EXPO 2009: Celebrating Our 20th Year

Join your friends and colleagues on May 8, 2009 and celebrate 20 years of EXPO! Our theme for EXPO 2009 is “Changing Lives” in honor of the hard work and dedication of our members. CANPFA and its membership have a long standing tradition of not only changing lives, but of driving change – whether it be in a particular person’s life or in shaping the future of aging services. CANPFA members have always been positive leaders of change.

We are all part of a community – one that extends from family and friends to our colleagues and organizations. Our life’s purpose is not simply to survive, but to better our communities and the lives of others. As aging services providers, we are in the business of changing lives – following our mission to improve the lives of the people we serve. Each interaction with people is a chance to make a difference. EXPO is our annual opportunity to gather as a community-the CANPFA community- a gathering that allows us to see and feel the power of that community. Don’t miss out! EXPO will provide a wide array of educational workshops for every setting along the continuum of long term care, including senior housing, home and community based services, CCRCs and skilled nursing facilities. A special addition this year is an educational workshop exclusively for Boards of Trustees.

If the educational opportunities don’t catch your attention, then our keynote speaker, author and humorist Ron Culberson should! The success of any senior care organization depends on quality care and services. Yet regulations, finances, staffing (cont. pg 10)

Annual Salary Survey: We Need You!

CANPFA’s is again offering our annual salary and benefits surveys- and we need you to participate! There is no cost to participate but the richness of the survey depends upon the number of respondents. A large database provides information for a more in-depth analysis, which increases the value of the survey findings for you. If you choose to purchase, the member cost for a participating provider is only $200 and includes a post-survey instructional seminar on how to utilize the findings. The LTC Salary and Benefits Survey and the very important Executive Compensation and Benefits Survey are the only comprehensive long-term care salary and benefits surveys performed in Connecticut. CANPFA’s salary and benefit surveys help you to keep your competitive edge. Designing effective compensation programs greatly affects your financial success and supports the mission and values of your (cont, pg 7)
The “How” and “Why” of Assessing Community Need

Community needs assessment is an ideal way for aging services providers to demonstrate social accountability and target essential service needs. A new AAHSA white paper from Holleran – Assessing Community Need: Going Outside the Walls of Your Community – explains the primary benefits of needs assessments. The paper explains the “nuts and bolts” of how to conduct a needs assessment, as well as how to use the information you collect. The white paper concludes, “In the end, you will find that community needs assessment isn’t merely a defense of your not for-profit status. It’s simply the right, socially responsible thing to do.” The white paper is available for free download on AAHSA’s web site: www.aahsa.org. Search for: “White Paper” and then “Assessing Community Need”.

The Refinement of Income and Rent Determination Requirements in Public and Assisted Housing Programs Final Rule


The final rule requires all individuals applying for or participating in HUD’s rental assistance programs to have a valid Social Security number. All Social Security numbers for an applicant’s household must be verified using appropriate documentation before the household may be admitted into the project. For current tenants, all Social Security numbers must be provided and verified at the next interim or regularly scheduled recertification. All efforts should be made to ensure current tenants and those on the waiting list are aware of this new requirement that will take effect on Mar. 30, 2009.

Beginning on March 30, 2009, owner/agents (O/A) will be required to obtain verification of a signed declaration of U.S. citizenship or U.S. nationality.

The final rule also makes the use of HUD’s Enterprise Income Verification (EIV) system mandatory for multifamily O/As as of Sept. 30, 2009. Those O/As who do not currently have access to the EIV system should obtain access as soon as possible and become familiar with using the system. Information on applying for access to the EIV system for multifamily users is available at: http://www.hud.gov/offices/hsg/mfh/rhiip/eiv/eivhome.cfm.
Reducing Transportation Costs for Adult Day Services

Consider the following options to reduce transportation costs:
1. When marketing, have a distinct service area that you have transportation available. Know how each new participant trip will impact participant time on the van, as well as trip costs.
2. Meet with your drivers weekly to plan daily routes, reduce participant time in the van and trip costs. Also, work on reducing the number of out of the way trips.

For more information on transportation in adult day services and resources, visit the following websites:
- The Comdata Corp (offers a discounted rate on gasoline purchases): http://www.comdata.com/comdata/industries_fleet.jsp

For more information, please contact AAHSA’s Peter Notarstefano at pnotarstefano@ahsa.org.

The Social Worker’s Role in Quality

The CANPFA Social Work Council met on Tuesday, March 3rd for their quarterly council meeting. After open discussion and networking, a presentation on the “Social Workers Role in Quality” was provided by Michelle M. Pandolfi, CANPFA’s Vice President.

Social workers play a significant role not just in the quality of the residents’ lives but also on the publicly reported quality measures (QM) and Nursing Home Compare’s 5-Star rating system. Often social workers are not trained on the Minimum Data Set (MDS) or provided the monthly quality indicator/quality measure (QI/QM) reports generated from the MDS. Social workers typically are responsible for sections A, B, E and F of the MDS and in some instances more. Social work related sections of the MDS have a direct impact on up to 12 different QI/QMs, such as QI 5.1 Low-risk residents who lose control of their bowels or bladder. The presentation addressed the social worker’s role with QMs and included a tutorial on how to use the QI/QM reports, drilling down to address specific quality issues and gain a better understanding of the quality indicated issue.

Did you miss the Social Work Council meeting? Contact us and we can email you the meeting materials!

Interested in joining the CANPFA Social Work Council? There is no cost to join.

U.S. Court Rules in Favor of CCRC

The U.S. District Court for the Northern District of California ruled that the federal Fair Housing Amendments Act and the Americans with Disabilities Act do not prevent a continuing care retirement community (CCRC) from transferring a resident from independent living to a higher level of care. In its January 29th order, the court discussed the CCRC model of care and noted that allowing the resident to stay in independent living would fundamentally alter the care and services provided by the CCRC. The court therefore determined that the CCRC is not obligated to accommodate the resident by allowing private aides to provide all of the 24-hour care she required in independent living. For more information contact AAHSA’s Cory Kallheim at ckallheim@ahsa.org or 202-558-5691.

To read the entire case go to: http://www.aahsa.org/assets/0/96/676/744/63d8ff12-f261-4dce-adb5-1069f69bbaca.pdf
**Culture Change Grants**

The Department of Public Health (DPH) in collaboration with the Connecticut Culture Change Coalition (CTCCC) has offered the opportunity for nursing homes wishing to apply for funds that shall be applied towards the purchase of a steam table to enhance the dining experience or gardening materials to construct raised garden beds to promote and foster resident/elder activities. Applications were submitted to DPH in January and will be awarded during the month of March. The application process included a blind review by steering committee representatives from the CTCCC, including CANPFA. Grant decision notification will occur via a DPH issued letter. Subsequent to approval, information will be provided to the facility regarding obtaining awarded funds. DPH earmarked $50,000 ($25,000 each for steam tables and raised gardening bed supplies) from the civil monetary penalty funds. Each grants allocation will be in $2,000 awards. Stay tuned for your chance at receiving a DPH culture change grant!

**“Allow Choice”**

The Connecticut Department of Public Health (DPH) continues to support person-centered care and is continuously learning about the changes Connecticut nursing homes are making. Yet, questions related to person-centered care continue to be raised, especially during a nursing home’s annual health inspection survey. As residents become more comfortable with making decisions for themselves, especially ones that may contradict their carefully thought-out care plan, DPH recommends that residents’ care plans document a resident’s right to choose and make decisions by simply stating “allow choice.” This should provide the proper documentation during an inspection that a nursing home is hon-oring a resident’s right to make spontaneous decisions related to care and lifestyle. Questions? Contact DPH’s Barbara Cass at 860-509-7609 or barbara.cass@ct.gov.

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**Grassroots Efforts: From Southbury to New Britain and Beyond**

By Maureen Magnan
Robinson & Cole

CANPFA’s grassroots efforts were activated at the beginning of the New Year. We have visited member facilities all across the state. The meetings have been very successful. We have generated a lot of interest in our issues and received some very good suggestions on how we can be helpful to the legislature. Legislators have responded very favorably to our relaxed meeting atmosphere. They have enjoyed meeting residents, family members and board members. Our lobbyists at the state capitol have been receiving many positive comments about the visits.

As the legislative session continues, we will be continuing to schedule visits across the state. Now more than ever we need to reach out to legislators in a new and personal way. They are going to be making some very difficult decisions over the next few months and we want to be a resource for them.

Having an open line of communication with legislators will be key to our efforts this legislative session. You are at the forefront of that line of communication. Throughout the session we will be asking you to reach out to your local legislators, sometimes just to check in with them and other times to make them aware of a specific issue. Thank you in advance for your efforts this year. Together we will work together to provide the best care to our clients as possible.

For more information on scheduling a legislative visit, contact Mag Morelli at mmorelli@canpfa.org or 860-828-2903.

Robinson & Cole represents the interests of all CANPFA members at the state capitol and Maureen Magnan is our key contact for grassroots advocacy.

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Senator Paul Doyle and Representative Joe Serra speak with residents of Luther Ridge At Middletown.
10 Ways to Put Quality First in 2009

A new year. A new beginning. What better way to start off 2009 than by resolving to put quality first? While there are countless ways to improve quality, here are 10 quick things you can do to get started with your Quality First resolution:

1. Post copies of the Quality First Covenant Throughout Your Community
Displaying the covenant can underscore Quality First’s importance in your work.

2. Introduce Your Board to Your Quality Initiative
Quality improvement is most effective when all interested parties, especially your organization’s board leadership, are actively engaged. This year, develop a plan to introduce your quality improvement initiatives to your board.

3. Send Representatives From Your Organization to Professional Meetings
At these meetings, your staff representatives can identify practices that will improve your work for older adults. Start with CANPFA’s EXPO on May 8th!

4. Develop a Social Accountability Program
As a not-for-profit organization, your organization has a tradition of commitment to your community. Starting a social accountability program is a great way to quantify that commitment for the public.

5. Develop a Risk Management Plan
Strategies and techniques to recognize, manage and reduce potential risks promote quality.

6. Assess Staff Satisfaction with a Survey
Your staff is the best proxy to quality. Finding out what they think is a great way to evaluate the quality of your services and identify successes or opportunities for improvement.

7. Make Sure Your Materials are Consumer-Friendly
Organizations that provide consumers with clear, accessible and accurate information help individuals make informed choices. Use AAHSA’s Consumer Guide to Quality Aging Services to help educate your current and potential residents about the quality of your organization.

8. Start a Residents’ Council
Your residents, clients and their loved ones play an important part in helping your organization improve the services you provide older adults. A residents’ council provides a mechanism for them to share their insights with you. Visit CANPFA’s website for best practices related to residents’ councils.

9. Subscribe to a Professional Publication
Reading publications about aging services or organizational management can help your managers and staff stay current on research findings, identify best practices and innovations, and most important, achieve excellence.

10. Include Quality First on Your Web Site
More and more, your Web site is the first place that people turn to learn about what you do for the people you serve. Are you featuring your quality commitment on it?

Make one resolution or pick all 10. Whatever you do, remember the importance of each step towards improving the quality of services you provide. Visit AAHSA’s website for tools and resources available to achieve each resolution! Or contact Quality First Manager, Maggie Flow- ers at mflowers@aahsa.org or 202-508-9421.

Can Connecticut Match South Carolina’s Pledge for Quality?
South Carolina has become the first state to unanimously pledge support for Quality First. Vickie Moody, South Carolina Association of Non-Profit Homes for the Aging (SCANPHA) President and Danny Sanford, Board Chair hope this accomplishment will help in their advocacy efforts at the statehouse. “Since all of us have signed the covenant, we can tell our Representatives that SCANPFA represents quality aging-services providers in South Carolina, making our advocacy more effective,” said Sanford.

Can Connecticut reach the same goal?
Connecticut has a high percentage of Quality First supporters already! Currently, 61% of CANPFA members in Connecticut have pledged support for Quality First by signing the covenant. To confirm your Quality First status, please contact CANPFA at canpfa@canpfa.org or 860-828-2903. Interested in pledging your support to quality by signing the Quality First covenant? Get more information and download the covenant at http://aahsa.org/qualityfirst.aspx.

“Working together, we look forward to the day when there are two types of nursing homes in America: the excellent and the non-existent.”

- Larry Minnix, President and CEO AAHSA
McLean Home Care & Hospice has been named to the 2008 HomeCare Elite, a compilation of the most successful Medicare-certified home health care providers in the United States. This is the second consecutive year McLean Home Care & Hospice has received this prestigious national recognition. This annual review identifies the top 25% of home care agencies, ranked by an analysis of performance measures in quality outcomes, quality improvement and financial performance. The 2008 HomeCare Elite is the only performance recognition of its kind in the homecare industry. Lisa Clark, Administrative Director for McLean Home Care & Hospice, praised the home care team for their vigilance monitoring all quality measures and for the effort it took to achieve this recognition two straight years.

Andrew H. Banoff, President & CEO of The Jewish Home for the Elderly, Fairfield, is pleased to announce William Kowalewski is the new Senior Vice President & Administrator. “Bill has extensive experience and expertise in geriatric health care plus a strong record of achievement in Connecticut and New York," said Banoff. “His dynamic energy and dedication as a leader in the field of geriatrics are a perfect match with the Mission of The Jewish Home as we continue to serve seniors across the continuum of care.”

Masonicare announces, Maura McQueeny, BSN, MPH, has joined Masonicare as President of Masonicare Home Health & Hospice. Ms. McQueeny comes to Masonicare with more than 15 years of leadership and managerial experience in the home care and hospice field. In announcing the appointment, Mr. McPherson, Masonicare President and CEO, said, “Maura brings an impressive track record of managerial, strategic and hands-on experience to Masonicare. We are very fortunate to have her on board as we continue to grow and expand our wide range of home care and hospice services to clients throughout Connecticut.”

The Long Hill Company has been named as the interim operator of Kensington Green of Southbury, CT. The Long Hill Company, the newly appointed Receiver on behalf of the mortgage holder, Guaranty Bank, now operates The Homesteads of Newtown as ordered by the Superior Court of the State of Connecticut. The Long Hill Company has had a number of recent engagements as receiver of assisted living and skilled nursing facilities in South Carolina, Upstate and Long Island, New York, Tennessee, Maryland and Indiana. The Long Hill Company is the management subsidiary of United Methodist Homes (UMH), a not-for-profit organization based in Shelton, Connecticut with a 100-year tradition of serving the elderly.

Welcome to our new business affiliate member: Status Solutions

Status Solutions is a provider of vertical market solutions to the senior housing, education and government markets. Status Solutions is the developer of the SARA system which provides facilities with much more than just traditional emergency call and nurse call systems.

Status Solutions, LLC
370 Greenbrier Drive, Suite B
Charlottesville, VA 22901
434-296-1789
info@statussolutions.com

Got News? Do you have news you want to share with your CANPFA colleagues? Email us at canpfa@canfpa.org to have your news published in CANPFALine!

Thank You to Hebrew Health Care Inc’s CEO Bonnie Gauthier for joining AAHSA President and CEO Larry Minnix at a meeting with the Centers for Medicare and Medicaid Services regarding the 5-Star Rating system implemented on the Nursing Home Compare Website. Thank you to Maureen Weaver of Wiggins and Dana, Jim Malloy of The Odd Fellows Inc. and Trish Walden of Southington Care Center for their representation at a meeting with regional representatives of CMS related to 5-Star too!
Resources for Review

Person Centered Care Guide

Planetree of Derby, CT in collaboration with Picker Institute, Inc. has created a person-centered care guide designed as a practical resource for health care organizations that are striving to become more patient-centered. It contains best practices and practical implementation tools from providers across the United States. Use the self-assessment tool to help identify and prioritize opportunities for introducing patient-centered approaches into your organization. For more information and to download a free copy of the guide visit: http://www.planetree.org

Polish Your Practice: Home Health Toolbox


Increasing Staff Retention: Tracking is Key

The challenges every health care facility faces in holding on to devoted, well-trained and compassionate caregivers are similar to the challenges faced by every business and employer. Identifying the turnover rate helps a nursing home determine areas for improving staff stability, and provides a benchmark for developing a quality improvement action plan. A 2002 national study of staff turnover showed annual turnover for staff RNs, LPNs, and DONs of approximately 50% across all three positions. Turnover among CNAs has remained very high (nationally, estimated at over 71% in 2002) nationwide. In Connecticut, 2002 turnover data for staff RNs, LPNs and DONs ranged from 35% to 44%. CNA turnover was 49%. Yet, the vacancy percentages of these positions, remains low, ranging from 6.2% for CNAs and 7.5% for DONs to 16—18% for LPNs and staff RNs respectively.

The US Bureau of Labor Statistics estimates the annual wages of direct care workers suggests a total cost of turnover per employee in the range of $4,200 - $5,200. The LTC industry average to replace one CNA is $2,500.

The Advancing Excellence in America’s Nursing Homes Campaign offers many useful resources for assistance in achieving your campaign goals—all at no cost. These resources provide evidence-based information in support of all eight Advancing Excellence campaign goals. The information is aimed at helping nursing homes:

- Identify and manage the problems, risks, and health related conditions of nursing home residents; and
- Provide individualized care and improved outcomes.

Implementation guides are available for each goal and include flow diagram; process framework; process review tools; and resources.

The Advancing Excellence Goal #7 is: Increasing Staff Retention.

In order to set a goal to increase your staff retention, you must first know your turnover rate. Located on its website, Advancing Excellence offers many valuable tools to help achieve your goal of a more stable staff. Amongst the tools is an easy-to-use Excel template for tracking and monitoring monthly turnover. Visit the Advancing Excellence website www.nhqualitycampaign.org to access its many resources related to increasing staff retention, including:

- Implementation Guide
- Calculation of Turnover Workbook
- Staff Stability: Learn to Manage your Resources and Improve Staff Retention WebEx
- Consumer Fact Sheet
- Staff Stability Toolkit (incorporates experiences and lessons learned in over 400 nursing homes)
- Coaching Supervision: Introductory Skills for Supervisors in Home and Residential Care (free curriculum available for download).
Digital Television Transition Delayed

Consumers who use television antennas or rabbit ears to access television programming will have until June 13 to prepare for the transition to digital broadcasts under legislation Congress sent to the White House in February. An additional $650 million in funding for the converter box coupon program has been included in the economic stimulus legislation. Any of your residents and clients who do not have cable or satellite service or digital television sets should apply for coupons from the National Telecommunications and Information Administration at https://www.dtv2009.gov/ApplyCoupon.aspx. For further information contact AAHSA’s Steve Maag at: smaag@aahsa.org or (202) 508-9498.

“What actions are most excellent? To gladden the heart of a human being, to feed the hungry, to help the afflicted, to lighten the sorrow of the sorrowful, and to remove the wrongs of the injured.”

- Koran

CANPFA Night Out: Washington D.C.

CANPFA will be hosting a “Night Our” during the AAHSA Future Aging Services Conference in Washington D.C. Mark your calendars and register now so you don’t miss out on this exciting night with friends and colleagues. CANPFA Night Out will be held Monday evening, April 20, 2009 at Medaterra. Medaterra is a bistro offering Mediterranean-American cuisine with an Egyptian flare, in a modern art deco setting. Conveniently located on Connecticut Avenue NW, between Calvert and 24th Street—it is a short walk from either hotel and the AAHSA Future Aging Conference. Cost is $50 per person and includes appetizers, Sangria, your choice of entrée, coffee and dessert. Join us Monday evening, as we nourish ourselves in preparation of our Capitol Hill visits on Tuesday, April 21st.


Interested in joining your CANPFA colleagues on Capitol Hill? Call CANPFA today—860-828-2903!
MDS 3.0

Over 50 CANPFA members gathered at the Worker’s Compensation Trust in Wallingford on February 4th to hear the latest updates regarding Minimum Data Set (MDS) 3.0 from Qualidigm’s Ann Spenard. Ms. Spenard sits on the committee tasked with authoring the user’s manual for MDS 3.0. MDS 3.0 was due to be released and implemented October 1, 2009. However, The Centers for Medicare and Medicaid Services announced on Wednesday, March 4, 2009 and confirmed it again on Thursday, March 5th on the Open Door Forum, the “decision to defer implementation of the MDS 3.0 until October 2009.”

The final version of MDS 3.0 was scheduled to be available in March 2009 following completion of the evaluation and analysis of the impact of all potential items on various systems. CMS reported on March 4th that the “MDS 3.0 timeline is being revised and will be posted as soon as it’s complete.” The new assessment instrument will affect the following applications: Resource Utilization Groups (RUGs) used in the Skilled Nursing Facility Prospective Payment System and in some state Medicaid payment systems, Resident Assessment Protocols used for care planning and Quality Indicators and Quality Measures used for quality improvement activities. The announcement included comments related to the RUGS, “Since we are in rule-making, we cannot address plans for implementing changes to the RUG III classification system.”

You heard it here first CANPFA Members! Ms. Spenard reported at the February 4th seminar that the Centers for Medicare and Medicaid Services (CMS) is still working on the final version (current published and available version of MDS 3.0 is version 5) and the team was working on its 17th version. In speaking with Ms. Spenard on March 4th, she reported version 20 is the latest working version.

According to CMS’s website, “Improving the reliability, accuracy, and usefulness of the MDS has profound implications for NH care and public policy. The goals of the MDS 3.0 revision were to introduce advances in assessment measures, increase the clinical relevance of items, improve the accuracy and validity of the tool, and increase the resident’s voice by introducing more resident interview items. Providers, consumers, and other technical experts in nursing home care requested that MDS 3.0 revisions focus on improving the tool’s clinical utility, clarity, and accuracy. CMS also wanted to shorten the tool while maintaining the ability to use MDS data for quality indicators, quality measures, and payment (resource utilization groups-III [RUGs-III] classification).”

(cont. on page 10)

Call for Nominations! CANPFA & AAHSA Annual Awards

CANPFA Employees of the Year Awards

CANPFA proudly recognizes its members from long term care and housing who have distinguished themselves through exemplary service, commitment and caring. CANPFA’s Employees of the Year is a statewide recognition program; your nominees for outstanding service receive recognition not only from co-workers within your organization, but also from colleagues across Connecticut. We encourage nominations of employees who have “changed lives” of residents, families, staff and even by the environment, the theme of this year’s EXPO “Changing Lives.” Employees who have gone “above and beyond” their job description in at least one of these four areas should be honored for their extraordinary contribution to your organization. Each of you knows someone who serves with distinction and makes a difference. Nominate him/her today! Deadline: March 20, 2009.

AAHSA Annual Awards

The AAHSA Annual Awards honor those (individuals and organizations) who have made a commitment to Quality First, who embody excellence in leadership, care and service innovation, and who are making outstanding contributions to their communities and our field. Award categories are organized to encourage nominations that exemplify achievement in alignment with one or more of the 10 Elements of Quality First. For more about AAHSA’s award categories and to confirm your organization’s Quality First status, visit www.aahsa.org. Deadline: April 30, 2009.
Month Madness

March
- March 8th—Daylight Savings Time Begins “Spring those clocks forward!”
- March 15 - 21 – National Nursing Home Administrator Week
- March 20th—First day of Spring
- Social Work Month
- Employee Spirit Month

April
- National Occupational Therapy Month
- National Parkinson Awareness Month

May
- May 6-12- National Nurses Week
- May 10-16- National Nursing Home Week
- May 25-29- AAHSA Homecoming Week
- Older Americans Month

MDS 3.0 (cont. from page 9)

MDS 3.0 Training
Many companies have been offering training related to MDS 3.0 for many months. “The concern with companies offering training on MDS 3.0 now,” Ms. Spenard said, “is that they are training on the incorrect version and changes to MDS 3.0 are happening every week.” CANPFA will be providing all the necessary training for MDS 3.0 just as soon as a final version has been approved. By delaying training on MDS 3.0 until a final version is reached, CANPFA provides members valuable, trustworthy and efficient training resources.

EXPO 2009 (cont. from pg 1)

and always doing “more with less” have made that much harder to achieve. While you’re not likely to see a decrease in these challenges, you can do something about the way you handle them. Ron will use his decade of experience in healthcare to show staff and leaders how to improve the work environment and quality of care and services by using humor as path to excellence. You won’t want to miss Ron and the other exiting additions we have for our 20th annual EXPO! Don’t miss CANPFA’s Call for Nominations for Employees of the Year Awards Ceremony at EXPO either—see page 9 for more information.

Be sure to mark your calendar for May 8, 2009! Registration brochures will soon follow.

CANCFA on TV

Wondering if you’ll miss your favorite CANPFA programs due to the latest snow storm to hit your neighborhood? Put yourself at ease and check out CANPFA on TV. CANPFA will post any program cancellations, postponements, etc on your local news station. CANPFA inclement weather cancellations will be listed on:
- NBC 30
- WTNH 8 and
- WFSB 3.

Is Your Web Site Senior Friendly?

Officials at Erickson Retirement Communities, an AAHSA member, knew it was time to revamp their Web site for residents and family members. So they asked a dozen of their residents to help them decide how it should be updated. The result? A guide other providers can use to make their organization’s Web site senior friendly. Read more about their story and view their provider guidelines at: http://www.nptimes.com/dme/Sep05/dme_3.html

MDS 3.0 (cont. from page 9)

Have you changed a life lately?
Beginning with our Summer '09 issue due out in June, CANPFA Line will be making a positive impact on the environment by reducing its carbon footprint! What does that mean? It means CANPFA Line will be distributed via email and be available on CANPFA's website at www.canpfa.org. By choosing not the print CANPFA Line, CANPFA reduces the amount of CO2 admissions from copy machines, cars and mail trucks. It reduces the amount of toxic chemicals (used in printing ink) released into the air and that may end up in our water supplies. And, it reduces the amount of energy used on powering copy machines. By CANPFA Line being distributed electronically, CANPFA members can also enjoy more timely information as production time will be reduced by two weeks!

You too can join CANPFA in its efforts to “go green” - just by doing one thing! Everyone can make a difference if you try.

OneThing is a multi-faceted campaign that helps Connecticut residents save money on their energy bills and make a positive contribution to the environment. Launched by Governor Jodi Rell in 2007, OneThing builds on the enormous impact that could be achieved if every person in Connecticut did one thing, every day, to help conserve all forms of energy – from electricity and gasoline to natural gas and renewable resources.

Among the website’s suggestions for "OneThing" that you can do are:

- **onething** take a 10 minute shower in 8 minutes, you’ll save energy and get just as clean.
- **onething** wash clothes in cold water, and dry in the air outside.
- **onething** try a solar iced-tea. Take a 1/2 gallon pitcher or jar and fill it with water and 6 tea bags. Put it in a sunny spot for several hours and let the sun do its thing. Add ice and a slice of lemon and sit back and think about how much energy you saved by not boiling water.
- **onething** buy locally-grown food if possible. It saves a truckload of transportation fuel. Find a CT Farmer by visiting: http://www.buyctgrown.com/. Many will even deliver season fresh items to your doorstep!
- **onething** keeping your tires properly inflated saves lots of gas.
- **onething** turn off a light when the day is bright.
- **onething** wait ‘til 8 pm to run any large appliance such as washers & dryers, dishwashers, dehumidifiers and pool pumps to help control costs for everyone, lower harmful emissions and reduce the strain on Connecticut’s electric system to maintain reliability.

A couple more suggestions:

- Recycle. Anything and everything. Cans, bottles, paper products, clothes and shoes (donate or resell).
- Ride the bus, a bike or walk whenever and wherever you can...
- Turn the air conditioner up in the summer, and the heating down in the winter....
- Unplug cell phone chargers and other items when not in use...
- Pick up trash when you come across it instead of walking by...
- Use the re-useable canvas bags at the grocery store instead of paper or plastic. They’re surprisingly sturdy, and can carry just as much as the plastic ones...

For more information, and to submit your own OneThing ideas please visit: http://www.onethingct.com/

**We are what we repeatedly do. Excellence, therefore, is not an act but a habit.**  
- Aristotle

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**Homecoming Week**  
(Cont. from pg 4)

Visit the site to find event ideas, media relations tips and suggestions for getting your policy makers involved. For more information, contact AAHSA’s Maggie Flowers at 202-508-9421.

**Social Work**  
(Cont. from pg 3)

participate and is open to all CANPFA member social workers. Mark your calendars and join us at the next Social Work Council meeting: Tuesday, June 2nd, 9:00 am at the CANPFA Office in Berlin.
# CANPFA Calendar

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>March 3</td>
<td>9:00 am</td>
<td>Social Services Council Meeting</td>
<td>CANPFA</td>
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<td>March 10</td>
<td>9:30 am</td>
<td>Board and Membership Meeting</td>
<td>CANPFA</td>
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<td>11:45 am</td>
<td><strong>CEU Luncheon:</strong> Creating Shelter for Elder Abuse Victims</td>
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<td>March 19</td>
<td>9:00 am</td>
<td><strong>Seminar:</strong> ADA Amendments Act of ‘08 &amp; Employee Free Choice Act – What You Need to Know!</td>
<td>Aqua Turf, Plantsville</td>
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<td>March 20</td>
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<td>Annual Salary Surveys Due</td>
<td>Flath Associates</td>
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<td>March 20</td>
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<td><strong>Don’t miss your opportunity to participate</strong></td>
<td></td>
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<tr>
<td>March 20</td>
<td></td>
<td>CANPFA Employee of the Year Nominations Due</td>
<td>CANPFA</td>
</tr>
<tr>
<td>March 25</td>
<td>9:30 am</td>
<td>Engineering Council Meeting</td>
<td>Jefferson House, Newington</td>
</tr>
<tr>
<td>March 25</td>
<td>9:00 am</td>
<td>Directors of Nursing Council</td>
<td>CANPFA</td>
</tr>
<tr>
<td>April 14</td>
<td>9:30 am</td>
<td>Board and Membership Meeting</td>
<td>CANPFA</td>
</tr>
<tr>
<td></td>
<td>11:45 am</td>
<td><strong>CEU Luncheon:</strong> Aligning Management Teams: Performance, Compensation &amp; Benefits Programs</td>
<td></td>
</tr>
<tr>
<td>April 29</td>
<td>9:30 am</td>
<td>Engineering Council Meeting</td>
<td>The Retreat, Hartford</td>
</tr>
<tr>
<td>May 8</td>
<td>8:30 am</td>
<td>20th Annual EXPO</td>
<td>Crowne Plaza, Cromwell</td>
</tr>
</tbody>
</table>

*The Not-for-Profit and Mission Driven Difference!*