



**Monday, June 12<sup>th</sup>**

12:00 pm <b>Loomis Trail Golf Course</b>	<b>Lunch &amp; Golf Tournament (pre-registration required)</b>
1:00 pm <b>Stars</b>	<b>Wine &amp; Canvas (ticket required)</b>
5:00 pm <b>Ballroom Foyer</b>	<b>Early Bird Check in &amp; Welcome Reception</b>
7:00 pm <b>Stars</b>	<b>Leadership Institute Welcome Reception – by invitation only</b>

**Tuesday, June 13<sup>th</sup>**

7:30 am <b>The Tent</b>	<b>Breakfast</b>
7:30 – 8:30 am	<b>Breakfast Sessions</b>
<b>Pender</b>	<p><b>Navigating L&amp;I: The Benefits of Light Duty Return to Work and Kept on Salary</b>  <i>Scott Dehem, VP of Claims, Group Retro</i>  <i>Monica Padgett, Claims Consultant, Group Retro</i></p> <p>Join us in a discussion on how to best control your L&amp;I rates by offering light duty return to work and kept on salary to your injured employees. We will share proven practices that will benefit both the employer and injured worker as well as shorten claim duration. The benefits of being a member of LeadingAge WA’s Retro Program will also be discussed.</p>
8:30 – 10:00 am <b>The Tent</b>	<p><b>Town Hall</b>  <i>Alyssa Odegaard, VP of Public Policy, LeadingAge Washington</i>  <i>Ruth Katz, Senior VP of Public Policy/Advocacy, LeadingAge</i></p> <p>The LeadingAge Washington State Town Hall meeting is an opportunity to provide information that will guide LeadingAge national and your state association as we formulate our policy priorities for the upcoming year. The Town Hall meeting allows us to hear your most pressing issues and understand the operational implications of federal and state public policy as we collectively strive to meet the changing needs and desires of older adults. The policy discussion will cover broad topics that affect all providers and setting types. We urge you to join us for a great conversation that will drive policy across the continuum.</p>

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<p>10:15 – 12:15 pm <b>Saltspring</b></p>	<p><b>Special Session</b> <b>Quality Assurance Oversight in Residential Care Services: Where are We Now Post Public Health Emergency</b> <i>Amy Abbott, Director, Residential Care Services</i></p> <p>Come meet the Residential Care Services (RCS) Leadership! The Regional Administrators and the Director will introduce key RCS positions: who they are, what they do, and how they can help you be successful in your role. You will also hear about the division goals and priorities for the coming year, CMS areas of focus, and the latest on our innovative programs. Get to know us, ask us questions, and let us know how we can continue a great partnership with you!</p>
<p>10:15 – 11:15 am <b>Sunset</b></p>	<p><b>Breakouts 1</b> <b>1A: Deep Dive: Elevating Your Dining</b> <i>Scott Daniels, CEC, CAA, AAC, VP Culinary Operations, 3rdPlus/Culinary Coach</i></p> <p>The Holy Grail of the senior living community operation is having a stellar dining program. Attend this session and hear from Scott Daniels, CEC, CAA, AAC a national senior living dining expert with 20+ years in food services and facilities management for one of the U.S.A.'s largest dining contractors, most recently as a District Manager, overseeing 18 retirement/acute/subacute account locations. Scott will share strategies and trends from the national arena that solve some of the toughest challenges to senior living dining today.</p> <p>Attend this session and take away inspiration, as well as easy tactics (that are practically free), your community can use to elevate the quality of your dining program.</p>
<p><b>Saturna</b></p>	<p><b>1B: Operational Solutions to Ignite Strong Performance</b> <i>Robert Frediani, Senior Living Operations Consultant, CLIFTONLARSONALLEN</i> <i>Martin Yanushev, Principal, CLIFTONLARSONALLEN</i></p> <p>Learning Objectives:</p> <ol style="list-style-type: none"> <li>1) Gain an understanding of the current and projected state of the industry</li> <li>2) Explore key metric and benchmarks to pinpoint strengths and growth opportunities within organizations</li> <li>3) Connect financial measures to operations performance and outcomes</li> <li>4) Discuss strategies to respond to growth opportunities within departments</li> </ol>

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<p><b>Pender</b></p>	<p><b>1C: Making Outcomes a Priority: A Generational Approach</b>  <i>Melissa Brandt, Clinical Outcomes Specialist, Functional Pathways</i></p> <p>Our industry has been focused on stabilizing the healthcare workforce for years. How can you not only attract people, but keep them and ensure you are achieving the best outcomes for your patients? This session will engage attendees in innovative processes that examine both personality and generational concepts for leaders to enhance their team's ability to be successful in the care they provide. Learn how to hire and motivate the right people in the right position at the right time!</p>
<p><b>Lopez</b></p>	<p><b>1D: Turn On, Tune In, Drop Out: Use of Psychedelics in Senior Living and Care</b>  <i>Pamela Kaufmann, Partner, Hanson Bridgett LLP</i>  <i>Gabriela Sanchez, Shareholder, Lane Powell PC</i></p> <p>Psilocybin, or "magic mushrooms," have been decriminalized in three Washington cities, and the 2023 state budget includes \$200k to study psilocybin. Although SB 5660 failed last year, future passage of a state psilocybin law seems likely.</p> <p>Psychedelics can be used to treat anxiety, ADHD, PTSD, depression, and opioid and alcohol addiction. Studies to date are encouraging.</p> <p>We expect a demand for psychedelic therapy in senior care, particularly among younger seniors. One challenge will be the FDA, as psychedelics are deemed Schedule I drugs.</p> <p>Come explore the legal and practical implications of offering psychedelic therapy in senior care.</p>
<p><b>Theater</b></p>	<p><b>1E: Just Around the Corner: Senior Living Development Meets Horizontal Mixed-use</b>  <i>Ray Yancey, Principal, LRS Architects, Inc.</i>  <i>Nick Carpenter, Architect/Design Lead, LRS Architects, Inc.</i></p> <p>Learn how horizontal mixed-use style development can benefit residents, staff, and the surrounding Community. Varied amenities including, venues, restaurants, professional business services, and retail within walking distance, provide evolving activities, socialization opportunities and intergenerational connections. These enable seniors to stay actively engaged within the larger community. Easy access to these amenities before, and after staff, shifts can potentially reduce employee fatigue. These amenities can supplement those typically provided by the developer/operator to provide affordable yet diverse options for the user. Horizontal mixed-use developments offer independence</p>

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	and freedom to pursue passions and interests while having access to necessary services and amenities.
<b>Stars</b>	<p><b>1F: Repositioning A Community To Lay The Foundation For A Successful Expansion</b>  <i>Derek Dunham, VP Client Services, Varsity</i>  <i>John Bassounas, Partner, Varsity + WildFig</i></p> <p>ClarkLindsey is a community that has been a vital part of the Champaign/Urbana, Illinois market for 44 years. The leadership identified an opportunity to reposition the community for future growth and success. The community refreshed its brand identity, embarked on an expression of interest campaign and put tools in place to help sell the expansion and convert the priority members to depositors.</p>
11:30 – 12:30 pm	<b>Breakouts 2</b>
<b>Pender</b>	<p><b>2A: Workforce Innovation: Attracting, Recruiting, and Retaining Talent in Nonprofits</b>  <i>James Munn, Principal, CliftonLarsonAllen</i>  <i>Martin Yanushev, Principal, CliftonLarsonAllen</i></p> <p>Learning Objectives:</p> <ol style="list-style-type: none"> <li>1) In this session you will gain insight on the hot topics of "Attracting, Recruiting, and Retaining Top Talent within Nonprofits"</li> <li>2) Outline inventive practices for building a culture that attracts top talent in a competitive market, beyond the standard methods you have always tried</li> <li>3) Introduce practices to aid in retaining your existing workforce, how to keep your most valuable assets in place</li> <li>4) Recognize opportunities to implement alternative staffing strategies to support business operations and reduce stress on your teams</li> </ol>
<b>Theater</b>	<p><b>2B: Data + Technology + Boosted Resident Engagement</b>  <i>Emily Steedman, Area Director, Consonus Healthcare</i></p> <p>We all utilize some form of technology in our lives, so why not lean into technology to engage residents and their families in optimizing their health journey? We'll dive into how technology can provide simple data points that can be used to increase resident engagement with purpose. Access to data allows us to tell a better story, cater to individualized needs, and provide purposeful person-centric care. This allows us to put the residents and their family members at the center of everything we do, thus, boost engagement and increase market share.</p>

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<p><b>Lopez</b></p>	<p><b>2C: Utilizing Pharmacogenomics (PGx) to Improve Patient Care in Long-Term Care Facilities</b>  <i>Quinne Feng, Chief Scientific Officer/Co-Founder, FidaLab</i>  <i>Blake Crockett, Director of Sales and Business Development, FidaLab</i></p> <p>Unlock the power of personalized medicine with Pharmacogenomics (PGx). This cutting-edge technology uses genetic information to predict an individual's response to medication, leading to more informed decisions about drug choice and dosage. With standard treatments only effective 25-60% of the time, PGx is crucial for reducing adverse drug reactions and improving polypharmacy management, especially for seniors in long-term care facilities with multiple chronic conditions. Say goodbye to adverse drug events and hospitalizations, and hello to better clinical outcomes and lower medical costs with PGx.</p>
<p><b>Sunset</b></p>	<p><b>2D: A Rainbow of Brain Colors- Helping Senior Leaders Effectively Communicate to Reach The Pot of Gold!!</b>  <i>Ingrid Provident, Education Specialist, Select Rehabilitation</i></p> <p>Learn how to communicate with others who may have a different colored brain from yours. Fun, yet realistic communication scenarios will be used to share effective strategies. Our communication styles create a rainbow, each different yet together make a masterpiece.</p>
<p><b>Stars</b></p>	<p><b>2E: Employee Financial Wellness and the Employee Experience</b>  <i>Robert Moore, Director of Training, Time Equipment Company</i></p> <p>Employee Financial Wellness and the Employee Experience examines those elements beyond compensation that affect the Employee Experience.</p> <p>The rise of financial stress among workers impacts your organization in the form of lower employee engagement, lower productivity, higher turnover, and increased direct and indirect medical costs.</p> <p>Financial Wellness is a significant part of the overall well-being strategy needed by current organizations. Unfortunately, only 25% of employers have a well-being strategy for their people.</p> <p>Learn how to use new technology and benefits to increase your employee experience.</p>

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<p><b>Saturna</b></p>	<p><b>2F: De-Mystifying Senior Living Mergers, Acquisitions, Dispositions and Affiliations</b>  <i>Mary Munoz, Senior Managing Director, Ziegler</i>  <i>Dan Revie, Managing Director, Ziegler</i></p> <p>Consolidation within the senior living industry has accelerated with Covid, as providers across the country saw increased stress, especially in skilled nursing. Lagging occupancy and labor shortages further challenged providers. In response, organizations have opted to divest non-core assets; reduce/close certain levels of care; merge or affiliate; or even declare bankruptcy or close. This session will provide data on these trends across for-profit and not-for-profit senior housing and care, and highlight case studies, including California-Nevada Methodist Homes and its bankruptcy and disposition. The session goal is to help senior living organizations be pro-active now and in the future.</p>
<p>1:30 – 4:30 pm <b>Semiahmoo Ballroom</b></p>	<p><b>EXPO</b></p>
<p>5:00 pm <b>Seaview Terrace</b></p>	<p><b>Fun Night with Dinner and Entertainment</b></p>

**Wednesday, June 14<sup>th</sup>**

<p>7:00 am <b>Ballroom Foyer</b></p>	<p><b>Breakfast</b></p>
<p>7:00 – 8:00 am</p>	<p><b>Breakfast Sessions</b></p>
<p><b>Saltspring</b></p>	<p><b>How the Living Building Challenge Enriches Lives of Residents using Biophilic design</b>  <i>JP Emery, Principal, Ankrom Moisan Architects</i>  <i>Kristel Knight, Senior Associate, Ankrom Moisan Architects</i>  <i>Alissa Brandt, VP of Interiors, Ankrom Moisan Architects</i></p> <p>Explore how the Living Building Challenge and Biophilic design can enrich the lives of seniors. Living Building Challenge is considered one of the world’s most stringent performance standard for buildings. To achieve Living Building Challenge certification, a building must meet a series of stringent performance requirements related to site, water, energy, health, materials, equity, and beauty. The challenges of the program inspire occupants to connect with their natural surroundings and to promote healthy behaviors. Biophilic design is an approach to design that seeks to connect people with nature.</p>

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<p><b>Saturna</b></p>	<p><b>QEX: Quality Employee Experience – The Modern Approach to Employee-centric Benefits</b>  <i>Jennifer Ortmeyer, Senior VP-, HUB International</i>  <i>Lauren Fortin, Advisor, Employee Benefits, HUB International</i></p> <p>Learn how to create an experience your employees will value, in the workplace and beyond! QEX is a powerful strategic approach to designing and delivering benefits programs that support your employees from onboarding through retirement. The QEX strategy uses a comprehensive understanding of employee needs and priorities to build a tailored plan that enhances the employee and employer experience.</p>
<p>7:30 – 8:00 am <b>Lopez</b></p>	<p><b>How HRS/Premier Can Help Your Organization Reduce Costs</b>  <i>Emily Hughes, Area VP, HRS/Premier</i>  <i>Autumn Morrow, Regional Manager, HRS/Premier</i></p> <p>Come join us for breakfast and learn about the HRS/Premier extensive portfolio of member-driven contracts from brand-name suppliers as well as tailored guidance that will boost revenues and help you deliver personalized, value-based care. Your peers will be on hand to share their own experiences of savings and solutions identified by being a member of the HRS/Premier program!</p>
<p>8:15 – 9:15 am <b>Blakely / Cypress Ballroom</b></p>	<p><b>Keynote: Leading and Living Through Your Values</b>  <i>Denise Boudreau, President, DRIVE</i></p> <p>Who you are, what you hold dear, what upsets you, and what underlies your decisions as a leader are all connected to your personal values. The missed opportunity is most people never take the time to learn what those precious and powerful intrinsic things are! In this session you will have the opportunity to do an introspective reflection on your very own personal values and recognize how they influence your personal and professional endeavors including overcoming the current staffing crisis. You’ll learn practical strategies you can implement immediately to apply these values in your daily routines, allowing you to use them as a driving force and a personal true north star.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• Determine your top 10 personal values</li> <li>• Understand why living a values-driven life is crucial for both personal and professional endeavors</li> <li>• Identify ways to live your values on a daily basis</li> </ul>

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9:30 – 10:30am	<b>Breakout Sessions 3</b>
<b>Stars</b>	<p><b>3A: Everybody Sells! How to Create a Culture That Supports Selling at Every Level</b>  <i>Cynthia Thurlow, Principal, 3rdPlus/3rdThird</i>  <i>Don Warfield, VP Account Services/Sales Coach, 3rdPlus/3rdThird</i>  <i>Scott Daniels, VP Culinary Operations, 3<sup>rd</sup> Plus/Culinary Coach</i></p> <p>The best hospitality brands in the world understand something that many senior living communities miss: Everyone in the organization—regardless of their role—is ultimately in sales.</p> <p>This fun and interactive session will reveal how your community’s brand promise doesn’t end at the website or your marketing materials. Rather, it’s a lived experience generated by team members with actions both big and small.</p> <p>This session’s panel works nationally to help communities succeed and includes experts in sales, culinary, branding and consulting. Attendees will take back to their community tangible ideas they can implement right away to bring their brands to life.</p>
<b>Saltspring</b>	<p><b>3B: Do You Know Your Care Margin and the Three Reasons it Matters?</b>  <i>Kevin McNamara, Regional VP of Operations, Aidan Health Services</i>  <i>Jonathan Free, Regional Nurse Consultant, Aidan Health Services</i></p> <p>This session will help answer the question, do you know your care margin and then identify the three reasons it matters.</p> <p>The largest cost of providing care in Assisted Living and Memory Support communities is your direct care. As the cost of labor continues to grow out of control, we can't afford to not know the answer to this question.</p> <p>The three reasons it matters.</p> <ol style="list-style-type: none"> <li>1.) Accurate care plans.</li> <li>2.) Charging the appropriate amount for the care being provided.</li> <li>3.) Providing the right number of staff for the agreed upon care.</li> </ol>
<b>Pender</b>	<p><b>3C: Breakout Session: The Impact of Leading &amp; Living Through Your Values</b>  <i>Denise Boudreau, President, DRIVE</i></p> <p>A continuation of the keynote, this breakout session will take participants on a deeper dive into understanding how their own personal values, beliefs, and experiences influence their thoughts and behaviors as a leader. In the keynote, participants identified what their personal values are and strategies to involve them in their daily life. In this session, participants will spend more time</p>

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	<p>understanding the personal and professional impact of leading and living in an authentic, values-driven way. Leading in this way creates an organizational culture that people want to come work for and don't want to leave!</p>
<p><b>Theater</b></p>	<p><b>3D: Avoiding and Responding To Debt-Related Financial Stress</b>  <i>Gregory Blonde, Partner, Orrick, Herrington &amp; Sutcliffe LLP</i>  <i>Patricia Eichar, Partner, Orrick, Herrington &amp; Sutcliffe LLP</i>  <i>Sarkis Garabedian, Managing Director, Ziegler</i>  <i>Daren Bell, Director, Ziegler</i></p> <p>The current financial and operating environment presents a perfect storm of challenges including staff shortages, supply chain issues and inflation. Providers with outstanding debt must closely monitor debt service requirements and financial covenants. In this session, learn about (1) key debt-related covenants that often come under pressure during times of financial stress, (2) actionable strategies for crafting flexible debt terms and responding to payment and covenant challenges, (3) approaches for communicating with lenders and bondholders about debt compliance issues including in connection with proactively obtaining waivers prior to a default, and (4) what may occur if a default is unavoidable.</p>
<p><b>Lopez</b></p>	<p><b>3E: Enhancing Engagement and Building Community Across the Aging Lifespan</b>  <i>Kyle Rand, CoFounder-CEO, Rendever</i>  <i>Eric Portnoff, Regional Director of Wellness Programming, MBK Senior Living</i></p> <p>Senior living is now primed for accelerated change. The newfound understanding around the importance of social health is paving a unique opportunity for senior living communities to provide something that aging-in-place cannot: a thriving sense of community. In this presentation, we'll cover how various technologies - ones that are available today - can be used to successfully build communities across the aging lifespan. While Kyle Rand overviews the resource opportunities in the industry, Eric Portnoff will discuss the success he sees at MBK Senior Living and the best path forward in a modern world for the industry as a whole.</p>
<p><b>Saturna</b></p>	<p><b>3F: Fixed Assets 101: You Can Predict the Future</b>  <i>Doug McMillan, President, zumBrunnen, Inc.</i></p> <p>A systematic approach to capital replacement planning can yield quality data that will support educated decisions regarding repair, renovation, repositioning, and replacement, which will in turn improve market defensibility, and will support an LPC's credit rating. Learn how to execute an informed and thorough capital replacement plan.</p>

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10:45am – 12:45pm	<b>Breakout Sessions – Deep Dives</b>
<b>Pender</b>	<p><b>An End-of-Life Trained Doula in Every Senior Care Community: Bring Death Back Home</b>  <i>Bonnie Blachly, President, Gentle Passage Doula Collective</i>  <i>Kathleen Putnam, Treasurer, Gentle Passage Doula Collective</i>  <i>Kathy Bates, Founder, Compassionate End of Life Doula</i>  <i>Colleen Hewes, EOL Doula</i>  <i>Maureen Kures, EOL Doula</i></p> <p>Bringing Death and Dying Back Home. Join us for this invigorating presentation that explores the concept that Death is not painful but a normal natural end to our mortal lives. You can help your residents live their best life until they take their last breath. Learn how our Doula Collective can train your staff to be the conduit for a beautiful end-of-life experience for your residents surrounded and supported by those they love.</p>
<b>Saltspring</b>	<p><b>From Master Plan to Reality – Assembling the Right Team to Execute Your Organization’s Vision</b>  <i>Dean Kelly, Principal Architect, Rice Fergus Miller, Architects, Interiors, &amp; Master Planning</i>  <i>Bryan Haakenson, Principal, GLY Construction</i>  <i>Sarkis Garabedian, Managing Director, Ziegler</i>  <i>Daren Bell, Director, Ziegler</i>  <i>Lisa Hardy, President/CEO, Emerald Communities</i></p> <p>Panelists in Ownership, Architecture, Construction, and Finance explore 13 years of work at Emerald Heights, highlighting perspectives needed to realize a master plan. From design, logistics, and cost, to financing and managing an active community throughout the process, we will dive deep into what worked, providing insights to help your community reach their own goals.</p> <p>Get an insider’s look at the master planning process and strategies to keep your board members and residents engaged, navigate timelines and leadership changes, plan for infrastructure improvements, and project financing. Dive deep into how your community can bring its vision to fruition.</p>
<b>Lopez</b>	<p><b>Racism, Ego and Humility - My Best Friend is Black</b>  <i>Steve Moran, Publisher, Senior Living Foresight</i></p> <p>Senior living has a diversity problem. Across the country top leadership represents significantly less than 5% of all leaders. Yet the frontline workers they lead are predominately non-white. It is not this way because leaders and organizations are racist, but rather it just happened because of the way society is. That does not mean we shouldn't be working on making it better.</p>

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	<p>Steve Moran will talk about successes and failures in his own life and offer some thoughts on how we can right this inadvertent wrong. This is a no guilt, no pressure presentation. He will also talk about what he has experienced in his own organization by being proactive and what the research says about organizations that are taking proactive steps.</p>
<p><b>Stars</b></p>	<p><b>Cultivating a Culture of Excellence: Building Leaders and Empowering Employees</b>  <i>Karen Brandt, VP of People, Transforming Age</i>  <i>Gary Jacobs, Executive Director, Parkshore</i>  <i>Anthony Milionta, Human Resources Director, Parkshore</i></p> <p>Whether your work culture is excellent or not, this session will appeal, inform and entertain leaders in all lines of business within senior living. The presenters give you three distinct perspectives on culture, building great leaders and inspiring a great employee experience. Transforming Age will show you how to connect the dots between mission, values, strategic goals and team that's part of the employee life cycle, including hiring, performance management and day-to-day operations. This session will leave you inspired!</p>
<p>12:45 pm <b>Blakely / Cypress Ballroom</b></p>	<p><b>Awards Luncheon</b></p>
<p>2:45 – 3:45 pm</p>	<p><b>Breakout Sessions 4</b></p>
<p><b>Pender</b></p>	<p><b>4A: Creative Ways to Recruit and Retain Qualified Employees in a Hiring Crisis</b>  <i>Cynthia Thurlow, Principal, 3rdPlus/3rdThird</i>  <i>Derek Dujardin, Creative Director, 3rdThird</i>  <i>Darcie Bagott, Program Specialist, WSU Granger Cobb Institute</i>  <i>Paige Morin, Assistant Account Executive, 3rdPlus</i></p> <p>This is a holistic workforce session that covers GenerationZ's sentiment about senior living presented by Darcie Baggott, the Program Director of the Granger Cobb Institute for Senior Living. Panelist Cynthia Thurlow will share insights from national focus group research of dining professionals and Derek Dujardin will present unusual creative tactics that some of the most successful communities in the country are using to attract (and win) top talent.</p> <p>This fun look at workforce is a breath of fresh air (and hope) for the tired senior community professionals looking for new ideas. Join us!</p>

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<p><b>Saltspring</b></p>	<p><b>4B: The Data Driven Aging Services Organization: Best practices and Applications</b>  <i>Derek Dunham, VP Client Services, Varsity</i>  <i>John Bassounas, Partner, Varsity + WildFig</i></p> <p>Aging services organizations have deep and meaningful data across all disciplines - waiting to be put to work in pursuit of meaningful insights. To win in the future, winning organizations must leverage the value of this first party data to inform go to market strategies, workforce development opportunities, create operational efficiencies and connect with a more data-driven resident. Through a blend of best practices, practical applications and actionable suggestions this session will enable attendees to begin this process.</p>
<p><b>Saturna</b></p>	<p><b>4C: Maximize your ROI through Spatial Efficiencies</b>  <i>Mike Garrett, Associate Principal, Gabbert Architects Planners</i></p> <p>Overwhelmed? Keeping up with patient care is hard enough without all the other projects that need attention. Often, we feel important things fall through the cracks or are put off making decisions rushed. Many have taken time management courses as if there is a way to bank more time. However, you do not need more time or better time management. The secret to managing projects lies within how projects are defined, discussed, and organized in a way that leads to accountability, transparency, integrity and commitment. This session will focus on how you define projects to produce predictable outcomes.</p>
<p><b>Lopez</b></p>	<p><b>4D: The Partner You Didn't Know You Needed on the Yellow Brick Road to Readiness</b>  <i>Onora Lien, Executive Director, Northwest Healthcare Response Network</i>  <i>Susan Koppelman, Director of Preparedness and Response, Northwest Healthcare Response Network</i></p> <p>As we rebuild and enhance our preparedness for the next emergency or disaster, partnerships are key to your organizational success! This session will discuss the value of preparing in partnership with the Northwest Healthcare Response Network to help you achieve key emergency planning requirements and to build your plans and capabilities so that you can best support your residents in any kind of emergency!</p>

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<p><b>Theater</b></p>	<p><b>4E: Expanding Beyond the Restraints of an Ordinary Retirement Community</b>  <i>Jennifer Fleming, Principal, Interior Designer NCIDQ, Rice Fergus Miller, Architects, Interiors, &amp; Master Planning</i>  <i>R. Kevin McFeely, President/CEO, Eliseo</i>  <i>Marc Steleski, Senior Project Manager, Walsh Construction</i>  <i>David Knight, Senior Housing Executive and Consultant, GSI Research and Consulting</i></p> <p>This session is about developing a resilient community that reflects the needs of the modern resident while meeting the performance needs of an organization. The interdisciplinary presentation will explore the recent eliseo community expansion and how it has evolved over time, adapting to ever-changing market and resident expectations while remaining true to its character. Topics include diversification of revenue streams and balancing residential models, staffing and operations, and what the next generation of resident expects in terms of unit offerings, selections processes and depositor engagement, community amenities and more.</p>
<p><b>Stars</b></p>	<p><b>4F: Breathe Easier: Lower Resident Care Costs and Increase Staff Retention with Improved Indoor Air Quality</b>  <i>Joe He, Director of Platform, Violet</i>  <i>Jessie Perez, Co-Founder and COO, Violet</i></p> <p>You spend 90% of your time indoors but do you know what’s in the air you’re breathing? Fine particle pollution has been linked to severe cardiac and respiratory outcomes especially in older adult populations. Serious viral and bacterial infections such as SARS-CoV-2, Influenza, and RSV are spread through airborne vectors. None of these dangers are visible to the naked eye, so how do you monitor and act to keep residents and staff safe? This seminar will teach you how to lower resident care costs and increase staff retention by understanding the current state of air monitoring and disinfection technology.</p>
<p>4:00 – 5:30 pm <b>Orcas Ballroom</b></p>	<p><b>Annual Member Business Meeting</b></p> <p><b>A Conversation with Bea</b>  <i>Bea Rector, Assistant Secretary, ALTA</i></p> <p>Joining us for our annual business meeting this year, will be Bea Rector, Assistant Secretary ALTA. Bea will share with us her agency’s vision for the future of serving seniors and how she and her team are moving forward to help solve the challenges of today while preparing for tomorrow. Come with your questions and insights and share with Bea how your organizations are adapting to the challenges you face in pursuit of your mission of supporting seniors.</p>

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5:30 – 5:45 pm <b>Orcas Ballroom</b>	<b>Board Meeting</b>
5:45 pm <b>Seaview Terrace</b>	<b>Board Chair Reception Beach Side BBQ</b>
7:30 pm <b>Theater</b>	<b>Movie Night: Lives Well Lived (tickets required)</b>

**Thursday, June 15<sup>th</sup>**

8:00 am	<b>Breakfast</b>
8:15 – 10:15 am	<b>Breakout Sessions – Deep Dives</b>
<b>Pender</b>	<p><b>Staffing Issues: Innovative Solutions in Long Term Care</b>  <i>Aysha Kuhlor, Chief Clinical Advisor, Institute of Post Acute Care (InsPAC)</i>  <i>Kristina Walker, Owner, Walker Consulting and Resources LLC</i></p> <p>Long-term care providers are facing critical staffing challenges that are threatening patient outcomes and provider satisfaction. This presentation will identify recruitment and retention strategies that can help address these challenges. During the presentation, a range of topics will be explored, including job market trends, and onboarding processes. Solutions will be discussed and designed to provide LTC employers with hiring and retention tools.</p>
<b>Lopez</b>	<p><b>Five Languages of Appreciation</b>  <i>Dave Foltz, Retired Administrator, Rhythm Senior Living Consulting</i></p> <p>These are signs that appreciation is not being shown in the appropriate language for the appreciated staff person.</p> <p>During this deep dive we will discuss and review Gary Chapman and Paul White’s book about the “5Languages of Appreciation in the Workplace”. We will touch on the Importance of Appreciation, the different 5 Languages and how you can implement this strategy in your workplace.</p>
<b>Stars</b>	<p><b>Hot Legal Topics &amp; Updates for Senior Living and Long Term Care</b>  <i>Carin Marney, Shareholder, Lane Powell</i></p> <p>Join Lane Powell to learn about the latest legal issues affecting Washington senior housing and long term care providers. The topics will include Fair Housing Act issues including recent HUD opinions, responding to residents who have excessive overnight guests in the CCRC and assisted living setting, recent activities by the Attorney General’s office including Civil Investigative Demands and Medicaid Fraud Control Unit investigations, resident discharges from assisted and independent living and the issue of “appeal rights”, national tester</p>

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	litigation against senior housing providers related to discrimination of prospective residents, and survey enforcement of arbitration agreements in nursing homes. Come with your questions as we discuss these broad sweeping and very current legal topics.
10:30 – 11:30am	<b>Breakout Sessions 5</b>
<b>Saltspring</b>	<p><b>5A: Compassion Fatigue - The Gateway to Staff Burnout</b> <i>Melonie Tindall, Owner/Founder, America’s Dementia Coach</i></p> <p>Compassion fatigue is not a topic that is often discussed. Leadership has quotas that must be met, and staff members are pushed to new limits. We will dig into what compassion fatigue is and why it is so important. Staffing issues have hit an all-time desperate and dangerous level and because of this it is more than timely for community leadership to lean into the issue at hand and provide alternatives to staff burnout before it occurs. We will offer solutions that will put guardrails in place to help preserve staff and meet the needs of the community.</p>
<b>Pender</b>	<p><b>5B: SNF Medicaid Rates, How They Work and What’s Coming</b> <i>Peter Graham, Chief, Office of Rates Management, AL TSA/DSHS</i> <i>Bill Ulrich, Consultant, Consolidated Billing</i> <i>David Carter, Director Health Care Finance and Policy, LeadingAge Washington</i></p> <p>In this session, Peter Graham, Chief, Office of Rates Management; Bill Ulrich, President/CEO, Consolidated Billing Services; and David Carter, Director, Health Care Finance and Policy, will join us to discuss how the SNF Medicaid rates are calculated as well as upcoming SNF Medicaid rate changes effective July 1st. As part of the Medicaid rates, we will look at the quality enhancement add-on and ways to improve and track progress on your quality measures. We will also look ahead at the future of casemix (no more RUGs) and how it could affect your rate.</p>
<b>Lopez</b>	<p><b>5C: Practical Tips for Psychotropic Gradual Dose Reduction</b> <i>Keilana Fisher, Pharmacist Consultant, Consonus Healthcare</i></p> <p>Gradual dose reduction is a stepwise tapering of a dose and is a useful clinical tool to help assess if the medication is still necessary. In skilled nursing facilities, gradual dosage reduction (GDRs) of psychotropic medications is required. For many clinicians, residents, and staff, dose reduction can be a daunting and stressful task.</p> <p>Learn from a senior care pharmacist practical tips and clinical considerations for successful dose reduction of antidepressants, antipsychotics, anxiety medications, and sedatives. This presentation will include patient vignettes on</p>

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	<p>various scenarios of GDR to better understand resident and drug-specific factors to consider with discussing GDR.</p> <p>At the completion of the presentation, the audience will be able to recognize the importance of GDR and apply new strategies for psychotropic reduction in their own facilities using a person-centered and personalized approach to care. Implementation of these strategies can help reduce inappropriate psychotropic usage, enhance resident quality of life, and improve survey compliance.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> <li>• explain the CMS requirements for gradual dose reduction</li> <li>• recognize the elements of appropriate documentation of psychotropic therapy</li> <li>• understand how changes in a medication dose can have delayed effects on behavioral expression</li> <li>• identify special precautions for residents taking benzodiazepines and sleep medications</li> </ul>
<p><b>Stars</b></p>	<p><b>5D: Cybersecurity 101: Legal Obligations for Healthcare Organizations and Senior Living Facilities</b>  <i>Brandon Pond, Shareholder, Polsinelli</i>  <i>Romaine Marshall, Shareholder, Polsinelli</i></p> <p>Data has become the lifeblood of many organizations, particularly those that manage and maintain confidential and health related information such as senior living facilities. Cyber incidents has become the number 1 risk globally to business models, and it is essential that all organizations understand their legal duties associated with cyber security and have processes in place to respond in the event of a cyber incident. Come join us to learn about current and emerging threats to data security; the laws, regulations, and industry standards that apply to senior living, and recommended protections to implement now.</p>
<p><b>11:30 am Lobby</b></p>	<p><b>Adjournment &amp; Lunch to go</b></p>

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