long Term Care Finance Solutions at the Loudermilk Center in Atlanta, to ask for membership approval to change the name. The name change will become a part of celebrating 35 years of serving the key providers of housing and community-based service organizations in Georgia.

GAHSA Night on Monday at AAHSA Conference in Philadelphia

GAHSA Night at the national aahsa conference will be held Monday evening, October 13 before the evening events of the conference. The registration form is available [here](#).



AAHSA
<http://www.aahsa.org>

Keep Up with the Quality
 First Program

Events at a Glance

Upcoming Events

Thursday, September 4
[Culture Change Summit](#)
 Loudermilk Center

Thursday, September 11

[gahsa Quarterly Luncheon: Georgia Forum on Long Term Care Solutions](#)
Loudermilk Center

**Thursday & Friday
September 18-19**

[Coaching Supervision: Skills for Supervisors in Home & Residential Care](#)
9 am - 4:00 pm
gahsa Offices

Tuesday, September 23

[South Georgia Regional Conference](#)
Lake Blackshear Resort

Sunday, September 28

GIA Fundraising Cabaret
Helene Mills Center

Thursday, October 2

Forums Day

**Thursday & Friday
November 13-14**

[Coaching Supervision: Skills for Supervisors in Home & Residential Care](#)
9 am - 4:00 pm
gahsa Offices

General Notes of Interest

Get Your Residents Moving

With the focus on falls, research has shown that getting elders involved in some type of activity program will assist in decreasing falls and/or decreasing injuries in their lives. The AGS Foundation for Health in Aging has developed an exercise and screening tool for our assisted living and independent housing tenants. A flyer has been developed that you can use to promote your exercise programs. There is also a tip sheet available to assist tenants to evaluate their living areas for possible fall risks. The flyer is available at: www.easyforyou.info.

It's That Time of Year, Reminder on Handling Heat and Humidity

During the summer, Georgia usually experiences high temperatures coupled with high humidity. While these conditions place a strain on everyone, the elderly are particularly vulnerable. Accordingly, each facility should assess the appropriateness of the policies and procedures it has developed and implemented to ensure that it is providing necessary care and treatment during this time. Here are some guidelines that are good for any housing provider on handling heat and humidity, click [here](#).

HHS Takes Steps to Accelerate Electronic Prescribing

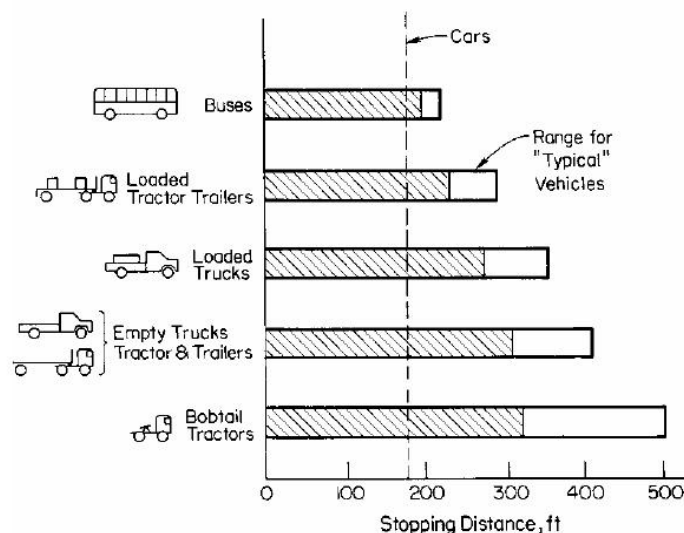
Medicare is starting a new program to encourage physicians to adopt e-

prescribing systems. Beginning in 2009, and during the next four years, Medicare will provide incentive payments to eligible professionals who are successful electronic prescribers. To read more, see the entire Department of Health & Human Services Fact Sheet [here](http://www.hhs.gov/news/facts/eprescribing.html).
<http://www.hhs.gov/news/facts/eprescribing.html>

Business Connection Updates from our Associate Members

Top Ten Things You Need to Know About Brakes on Commercial Vehicles

1. Commercial vehicles are powered forward by fuel. They are stopped by brakes that use heat as their energy source. Brakes are vital to the safe operation of a vehicle because they enable the vehicle to stop.
2. Braking systems are complicated and contain many parts that need constant inspection and attention to ensure proper operation and performance.
3. To be able to rely on your brakes in every driving situation, they must be properly adjusted, maintained and inspected before and after every trip.
4. The only way to know when you have a brake adjustment problem is to measure the stroke.
5. Poor brake adjustment reduces the ability of the service brakes to stop a vehicle and also reduces the ability of the emergency/parking brakes to stop and/or hold a vehicle.
6. By far, brakes comprise the largest percentage of out-of-service violations cited during roadside inspections.
7. Highway warning signs are usually for automobile drivers; truck drivers must translate them for trucks.
8. Highway design engineers often do not know the margin of safety for trucks in their design. As a result, even if your brakes are adjusted and performing properly, when you are able to see a potential problem ahead your chances of stopping are less than that of car drivers.



9. Be especially careful at how you apply your brakes when driving in

mountainous areas.

10. There are additional factors besides brakes that affect the vehicles' ability to stop:

- Tire compound and tread depth;
- Loading and dynamic weight shift;
- Vehicle speed;
- Driver condition, mental state and knowledge of surroundings;
- Traffic congestion;
- Pavement surface characteristics; and
- Stopping-sight-distance.

Michael Nischan, CDS
The McCart Group
Michael.nischan@mccart.com

GIA News

Last Month's Events

Fund Development Seminar with Benevon - August 13



Julie Goebel, Benevon Instructor and Coach with Jacque Thornton

Over 30 not-for-profit organizations gathered to learn new strategies in effective fund development (a proven model by Benevon).

Strategic Positioning - August 21



Special Thanks to the entire volunteer Faculty for the first regional pilot training by AAHSA CASP graduates: Jeff Bird (GA), David Sprowl (GA), Mike Harris (GA), Walter Coffey (GA), Danny Sanford (SC), Ben Sweger (TN), and Marge Shonnard (TN). An insightful opportunity was had by all participants as we explored the Not-for-profit Strategic Positioning approach developed by author Tom McLaughlin and Master Planning Your Business, Church or Organization by author Bobb Biehl.

The curriculum will be refined and piloted again in the Northeast Region. Thanks to Kim Mathis and Katherine Kuntz at the University of North Texas and CLAS, the Professional Development Network of affiliate states—particularly Vickie Moody (SCANPHA), Carrie Ermshar (TNAHSA), and Jennifer Allen (KAHSA in KY) for their tremendous support in making the program a success.

Service Coordinator Conference - August 27 & 28



The 6th Annual Service Coordinators Conference -- *Creating a Culture of Excellence* -- was held at the Wyndham Peachtree Conference Center in Peachtree City.

There were over 60 Service Coordinators from around the state of Georgia including South Carolina. This collaboration of energy between the keynote

speakers and attendees created an atmosphere for achieving excellence in our field. The powerful, yet hands on presentations, were exceptionally delivered by the presenters. The conference stimulated not only new thoughts, but new answers to challenging and complex issues facing service coordinators and social workers in the field of aging. Participants agreed that this conference has "reminded them of the benefits of self care to create a Culture of Excellence in the delivery of exceptional care for the elders they serve".

A special thanks to our pre-planning committee to include Marla Feld, Zandra Matthews, Elaine Simmons, Christina Ramey, Linda Shelles, Doris Jackson, Tonya Richards, Nova Davis, Jessica Wilson, and Marcy Graiser.

Upcoming Events

Thursday, September 4

[First Annual Culture Change Summit](#)

Many Paths to Person-Centered Care

This summit is geared toward anyone throughout the continuum of aging services providing program and services to seniors.

Loudermilk Center

Thursday, September 11

[GAHSA Summer Luncheon](#)

Loudermilk Center

The Long Term Care Solution, The national framework for financing the future of LTC in America will be presented with a panel response – how it relates to Georgia. There has been much discussion at the state and national level about health care reform. But very little time and energy has been devoted to reforming the financing system for long-term care. Yet long-term care costs are a major driver of rising health care costs, impacting the availability of fund for other critical needs including medical care for our nation's children.

Thursday & Friday September 18-19

[Coaching Supervision: Skills for Supervisors in Home & Residential Care](#)

9 am - 4:00 pm, gahsa Offices

NOTE: This training will be available for housing providers in 2009

This curriculum is designed specifically for supervisors of direct-care workers in both home and residential settings. The focus of the training is on worker retention and improvement of work performance. It is part of the Atlanta Regional Commission's Taking Care Initiative, a project funded through a grant from the Healthcare Georgia Foundation.

Created in 1999 as an independent, private foundation, the Foundation's mission is to advance the health of all Georgians and to expand access to affordable, quality healthcare for underserved individuals

Tuesday, September 23

[South Georgia Regional Conference](#)

Lake Blackshear Resort

Three tracks are being presented: Track I is *Leadership Development Skills* for Executive Directors, Administrators, Department Heads and Supervisors. Track

II is the OSHA 10-Hour Certification Training for Physical Plant Managers and Maintenance Professionals. Track III is *Health Ideas Module to Address Mental Health Issues Among Seniors* for Social Workers and Service Coordinators

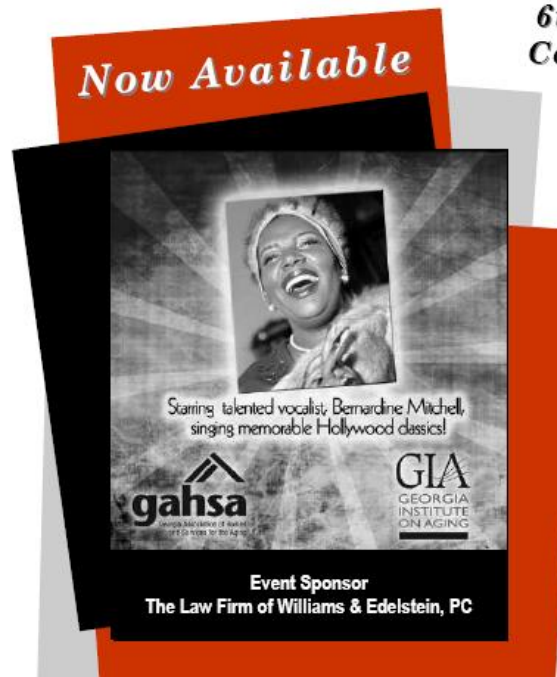
Sunday, September 28

GIA Fundraising Cabaret

[Sponsor Opportunities](#)

[Ticket Brochure](#)

Helene Mills Center



**6th Annual Dinner
Cabaret Fundraiser**

**Starring Talented
Vocalist and Actress**

**BERNARDINE
MITCHELL**

**Sun., Sept. 28, 2008
(6:00 ~ 9:30 p.m.)**

And more...

- ⇒ *Elegant Dinner*
- ⇒ *Professional Networking*
- ⇒ *Silent Auction*
- ⇒ *An Evening to Remember!*
(Professional Photographer Onsite)

This is the 6th Annual Dinner Cabaret Fundraiser. It is a black & white Hollywood affair.

Thursday, October 2

Forums Day

9:30 - 11:30 gahsa Offices

These forums will be meeting: Marketing, Hud Administrators and Maintenance Professionals

Thursday, October 2

2:00 - 3:30 gahsa Offices

Annual Medicare Update

This is updated training on Part D including all of the mailings that are being sent to beneficiaries, the Low Income Subsidy and how to help someone apply. Some information about Part C.

Presenter: Lisa Federico, MSW, Coordinator, Georgia Cares, Atlanta Regional Commission.

If you are outside the metro Atlanta area and CAN NOT attend in person, you may call into the meeting. Contact Barry Lastinger at blastinger@gahsa.org for the conference call number and passcode.

Tuesday, October 28

Fair Housing Symposium
Christian City, Union City GA

Tuesday, November 4

Ethics Symposium with Nancy Kriseman
Canterbury Court, Atlanta

Thursday & Friday**November 13-14**

[Coaching Supervision: Skills for Supervisors in Home & Residential Care](#)

9 am - 4:00 pm, gahsa Offices

NOTE: This training will be available for housing providers in 2009

News Throughout the Continuum

Nursing Homes

2008 Physician Fee Schedule Changes

A Survey and Certification letter was issued to state survey Agency Directors outlining the effects of the changes from the 2008 physician fee schedule to survey process. The changes affect the following Conditions of Participation (CoP):

485.58	CoP: Comprehensive Rehabilitation Program
485.711	CoP: Plan of Care and Physician Involvement
485.635	CoP: Provision of Services

The full Survey and Certification letter is available [here](#).

<http://www.cms.hhs.gov/SurveyCertificationGenInfo/downloads/SCLetter08-30.pdf>

Medicare Hospices to See Increase in 2009 Wage Index

Hospices serving Medicare beneficiaries will see a 2.5 percent increase in their payments for 2009 according to a final regulation recently published by the Centers for Medicare & Medicaid Services (CMS). As reported in last Friday's Member Update, the increase in the hospice wage index is the net result of a 3.6 percent increase in the so-called "market basket" indicator of cost, offset by a 1.1 percent decrease in payments as CMS phases out a transitional payment to hospice providers. A copy of the final regulation is available [here](#).

"LIFELines" email publication for GAHSA Nursing Home Members & Nursing Staff

GAHSA healthcare/nursing home members will begin receiving a new publication called LIFELines. This publication is a partnership between GAHSA and our Illinois Association (Life Services Network). LIFELines provides timely information regarding state and federal issues such as survey preparedness,

risk management, immediate jeopardy, clinical issues, abuse investigation, recruitment and retention and a host of other vital information for GAHSA nursing home members. **All GAHSA nursing home members should now be automatically receiving LIFElines. Any other GAHSA member is welcomed to receive this publication – just contact swatkins@gahsa.org.**

August Topics were:

- Is it Really an Injury of Unknown Origin?
If it isn't, don't get cited for it!
- Medication Errors and the Med Pass:
The Surprises (and Type A Violations)
- Don't Send'em an Invitation to Visit! (reporting occurrences)

Vacancy Report

GAHSA VACANCY REPORT

Please assist your colleagues by sharing this information when you receive calls from consumers you cannot serve.

Facility	Units	Cost	Type of Subsidy/Waiver
Campbell-Stone Apartments, Buckhead	3 – Studio	\$650	Sec. 8
	1 – One Bedroom	\$800	Sec. 8
Lutheran Towers Midtown	2 – Efficiency 6 – One Bedroom		Sec. 8 Sec. 8
Springfield Gardens Warner Robbins, GA	1 – One Bedroom	\$627	HUD PRAC
The Zaban Tower Atlanta	3 – Efficiency Personal Care:		HUD PRAC
	1 – Studio		
	8 – One Bedroom	\$210 \$2655	HUD PRAC HUD PRAC

Career Opportunities

Canterbury Court

[Marketing Director](#)

MobilexUSA

[Sales Representative](#)

A.G. Rhodes Home

[Director of Nursing](#)
[Admissions Manager](#)

St. George Village

[Marketing Director](#)

Christian City, Union City, Georgia:

[Nursing Home Administrator](#)
[Director of Nursing](#)

AAHSA Information

News from AAHSA

Melissa Sharp, Vice President, Southeast Region, AAHSA

Please feel free to contact me with your questions or concerns at (202) 508-9456 or by e-mail at msharp@aaahsa.org.

CAST Home for Life

We have some exciting news to share from the **AAHSA Center for Aging Services Technologies**. This January we will be partnering with the world's largest consumer technology tradeshow, the CES Show in Las Vegas, January 8-11, 2009 on a special conference and exhibit on their show floor. The CES Silvers Summit will be held on January 10 and will focus on products and services that keep boomers engaged, entertained, connected and healthy as they age.

CAST is a major sponsor of the conference and in addition will be building a very special exhibit on the show floor, the **CAST HOME FOR LIFE**. Over 140,000 visitors including 4,000 media outlets will experience first-hand how cutting-edge technologies and other products can enhance seniors' safety, health and wellness and quality of life while they remain independent in their own homes.

For CAST and AAHSA, this event is our opportunity to raise and reinforce our role as leaders in advancing the development of technology for the aging across sectors and boundaries. We have the leadership needed to bring providers, technology companies and researchers together to find technology solutions that will transform the aging experience and now we have the chance to bring these concepts to life, in a walk through experience.

We urge you to join us on this important journey. From easy to reach kitchen cabinets to sensors that detect falls and even refrigerators that order groceries, the **CAST Home for Life** will open the eyes and minds of thousands of consumers, media and thought leaders both during CES and following as we continue to use this platform to raise visibility and advance CAST's mission.

We are confident that we will leave CES poised to make a quantum leap

towards our goal of educating the public not only about technology's potential, but the technologies and supportive products that are available, accessible and affordable today.

[Click here](#) to view a draft brochure that tells you more about this exciting project.

AAHSA Member Benefit Spotlight: *FutureAge* Magazine

FutureAge magazine, published bimonthly, is a forum for showcasing leadership, excellence and innovation in aging services. It is also a venue for shared learning and discovery, delivering insightful ideas and information on serving older adults through quality the public can trust.

[» Subscribe to *FutureAge*](#)

FREE Subscription for AAHSA Members! If you are employed by an AAHSA member organization, simply provide us your title and e-mail to receive FutureAge free. Contact: fasubscriptions@ahsa.org, (202) 508-9459.
