



President's Message

by Bob Glowacki



Dear CAPOW members,

This is our first installment of an electronic newsletter to our membership. We are sending it, not just for you, but for your agency or organization. We ask and encourage you to please forward this newsletter to others, so we can have an active and engaged membership to build community and legisla-

tive awareness of the vital work we perform that leads to greater independence and fulfilling lives for adults with disabilities.

The board of CAPOW is aware of the tough financial challenges faced by individuals and member agencies. As a result, we have lowered our membership fees and have worked even harder to provide benefits to your organization including more information like this newsletter giving you updates on the work in the Capitol that directly impacts services.

To impact the decision-making in Madison, CAPOW has hit the ground running in this budget season, building awareness of issues effecting providers and the direct care staff we employ. We just completed a day of visits with the leadership of a number of departments within state government including the Governor's office, Office of Administration and Department of Health Services. We not only shared our concerns about the future of long-term community-based care in Wisconsin, but received valuable feedback from state staff on the issues affecting our work. We will have much to follow up on with in the next few months. You will hear more from our lobbyist, Ramie Leonard on our legislative efforts and the changes in Madison in this newsletter.

We know these are challenging times for everyone. Our time is short, our deadlines are many, but I MUST ask you to put one more thing on your plate. PLEASE, invite your legislators to visit your homes, apartments, adult day centers, employment center and other sites. Have them join you for holiday festivities or have them talk about the state budget to families, direct care staff and the people we serve. We cannot be successful legislatively unless we reach the legislature with the voices of those dependent on Medicaid funding for their services. We want them to see the faces of the people who do the direct care and the people we serve when each legislator is called upon to vote on budget items that directly impact services and the wages of the staff delivering services.

Finally, our truly best wishes to you and your families this holiday season. We wish everyone the best in the new year.

Lobbyist's Report

by Ramie Leonard-Zelenkova



As many of you know, Wisconsin is facing an estimated \$5.4 billion deficit over the next 18 months. Advocating for our members' needs is particularly important given the current fiscal environment. This fall CAPOW approved a legislative agenda for the 2009-10 legislative session. The agenda includes advocating for a Train-the-Trainer program for direct care workers, partnering with similar organizations to advocate for a direct

care worker rate increase, and leading an effort to better understand how Family Care capitation rates are calculated generally, and if rates adequately reflect the condition of individual recipients.

In addition to the above agenda items, CAPOW will monitor and weigh in on budget and legislative proposals that develop during the 2009-10 legislative session. Including a current discussion regarding 2007 Wisconsin Act 172 and Chapter HFS 12 revisions, relating to caregiver background checks, which went into effect on November 1, 2008. While this legislation was signed into law last session, there are still a number of concerns that need to be addressed, perhaps through additional legislative changes. We expect an opportunity for public and written comments again in January of 2009.

In November, board members had a series of meetings with key officials responsible for shaping Wisconsin's 2009-11 biennial budget. The day included meetings with Governor Doyle's health policy advisor, officials from the Department of Administration – Division of Executive Budget and Finance, which provides fiscal and policy analysis to the Governor for development of budget proposals, and officials from the Department of Health Services – Bureau of Long Term Support and the Division of Quality Assurance.

The meetings gave board members an opportunity to discuss the Train-the-Trainer program, which was generally well received, and also resulted in a better of understanding of how Family Care capitation rates are calculated.

Family Care methodology used to develop monthly capitation rates includes data from actual costs, functional measures (i.e. county, behavioral indicators, medication management, level of care), and fee-for-services trends (acute care services not part of monthly capitation rates). We now know that increases for MA fee-for-services, such as hospital and physician services have a direct impact on the methodology used to develop Family Care capitation rates. If fee-for-service providers do not receive increases in Wisconsin's biennial budgets Family Care capitation rates are also adversely affected.

CAPOW is well prepared to advocate on our members' behalf during the 2009-10 legislative session. We look forward to working on the challenges ahead.



What's Pushing Your Buttons?

The Un-Comfort Zone

by Robert Evans Wilson

What motivates you? That's the question I'd like to ask in this inaugural column on motivation. Are you motivated by fame, fortune or fear. Or is it something deeper that fans the flames inside of you. Perhaps

you are like Jeanne Louise Calment whose burning desire enabled her to do something that no other human being has done before. A feat so spectacular that it generated headlines around the globe, got her a role in a motion picture, and landed her in the Guinness Book of World Records. A record that has yet to be beaten.

Jeanne Louise, however, did not initially motivate herself. It was someone else who drew the line in the sand. But, it became a line she was determined to cross.

In motivation we talk about getting outside of one's comfort zone. It is only when we are uncomfortable that we begin to get motivated. Usually to get back into our comfort zone as quickly as possible.

Born into the family of a middle-class store owner, Calment was firmly entrenched in her comfort zone. At age 21 she married a wealthy store owner and lived a life of leisure. She pursued her hobbies of tennis, the opera, and sampling France's famous wines. Over the years she met Impressionist painter Van Gogh; watched the erection of the Eiffel Tower; and attended the funeral of Hunchback of Notre Dame, author, Victor Hugo.

Twenty years after her husband passed away, she had reached a stage in life where she had pretty much achieved everything that she was going to achieve. Then along came a lawyer. The lawyer made Jeanne Louise a proposition. She accepted it. He thought he was simply making a smart business deal. Inadvertently he gave her a goal. It took her 30 years to achieve it, but achieve it she did.

Are you willing to keep your goals alive for 30 years? At what point do you give up? Thomas Edison never gave up, instead he said, "I have not failed. I've just found 10,000 ways that won't work." Winston Churchill during the bleakest hours of World War II kept an entire country motivated with this die-hard conviction: "We shall defend our Island, whatever the cost may be, we shall fight on the beaches... in the fields and in the streets... we shall never surrender."

Many of us give up too soon because we set limits on our goals. Achieving a goal begins with determination. Then it's just a matter of our giving them attention and energy.

When Jeanne Louise was 92 years old, attorney François Raffray, age 47, offered to pay her \$500 per month (a fortune in 1967) for the rest of her life, if she would leave her house to him in her will. According to the actuarial tables it was a great deal. Here was an heir-less woman who had survived her husband, children, and grandchildren. A woman who was just biding her time with nothing to live for. That is until Raffray came along and offered up the "sucker-bet" that she would soon die. It was motivation enough for Jeanne, who was determined to beat the lawyer. Thirty years later, Raffray became the "sucker" when he passed away first at age 77.

When asked about this by the press, Calment simply said, "In life, one sometimes make bad deals." Having met her goal, Jeanne passed away five months later. But on her way to this end, she achieved something else: at 122 years old, she became the oldest person to have ever lived.

In future articles we'll examine further the ways in which motivation works. How to motivate ourselves, our employees, customers, friends, loved ones and children. I would like to get your feedback on which of these areas of motivation are of most interest to you. Please email me with your suggestions.

Robert Evans Wilson, Jr. is a motivational speaker and humorist. He works with companies that want to be more competitive and with people who want to think like innovators. For more information on Robert's programs please visit www.jumpstartyourmeeting.com.



Next Meeting

Date: Wednesday, January 28, 2009
Details: Coming Soon