



Spring 2023 Newsletter

We Invite You...

If you want to get connected, be informed, and create positive change, MNCHA is for you.

MNCHA has so many opportunities for you to get involved in the way that best fits your organization, please check our website to find these current opportunities & special promotions:

- Our special 6-month [Trial Membership](#) offer
- New for 2023 - [Corporate Group Registration Rate](#) so that more members of your team can access the educational sessions at this year's Annual Conference
- Share your innovative products and services as an [Industry Sponsor](#)
- Access the exclusive benefits, savings, and promotions made available to MNCHA members by our [Industry Partners](#)

We have a wonderful [Annual Conference](#) event planned for you on May 11th, I look forward to seeing you there!

In community,



2023 ANNUAL CONFERENCE

Maritime Conference Center // Linthicum Heights, MD



REGISTER TODAY!

Cultivating Communities of Effort

Don't travel the leadership journey alone. Tap into your community of effort and learn how to build collaborative capacity and goodwill for goal attainment.



KEYNOTE SPEAKER

Edward Tyson

CEO of PerSynergy Consulting, LLC.

Ed is an expert in organizational leadership, business strategy, change and team development. He received his Bachelor's in Philosophy from Pennsylvania State University and his Master's in Adult Organizational Development from Temple University.

Ed's Keynote session: Cultivating Communities of Effort
Ed's breakout session: Your Leadership SOPs Playbook

Corporate Group Rate for
MNCHA Members Only!
Register your first attendee at
the regular rate. Get 25% off
all additional attendees!

MNCHA Member// \$325
Non-Member// \$425

FULL AGENDA:

8:45 AM - 9:00 AM
Opening

9:00 AM - 9:30 AM
State Legislative Updates with
Danna Kauffman

9:30 AM - 10:45 AM
Cultivating Communities of Effort
with Keynote Edward Tyson

10:45 AM - 11:00 AM
Break

11:00 AM - 12:00 PM
Breakouts

Revised Residential Service
Agencies Application Process with
Dr. Tricia Nay and Michelle Kraus

Strive to Make a Difference with
Catherine Love

Your Leadership SOPs Playbook
with Keynote Edward Tyson

12:00 PM - 1:00 PM
Lunch

1:00 PM - 1:30 PM
Awards Ceremony

1:45 PM - 2:45 PM
Breakouts

How to Setup Power BI in A Day:
Practical Tips for Semi-Automated
Reporting with Michael Holvey

Latest Legal Developments
Impacting the Maryland Home
Care Industry with Angelo Spinola

Advancing the Skilled Home Care
Nursing Workforce through
Externships & RN Residencies with
Heather Fitzhugh-Boehm & Lynette
Godhard

2:45 PM - 3:15 PM
Break

3:15 PM - 4:15 PM
Breakouts

The Wrap-Around Impact of RCM
on the Home Care Agency Mission
with Phil Feldman

Implementing Age-Friendly Care:
Leveling Up of Patient-Centered
Care with Dr. Jennifer Kennedy

Aging In Place: The New
Collaborative Approach to Home-
Based Care with Daniel Roth &
Noson Weisbord

4:15 PM - 4:30 PM
Break

4:30 PM - 5:00 PM
Vendor Giveaways & MNCHA Year
in Review

Support the Annual
Conference & MNCHA all year
long. Make your sponsorship &
advertising dollars go farther
with MNCHA's new Corporate
Sponsorship program. Scan
the QR code for more
information!



CONTACT US!

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@md_dc_homecare

A Letter from our President, Kristi...

Dear MNCHA members and prospective members,

I am excited to take a moment and share updates from the MNCHA Board of Directors. We have begun 2023 with a great deal of momentum that is going to drive our association to new levels!

In January, we resumed our weekly Legislative Committee meetings. Our Legislative Committee is active and engaged to understanding legislative activity that will impact our association. Together we consider the legislative bills and committee decisions transpiring in Annapolis. We recognize there is a political shift with decision makers. It is important that we understand, participate, and make our stance known. The association has worked to ensure the positions we take on proposed bills are supportive for our membership yet also reflective of setting the stage for our home care industry in the future.

On February 2nd, we convened at the Governor Calvert House in Annapolis for an in-person Legislative Advocacy Day. This year's approach was slightly different than previous years, as MNCHA co-hosted the event with several other healthcare associations. Maryland Department of Aging Secretary, Carmel Roques, and then-Delegate Ariana Kelly, the Vice-Chair of the House Health & Government Operations Committee, offered early insights on Maryland's aging services plan and initiatives to address healthcare and public health workforce, respectively. The reception that followed was a great networking opportunity and we appreciate those members that were able to support the event!

Also in February, the MNCHA Board of Directors gathered for a full day strategic retreat. The intent was to create a strategic roadmap that will guide and shape MNCHA for the coming years. The day was facilitated by Mary C. Kelly, PhD. Mary has a breadth of leadership and strategic planning experience. She pushed our Board of Directors to challenge our current views and ways of thinking to help navigate and build a thoughtful, sustainable roadmap for the association's future.

Each of us recognized this was an incredible opportunity to collaborate and formulate a plan that will help to shape MNCHA. We began the day by revising our mission and vision. This was a guiding principle that reminded us of the collective goals we have for the home care community. We recognize the current changing landscape of the industry and our need for expanded

collaboration beyond the previously traditional sectors. We aim to build awareness and engage the growing ecosystem that are considered home based services. The rigorous day of activity resulted in a project plan that we will use to guide our actions for the remainder of 2023.

Our Board of Directors has a breadth of expertise and passion for our industry, they are seasoned leaders and a major asset of the association. I want to express my gratitude to them for their dedication and commitment to the strategic planning process. I am confident that these efforts will guide our strategic success in the future.

In closing, thank you for your participation in our association. We will continue to be the leaders for the home care community. We need your voice to be united in our calls to action. We want to hear from you. We are here to support and serve you in our work. Together we can and will make a difference.

Be the best you can be,

Kristi Stacharowski

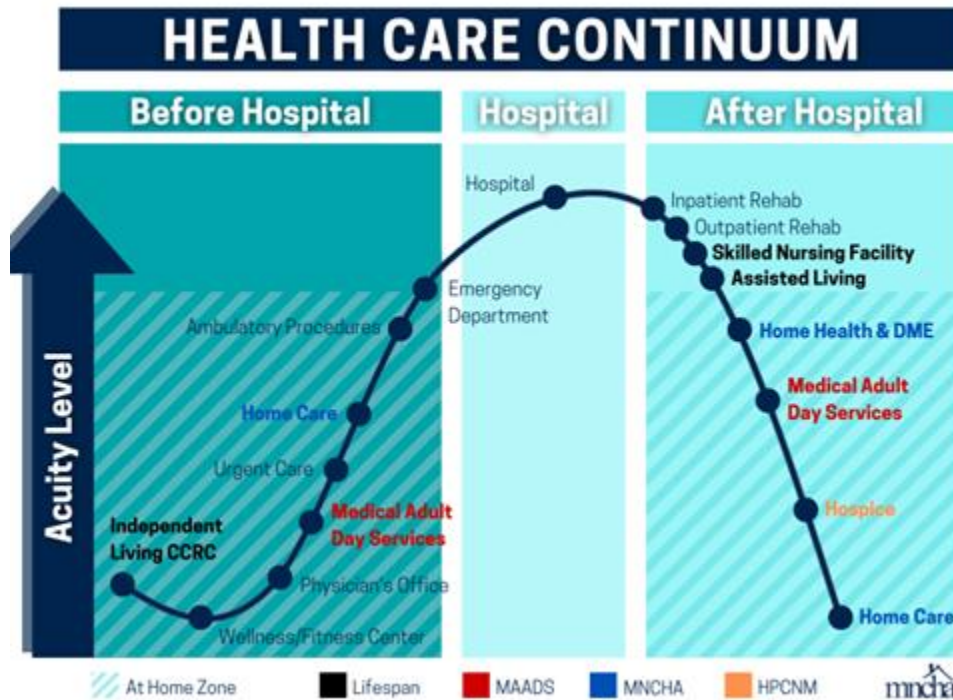


We would like to extend a special thank you to our Board retreat sponsor, Orases. [Orases](https://www.orases.com) is a USA-based software development company whose corporate headquarters are right here in Frederick, MD! They are passionate about building unique software solutions to streamline operational workflows & increase revenue. So if you have interoperability, scaling, or integration challenges, Orases can help! Please contact Tom Witt, Vice President of Software Sales, at tom@orases.com if you are interested in learning more about the custom solutions that Orases offers.



Maryland Legislative Session 2023

The Importance of State Advocacy...



Each year, the General Assembly meets for 90 days between January and April. During that time, legislators decide on Maryland’s operating budget, which includes reimbursement rates for Medicaid providers, as well as make decisions on over 3000 bills. For health care organizations, these bills will range from licensed health program oversight to labor and employment requirements. Too often, these bills have financial or operational impacts on your organization.

Legislators are not subject-matter experts. They rely on others to inform them on issues. The purpose of MNCHA’s Legislative Committee and the advocacy initiatives we pursue are for you as healthcare owners and operators to connect or re-connect with your legislator(s); to be a resource

for them; and to assist them in understanding the impact that legislation will have on your organization. The work that the Legislative Committee does during session, and the annual advocacy day events that MNCHA holds, are meant to be first steps in an ongoing process.

Maryland relies heavily on the committee system. There are six House committees and four Senate committees. Each bill is assigned to a committee for discussion. In knowing your legislator(s), it is important to know where they are assigned. Below are the relevant issues to health care organizations and the committee of jurisdiction.

House Health and Government Operations/Senate Finance	House Economic Matters/Senate Finance	House Appropriations/Senate Budget and Taxation	House Judiciary/Senate Judicial Proceedings
Regulation of health care facilities	Minimum Wage	Medicaid Budget	Medical Malpractice
Oversight of health occupation boards and commissions	Family Leave, including paid family leave and sick leave	Aging Budget	Abuse and Neglect Issues
Medicaid policy	Worker's Compensation	DHR budget, relates to eligibility issues	Sex Offender Registration
End of Life Care	Labor and Employment Issues	Boards and Commissions budget	
Health care reform		B&T also hears the tax issues	
Estates and trusts			
CON			

*** There are two additional House Committees – Ways and Means and Environment and Transportation - and one additional Senate Committee – Education, Energy and the Environment. Typically, issues regarding health care organizations are not heard in these three committees. However, if your legislator is a member of one of these committees, it is still important to reach out because they vote on the floor and will have a voice in caucus and with their fellow legislators.*

In early April, the Moore-Miller Administration released their [Transition Report](#), the culmination of efforts that began after the General Election last November. The report can be viewed via the embedded link and includes a section on Health Care, including findings and recommendations on Access to Care, Health Equity, Health Workforce, Mental Health and Substance Use, and Strengthening Health Care and Public Health.

The 445th session of the Maryland General Assembly closed on April 10th, 2023. The General Assembly's work to pass the budget continues, as this is the first year that the legislature can cut or reallocate monies. As of this writing, the House and Senate conference committees were still working to resolve differences over the budget. **On a positive note, both chambers support the inclusion of a 4% rate increase for Medicaid providers on July 1, 2023, with an additional 8% on January 1, 2024, contingent on the enactment of the Fair Wage Act of 2023.** The Sine Die report, compiled by our lobbyist, Danna Kauffman, provides a status update on the bills of interest to MNCHA. Members can access the report in the [Legislative Center](#) section of the website portal. In May, MNCHA will be mapping out our state advocacy priorities for 2024, to include identifying & setting post-session meetings with our delegates. Even if you missed our in-session activity, now is still a great time to get involved in home care advocacy!

Supporting our Workforce

In March 2023, The Maryland Regional Direct Services Collaborative released its report, "Long-Term Services and Supports in Baltimore: A Framework for Improving Job Quality and Creating A Highly Trained Direct Care and Services Workforce." This study was made possible through the grant support of the Abell Foundation.

Major findings of the report include:

- Inadequate compensation is the single biggest factor driving the workforce crisis.
- Maryland's Medicaid reimbursement rates are not high enough to allow LTSS providers to increase wages to necessary levels.
- Respect & appreciation help but are not sufficient on their own.
- Holistic training and support are appreciated but are also insufficient on their own. Employers need to be able to recognize those who seek the Direct Service Worker (DSW) role as a destination, versus those who see the role as a stepping stone in an expanding healthcare professions career.
- DSWs in nursing homes & Assisted Living Facilities see low staffing ratios as diminishing job quality. For 1st & 2nd shift DSWs in facilities, average patient assignment is 15-20 patients/residents.

Priority next-steps to address the workforce crisis should center around state-level legislative and policy changes that both increase Medicaid funding for care and ensure that publicly funded DSW jobs offer living wages and benefits.

Please read the attached report to learn about the full scope of findings and recommendations.

[Access the Report](#)

Home Care Happenings

The 2023 NAHC Forum of States...

On March 27, 2023, MNCHA attended the annual Forum of State Associations. This is a one-day home care industry conference hosted by the National Association for Home Care & Hospice (NAHC). Attendees include Executive and Board leadership of state home care associations from across the country, as well as industry thought leaders and policy experts. NAHC has been laser-focused on gathering data to inform legislative advocacy and policy reform on healthcare workforce, hospice reimbursement and program expansion, and home health PDGM payment methodology. This year, NAHC shared updates on:

- The Workforce Taskforce convened in 2022, including the newly released Home Care Workforce Crisis Report that was conducted in partnership with Home Care Association of America
- Value of Hospice Study results, presented by NORC at the University of Chicago
- CY 2023 Regulatory Update for Medicare Home Health, led by the CMS Center for Medicare Chronic Care Policy Group
- Home Health Users' Experience in Medicare Fee-For-Service & Medicare Advantage, prepared by ATI Advisory

Get to Know Medicare Home Health...

The Partnership for Quality Home Healthcare (PQHH) has been a longtime advocate for Medicare-certified Home Health providers. PQHH works very closely on the Hill with NAHC to drive national legislative initiatives forward on behalf of the home health sector. PQHH is also wonderfully supportive of the Council of State Home Care & Hospice Associations, which MNCHA belongs to.

In an effort to better educate lawmakers – especially new members of Congress in 2023 – on the patients served by Home Health providers and the compassionate, quality care this benefit offers, PQHH captured the story of Ms. Alice, a Baltimore resident. Please watch Ms. Alice’s story and feel free to share it to support your own advocacy and education efforts!

Kudos and congratulations to the local Bayada team also featured in the story!



The Maryland Emergency Preparedness Network

The Maryland-National Capital Homecare Association [[MNCHA](#)] and the Maryland Department of Health [MDH] Office of Preparedness and Response [OPR] have partnered to better enable homecare providers and their patients to be prepared in the event of an emergency.

This partnership created the Maryland Emergency Preparedness Network [EPN] which disseminates important and timely information before, during, and after an emergency - at no cost.

Upcoming Maryland EPN Training Event

- Workplace Violence Prevention for Post-Acute Care - Tuesday, June 13th from 9:00AM-4PM at The Meeting House in Columbia, MD.
9:30AM: Emergency Preparedness Tabletop Exercise.

9AM Session: Emergency Preparedness Tabletop Exercise

1PM Session: Workplace Safety & De-Escalation Tactics

This is a free event that is made available through our partnership with the Maryland Office of Preparedness & Response. Stay tuned for more details and registration links coming soon.

Subscribe to EPN: <https://www.mdemergencyprepnetwork.org/Join-the-Network>



The Maryland Department of Health invites all healthcare workers and environmental services staff to MD Project Firstline!

Online Independent Study: Scan the QR code to visit the [MD PROJECT FIRSTLINE](#) site and select any of the FREE infection control courses. Earn a certificate for each course!

Group Training Sessions: Our instructors can lead FREE in-person or virtual training sessions for your team members. Project Firstline can also provide you with the presentation materials to lead your own group sessions. Scan below to request a session or materials.

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Project Firstline



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Group Training





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