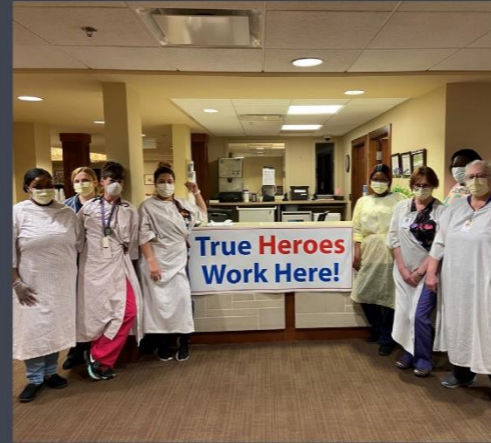


# 2020 Annual Business Meeting

**Together**



**2019**

**2020**

**Annual  
Report**

**LeadingAge™**  
Wisconsin



[www.leadingagewi.org/media/88002/2020-annual-report.pdf](http://www.leadingagewi.org/media/88002/2020-annual-report.pdf)

**LeadingAge™**  
Wisconsin  
Better Services for Better Aging



**Annual Business Meeting  
8:30 am to 10:00 am, May 18, 2020  
Remote Meeting Via Teams**

**Proposed Agenda**

- I. Call to Order, Quorum Determination**
- II. Adoption of Agenda**
- III. Leadership Reports**
  - A. Secretary's Report, Tim Conroy—Minutes of May 3, 2019 Annual Business Meeting
  - B. Recognition of Outgoing Board Members, Dan Goodier
  - C. Chair's Remarks, Dan Goodier
  - D. LeadingAge National Report: David Fulcher and Katie Smith Sloan, President/CEO
  - E. President's Remarks, John Sauer
- IV. Association Business Matters**
  - A. Proposed 2020-21 Budget- Dan Meyer, Treasurer
  - B. Nominations Report, Doug Trost: Nominees and Election for LeadingAge Wisconsin Board of Directors
  - C. Report on Proposed 2020-21 Officers
- V. Other Business**
- VI. Adjournment**



# Secretary's Report

**Tim Conroy, Capitol Lakes, Madison**

**May 2, 2019 Annual Business Meeting Minutes**

# Outgoing Board Members:

- **Terry Snow, Pleasant View, Monroe:** Terry has held multiple leadership positions on the Executive Committee, presently serving as the Vice Chair of Operations, Chair of Synergy (formerly Health Issues), and has served as the Region II Director since 2013. She has been instrumental in our efforts to ensure members have tools and resources to achieve regulatory compliance and improve quality. She also served as a Leader-in-Residence with the I-LEAD program.
- **Steve Seybold, Homme Home, Wittenberg:** Steve served as the Region V Director since 2014 and is known as a fierce advocate for rural facilities. He has encouraged members to become more involved our public policy efforts to improve both the payment and regulatory systems. Steve is retired in early 2020 and we wish him the very best on the rest of his journey.
- **Michelle Putz, Ovation Communities, Mequon:** Michelle also has served on the Executive Committee and presently is the Vice Chair of Member Services. She was instrumental in the selection of her organization becoming the first LeadingAge Wisconsin member to pilot the Geriatric Career Development (GCD) program, served as an I-LEAD Leader-in-Residence, and Co-Chaired Health Issues and Public Policy Forums.
- **Heather Sheehan, Water's Edge, Hayward:** Heather is completing her sixth year as an At-Large Director. During her tenure, she was known for her support of rural organizations and mentoring newcomers to the field. Heather served on more than one occasion as an I-Lead Leader-in-Residence and provided the needed perspective as a long-term care professional within a hospital-based organization.
- **Jill Gengler, Colfax Health & Rehab, Colfax:** Jill served as the Region IV Director for the past year and strived to increase networking opportunities within the Region. She also was a Leader-in-Residence for our I-LEAD program. With her change of employment, she is unable to continue as the Region IV Director.
- **Morgan Hinkley, Brewster Village, Appleton:** Morgan served on the Board of Directors as an At-Large member since 2017 and is recognized as a culture change champion within the long-term care field. She was involved in I-LEAD in virtually every capacity serving as a Fellow, Leader-in-Residence, Coach, and Facilitator. She also chaired the Program Committee for the past three years. Morgan is joining a non-LTC health care organization and, therefore, has stepped down from the Board.

# Chair's Report

**Dan Goodier,  
Christian Community Homes  
and Services, Hudson**

# Thank You to our 2019-20 Board of Directors!

## **2019-2020 Executive Committee**

Chair: Dan Goodier, Christian Community Homes & Services, Hudson  
Immediate Past Chair: Doug Trost, SSM Health LTC-Post Acute, Fond du Lac  
Chair Elect: Kris Krentz, Skaalen Retirement Services, Stoughton  
Vice Chair of Member Services: Michelle Putz, Ovation Communities, Milwaukee  
Vice Chair of Operations: Terry Snow, Pleasant View Nursing Home, Monroe  
Vice Chair of Public Policy: Sondra Norder, St. Paul Elder Services, Inc., Kaukauna  
Secretary: Tim Conroy, Capitol Lakes, Madison  
Treasurer: Dan Meyer, Morrow Home, Sparta  
LeadingAge Liaison: David Fulcher, Milwaukee Catholic Home, Milwaukee  
Senior Advisor: Fran Petrick, Brookside Care Center, Kenosha

## **2019-2020 Directors at Large**

Stephanie Chedid, Luther Manor, Wauwatosa  
Tim Conroy, Capitol Lakes, Madison  
David Fulcher, Milwaukee Catholic Home, Milwaukee  
Michelle Godfrey, St. Elizabeth Manor, Janesville  
Dan Goodier, Christian Community Homes & Services, Hudson  
Morgan Hinkley, Brewster Village, Appleton  
Kris Krentz, Skaalen Retirement Services, Stoughton  
Dan Meyer, Morrow Home, Sparta  
Sondra Norder, St. Paul Elder Services, Inc., Kaukauna  
Michelle Putz, Ovation Communities, Milwaukee  
Mark Radmer, Harbor Haven Health & Rehabilitation, Fond du Lac  
Kevin Schwab, St. Camillus Health Center, Wauwatosa  
Sue Seegert, Villa St. Francis, Milwaukee  
Heather Sheehan, Hayward Area Memorial Hospital & Water's Edge, Hayward  
Frank Soltys, Felician Village, Manitowoc  
Zach Ziesemer, Pine Crest Nursing Home, Merrill

## **2019-2020 Regional Directors**

Region 1: Dennis Ferger, Clement Manor Health Center, Greenfield  
Region 2: Terry Snow, Pleasant View Nursing Home, Monroe  
Region 3: Marissa Janke, Onalaska Care Center, Onalaska  
Region 4: Jill Gengler, Colfax Health and Rehab, Colfax  
Region 5: Steve Seybold, Homme Home of Wittenberg, Wittenberg

# David Fulcher

# Milwaukee Catholic Home

LeadingAge Liaison

# FEDERAL UPDATE -- LeadingAge Report

**Katie Smith Sloan**  
**LeadingAge President & CEO**





# President/CEO's Report

**John Sauer**

# Treasurer's Report

**Dan Meyer, Morrow Home, Sparta**

**LeadingAge Wisconsin's  
2020-21 Operating Budget**

**LeadingAge Wisconsin  
Income Statement**

	<b>2019-20 Budget</b>	<b>2019-20 Projected</b>	<b>2020-21 Budget</b>
Member Dues	\$ 735,000	\$ 731,003	\$ 732,875
Associate Dues	\$ 45,000	\$ 37,400	\$ 35,000
LeadingAge Dues	\$ 59,063	\$ 60,587	\$ 55,000
Investment Income	\$ 40,000	\$ (33,192)	\$ 24,000
Conferences/Seminars	\$ 550,000	\$ 345,709	\$ 289,000
Member Services	\$ 100,000	\$ 103,877	\$ 83,070
Value First/Vantage Point	\$ 203,400	\$ 250,328	\$ 223,700
LeadingChoice Network	\$ 8,400	\$ 6,300	\$ 4,200
<b>Total Revenue</b>	<b>\$ 1,768,863</b>	<b>\$ 1,533,910</b>	<b>\$ 1,446,845</b>
Staff Costs	\$ 1,087,328	\$ 974,485	\$ 971,714
Professional Services			\$ 97,440
Value First	\$ 37,000	\$ 8,837	\$ 27,000
Staff Travel	\$ 30,000	\$ 11,800	\$ 25,000
Professional Development	\$ 2,000	\$ 2,920	\$ 3,000
Board/Networking	\$ 25,000	\$ 25,314	\$ 20,000
Office Insurance/Taxes	\$ 11,000	\$ 9,873	\$ 11,000
Telephone	\$ 6,000	\$ 5,305	\$ 6,000
Copier	\$ 15,500	\$ 14,579	\$ 15,500
Postage	\$ 4,000	\$ 4,000	\$ 4,000
Computer Expense	\$ 15,200	\$ 11,967	\$ 15,200
Printing	\$ 2,500	\$ 3,354	\$ 4,000
Supplies/Sub./Memberships	\$ 7,500	\$ 11,415	\$ 14,000
Conferences/Seminars	\$ 373,000	\$ 209,817	\$ 121,392
Legal Counsel	\$ 25,000	\$ 25,369	\$ 25,000
Audit	\$ 8,000	\$ 8,000	\$ 8,000
Bank Expense/Misc.	\$ 1,000	\$ 1,000	\$ 1,000
Member Services	\$ 50,000	\$ 53,835	\$ 27,499
Depreciation	\$ 21,000	\$ 21,181	\$ 21,000
Office Building	\$ 27,500	\$ 27,888	\$ 28,500
<b>Total Operating Expenses</b>	<b>\$ 1,768,528</b>	<b>\$ 1,514,825</b>	<b>\$ 1,446,245</b>
<b>Net Revenue/Expenses</b>	<b>\$ 335</b>	<b>\$ 19,086</b>	<b>\$ 600</b>
Property & Equipment	\$ 8,000	\$ 5,407	\$ 8,000
Growth and Entrepreneurial fund	\$ 100,000	0	\$ 70,000
LMS			\$ 30,000
Advocacy Campaign			\$ 30,000

- ❖ *Allocates resources to fund an aggressive advocacy/media campaign to ensure the voice of our members is heard*
- ❖ *Maintains a \$70,000 Future Growth and Entrepreneurial Fund to feed the Association's efforts to expand services, generate non-dues revenues, and produce savings for members*
- ❖ *Provides the resources to advance the Association's public policy, education, and member services initiatives*
- ❖ *Holds the line on expenditures by reducing conference, travel/meeting, and administrative support expenses, while funding market rate and insurance adjustments for staff*
- ❖ *Launches a new educational and learning platform (LMS)*
- ❖ *Authorizes modest adjustments to the dues gradation schedule, with progressive increases ranging from 0 to \$225. This is the first change in our dues structure since 2014-15. The Board of Directors will consider any hardship cases.*

# 2020-21 Dues Gradations and Amounts

Program Revenue				
		Current Dues	2020-21 Dues	Change
0	1,000,000	\$ 500	\$ 500	\$ -
1,000,000	2,000,000	\$ 1,020	\$ 1,035	\$ 15
2,000,000	3,000,000	\$ 1,530	\$ 1,555	\$ 25
3,000,000	4,000,000	\$ 2,040	\$ 2,070	\$ 30
4,000,000	5,000,000	\$ 2,550	\$ 2,590	\$ 40
5,000,000	6,000,000	\$ 3,060	\$ 3,120	\$ 60
6,000,000	7,000,000	\$ 3,570	\$ 3,670	\$ 100
7,000,000	8,000,000	\$ 4,080	\$ 4,195	\$ 115
8,000,000	9,000,000	\$ 4,590	\$ 4,715	\$ 125
9,000,000	10,000,000	\$ 5,100	\$ 5,240	\$ 140
10,000,000	11,000,000	\$ 5,610	\$ 5,760	\$ 150
11,000,000	12,000,000	\$ 6,120	\$ 6,280	\$ 160
12,000,000	13,000,000	\$ 6,630	\$ 6,810	\$ 180
13,000,000	14,000,000	\$ 7,140	\$ 7,330	\$ 190
14,000,000	15,000,000	\$ 7,650	\$ 7,850	\$ 200
15,000,000	20,000,000	\$ 8,160	\$ 8,375	\$ 215
20,000,000	25,000,000	\$ 8,670	\$ 8,895	\$ 225
25,000,000	30,000,000	\$ 9,180	\$ 9,405	\$ 225
30,000,000		\$ 9,690	\$ 9,915	\$ 225

# **Nominations**

## **LeadingAge Wisconsin**

### **Board of Directors**

**Doug Trost, SSM Health LTC-Post Acute**  
**Fond du Lac**

## **Nominating Committee -- Recommend the following individuals be elected to serve as Directors At-Large on the LeadingAge Wisconsin Board of Directors:**

- ▶ **Jennifer Vosen**, Sauk County HCC, Sauk City, to serve her first, three-year term
- ▶ **Barbara Beardsley**, Brookside Care Center, Kenosha, to serve her first, three-year term
- ▶ **Kim Gochanour**, North Central Health Care, Wausau, to serve her first, three-year term
- ▶ **Paul Treffert**, Sheboygan Senior Community, Sheboygan, to serve his first, three-year term
- ▶ **Sue Seegert**, Villa St. Francis, Milwaukee, to serve her second, three-year term

# FYI- New Region Directors:

- ▶ **Erin Francois**, New Glarus Home, New Glarus (Region II)
- ▶ **Ellen Thompson**, Heritage of Elmwood, Elmwood (Region IV)
- ▶ **Justin Cieslewicz**, Homme Inc. of Wisconsin, Wittenberg (Region V)

## ***For Your Information:***

# **Proposed LeadingAge Wisconsin 2020-21 Board Officers**

The LeadingAge Wisconsin Board will consider this slate immediately after adjournment of the 2020 Annual Business Meeting:

Chair.....**Dan Goodier**, Christian Community Homes and Services, Hudson  
Chair-Elect.....**Kris Krentz**, Skaalen Retirement Services, Stoughton  
Vice Chair of Public Policy .....**Sondra Norder**, St. Paul Elder Services, Kaukauna  
Vice Chair of Operations..... **Dan Meyer**, Morrow Home, Sparta  
Vice Chair of Member Services ...**David Fulcher**, Milwaukee Catholic Home, Milwaukee  
Treasurer ..... **Dennis Ferger**, Clement Manor, Greenfield  
Secretary..... **Sue Seegert**, Villa St. Francis, Milwaukee  
Immediate Past Chair.....**Douglas Trost**, SSM Health LTC-Post Acute, Fond du Lac  
LeadingAge Liaison..... **Tim Conroy**, Capitol Lakes, Madison  
Senior Advisor..... **Fran Petrick**, Retired, Racine



**Thank You for  
Supporting Your  
Association!**

# Together



# 2019



# 2020

# Annual Report

LeadingAge™  
Wisconsin



This year, especially, we learned how fast our world and our life can be drastically changed. We learned that the human spirit has the capacity to adapt and to survive. We learned the value of working together and the joy of being together. When our togetherness endured unprecedented challenges, we rose up, we evolved, and we triumphed.

The LeadingAge Wisconsin 2019-2020 Annual Report is a celebration of coming together and being together.

This Annual Report also is a celebration of our heroes in healthcare who provide compassionate care with a focus on keeping individuals safe. It is a celebration of all we can accomplish together – in good times and in bad times.

While our story continues to unfold during the COVID-19 pandemic, we want to share the highlights of what we have accomplished in Fiscal Year 2019-2020 – together.



In the area of  
Reimbursement,  
Payment,  
& Delivery  
Systems

together we:

- Successfully advocated in the state budget for an additional \$74 million (GPR/FED) in funding to increase Medicaid rates for nursing homes by approximately six percent in the first year and one percent acuity adjustment in the second year. This is the largest increase in nursing home rates in decades! An additional \$67 million (GPR/FED) was approved to support the Family Care direct care supplement paid to providers.
- Created Patient Driven Payment Model (PDPM) tools and Home Health PDGM tools to help providers navigate through the most significant federal payment reform in over 20 years.

- Submitted six of the 14 proposals submitted for consideration by the Paid Workers Subgroup of the Governor's Task Force on Caregiving.
- Led efforts to target Family Care dollars directly to care providers, bypassing the Managed Care Organizations (MCOs).
- Advanced proposals to adopt a "cost-based payment standard" for the nursing home reimbursement formula to address the abysmal Wisconsin nursing facility payment system.

- Advocated for members to receive payments for long-term care workforce funding, to be protected from reductions in room and board, and to receive rate increases within the MCO capitation rates.
- Explored and envisioned what new long-term care federal spending could look like.





Early in March of 2020, we were in the throws of

The COVID-19 Pandemic

and together we:

- Calculated estimated funding amounts for providers in Wisconsin due to federal COVID-19 stimulus bills, providing clarity to members on potential funding sources.
- Helped members know for which COVID-19 funding programs they were eligible with the COVID-19 Stimulus Funding Calculator tool.
- Created the COVID-19 Admission Guidance to aid members with admission and placement decisions.

- Worked with a broad coalition of organizations to successfully advocate for Assembly Bill 1038, which permanently established the CNA minimum training hours requirement to 75 hours, included an important increase in federal Medicaid matching funds of approximately \$300 million, and added liability protections for long-term care and assisted living providers during the public health emergency.
- Created a task force to work with the Department of Health Services (DHS) and the Governor's Office to consider the impact visitation prohibitions will have on the long-term care residents and families.

- Aided members in navigating the constantly evolving federal and state regulatory environment during the COVID-19 emergency, including issues related to 1135 federal waivers, waiver of assisted living regulations, CNA training hours and programs, and testing.



- Worked with other state provider associations to survey providers throughout the state regarding their need for Personal Protective Equipment (PPE) and worked to acquire PPE to fulfill the needs of these providers.
- Urged DHS to pursue COVID-19 testing of long-term care facilities in a more planful way.
- Developed a website to provide tools and resources relating to COVID-19.

- Created an all-hands-on-deck Association response throughout the COVID-19 Crisis, providing daily communications, virtual meetings, and webinars to ensure members had daily assistance and support on all fronts.
- Partnered with Next Step to provide a free, online training and testing program for emergency direct care workers and partnered with Leading-Age Minnesota to make the OnTrack 75-hour online and on-demand CNA training program available to members.

- Conducted and summarized a member satisfaction survey, the results of which were shared at the Board's strategic planning meeting. Amazingly, 195 individuals completed the survey. The survey showed a very high level of member satisfaction and resulted in a net promoter score of 83.59 among all members and 90.64 among CEOs. This rating is one of the highest in the country.
- Collected data and conducted analysis which led to the issuance of the association's 2020 *Workforce Crisis Report*.

In an effort to keep  
Members  
Actively Engaged  
together we:



- Increased the visibility and political involvement of LeadingAge Wisconsin by implementing a political action committee (PAC) strategy, maximizing use of PAC funds, and establishing a PAC fundraising goal for the biennium.

- Grew the Echelon program to 201 participating assisted living communities and met throughout the year to address issues such as: Legal and regulatory concerns, workforce, teamwork, smart devices, dementia care, workplace drama, and COVID-19.
- Through Synergy, provided members resources and tools related to: Staff competencies, trauma informed care, compliance & ethics, Mega Rule Phase 3, bedhold, corporate compliance, medications, sexuality, and visitation.
- Created a virtual networking group for finance professionals.

- Through Value First, brought savings to member's operational expenses through competitive vendor contracts. In 2019, Value First showed savings to members 93% of the time on frequently used products and services such as food, MRO, equipment, furnishings, patient lifts, negative pressure wound care, linens, and filtration.
- Assisted members with finding alternate sources for PPE.
- Brought substantial pharmacy savings to members through the VantagePoint Purchasing Group.

- Served on the Work Group on Facility-Based Care of the Wisconsin Dementia Task Force and began developing the LeadingAge Wisconsin tiered Dementia Capable Program to distinguish our dementia care providers.
- Supported the LeadingAge national public policy-setting process by facilitating the second Wisconsin Town Hall Conversation, where over 100 members shared their priority issues.



# LeadingAge Wisconsin Income Statement

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Immediate Past Chair: Doug Trost, SSM Health LTC-Post Acute, Fond du Lac  
Chair Elect: Kris Krentz, Skaalen Retirement Services, Stoughton  
Vice Chair of Member Services: Michelle Putz, Ovation Communities, Milwaukee  
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Dan Goodier, Christian Community Homes & Services, Hudson  
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Region 1: Dennis Ferger, Clement Manor Health Center, Greenfield  
Region 2: Terry Snow, Pleasant View Nursing Home, Monroe  
Region 3: Marissa Janke, Onalaska Care Center, Onalaska  
Region 4: Jill Gengler, Colfax Health and Rehab, Colfax  
Region 5: Steve Seybold, Homme Home of Wittenberg, Wittenberg

## **LeadingAge Wisconsin Staff**

President & CEO: John Sauer  
Accounting Services Specialist: Jing Ning  
Director of Business Development: Denise May  
Director of Housing & Clinical Services: Robin Wolzenburg  
Member Services Assistant: Sarah Paterson  
Vice President of Public Policy & Advocacy: Annette Cruz  
Vice President of Financial & Regulatory Services: Brent Rapos  
Vice President of Member Services & Innovation: Janice Mashak

**LeadingAge Wisconsin  
Annual Business Meeting Minutes  
May 3, 2019  
La Crosse Center, La Crosse WI**

**Motion: Move by Seegert, second by Eide, to adopt the agenda as presented. Motion passed unanimously.**

**Motion: Move by Radmer, second by Snow, to accept the minutes as presented. Motion passed unanimously.**

**Motion: Move by Snow, second by Fulcher, to approve the 2019-20 Budget as presented. Motion passed unanimously.**

**Motion: Move by Ramer, second by Seegert, to approve the following individuals to serve on the Board of Directors: David Fulcher, Milwaukee Catholic Home, Milwaukee, to serve his second, three-year term; Sondra Norder, St. Paul Elder Services, Kaukauna, to serve her second, three-year term; Frank Soltys, Felician Village, Manitowoc, to serve his second, three-year term; Stephanie Chedid, Luther Manor, Wauwatosa, to serve her first, three-year term; Zach Ziesemer, Markesan Resident Home, Markesan to serve his first, three-year term; and Michelle Godfrey, St. Elizabeth/Marquardt, Janesville, to serve her first, three-year term. Motion passed unanimously.**

**Motion: Move by Seegert, second by Eide, to adjourn the 2019 LeadingAge Wisconsin Annual Meeting. Motion passed unanimously.**

- I. Goodier called the meeting to order and determined a quorum was present.
- II. The Agenda was presented and reviewed.

**Motion: Move by Seegert, second by Eide, to adopt the agenda as presented. Motion passed unanimously**

**III. Leadership Reports**

- Secretary Report – Norder presented the minutes from May 3, 2018.

**Motion: Move by Radmer second by Snow, to accept the minutes as presented. Motion passed unanimously.**

- Petrick recognized outgoing Board members: Dana Reese, Golden Age Manor; Renee Anderson, St John's on the Lake; Jane Hooper, Clearview; and Linda Joel, LindenGrove and thanked them for their time serving our members on the Board of Directors.
- Chair's Remarks – Petrick referenced the Association's 2018-19 Annual Report highlighting the impressive accomplishments over the past year. She noted our increased advocacy work and the building of our PAC, piloting of the Geriatric Career Development and the power of a united membership. Petrick also



acknowledged the work of the LeadingAge Wisconsin staff and her peers on the Board.

#### **IV. President/CEO Remarks**

- Sauer thanked each member of the Association's staff and the Board of Directors for their commitment to serve the membership and acknowledged the efforts of ; Katie Sloan, LeadingAge President, and Steve Fleming, LeadingAge Chair and President/CEO of Well Spring Group, for their impressive national work on behalf of the provider community.
- Sauer reviewed the Call for Action asking Legislators to support an additional \$83 million for Family Care/Medicaid and encouraged members to write a letter, email, or call. An advocacy flyer was included in the handout.
- Sauer acknowledged the CHAASE – UW Eau Claire Health Care Administration Scholarships: Value First, LeadingAge Wisconsin and Brian Schoeneck all contributed scholarships for students. Special recognition went out to Sondra Norder for the Distinguished Alumni Award and Larry Pupp for receiving the Preceptor of the Year.
- Sauer concluded that we are proud of what we accomplished and continue to build on our successes. Borrowing from the teachings of Brené Brown, Sauer stressed the power of leaders and organizations that acknowledge and embrace their vulnerability, and in doing so become better equipped to overcome the challenges of the day and prepare for the future. Our mission will be more powerfully advanced when we rely the collective talents and strengthens of our all members and the Association.

#### **V. Association Business Matters**

- Meyer shared the Treasurer's Report and the proposed 2019-20 Budget and gave special recognition to Rapos his assistance. Highlights included:
  - No increase in Millage Dues System or changes to Associate, Individual or Subscriber fees or dues cap.
  - Budget fuels our Strategic Plan and Core Services
  - \$100,000 to accessed from Reserve funds to create a Future Growth and Entrepreneurial Fund.

**Motion: Move by Snow, second by Fulcher, to approve the 2019-20 Budget as presented. Motion passed unanimously.**

- Trost announced Jill Gengler, Colfax Health and Rehab, Colfax, was elected by her peers to serve as the Region IV Director. He then presented the 2019-20 Nominees for LeadingAge Wisconsin Board of Directors and called for nominations from the floor. No nominations from the floor were made.

**Motion: Move by Ramer, second by Seegert, to approve the following individuals to serve on the Board of Directors: David Fulcher, Milwaukee Catholic Home, Milwaukee, to serve his second, three-year term; Sondra Norder, St. Paul Elder Services, Kaukauna, to serve her second, three-year term; Frank Soltys, Felician Village, Manitowoc, to serve his second, three-year term; Stephanie Chedid, Luther Manor, Wauwatosa, to serve her first, three-year term; Zach Ziesemer, Markesan**

**Resident Home, Markesan to serve his first, three-year term; and Michelle Godfrey, St. Elizabeth/Marquardt, Janesville, to serve her first, three-year term. Motion passed unanimously.**

- VI.** Goodier wrapped up the meeting and asked the new and current Board of Directors to come forward to the podium for a brief swearing in of the Officers. There being no further business the following motion was made:

**Motion: Move by Seegert, second by Eide, to adjourn the 2019 LeadingAge Wisconsin Annual Meeting. Motion passed unanimously.**

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Immediately following the Annual Business Meeting, Goodier convened the Board of Directors for purpose of acting on a single order of business, the election of the 2019-20 Officers:

A quorum was present.

**Motion: Moved by Petrik, second by Conroy, to accept the Officer nominees as presented. Motion passed unanimously.**