



President's Message

by Bob Glowacki



Dear CAPOW members,

As the New Year chimes, it brings great uncertainty at all levels of government with new challenges and an economy at a low point. It also brings new leadership at the local, state and national level with new ideas and new priorities.

It is at this time we need CAPOW to get the word out on the important Long Term Care services provided by our members and the future of those services. Did you know for every one person with a disability living in the community, it requires one full time staff member? If 10,000 adults are served by FamilyCare in the next state budget, we need thousands of new employees to provide support to consumers. That is not my figure, but a figure from the state of Wisconsin. Where will the employees come from? What can they expect in wages and job advancement? What quality of service will they provide to each consumer?

Challenging times can bring on dramatic positive changes in the long run. CAPOW must be the voice for change, the voice of quality services, the voice of direct care professional, THE voice with real solutions to problems. With your help and energy we can make that happen in 2009.

You can begin your role by joining us February 4th at the Capitol to meet with incoming legislative leaders and sharing the impact you make every day.

I hope we see you in Madison!

Lobbyist's Report

by Ramie Leonard-Zelenkova



The 2009-2010 Regular Legislative Session began on January 5, 2009. Only days into session the Doyle Administrative and members of the Wisconsin State Legislature must already address an estimated \$500 million budget deficit in the current fiscal year, which means many state agencies and grant programs will experience cuts for the remainder of FY2009, and also face flat budgets going into the 2009-11 biennium.

To address the estimated budget deficit in the current fiscal year, the Legislature must pass a budget repair bill, which will likely include an economic stimulus component. It is very likely that a budget repair/economic stimulus package will be introduced in the coming weeks. Expect the 2009-11 biennial budget bill to follow the budget repair/economic stimulus package in mid to late February, after the Governor's Budget Message, which was pushed back to February 10.

Moving onto changes in the Legislature. There is a new Speaker in the Assembly, Representative Mike Sheridan (D-Janesville). Democrats hold the majority in the Assembly with 52 members. Republicans have 46 members and will be lead by Representative Jeff Fitzgerald (R-Horicon). There is one Independent in the Assembly, Representative Jeff Wood (I-Chetek). Senator Majority Leader Russ Decker (D-Schofield) will continue lead Democrats in the Senate, where they maintained the majority with 18 members. The 15 Republican members will be lead by Senator Scott Fitzgerald (R-Juneau). While many committee chairs have been appointed and memberships complete, a number of vacancies remain, including a few vacancies on the Assembly Committee on Aging and Long Term Care.

Finally, the first bill of the session was introduced on January 8. Senate Bill 1 proposes to increase minimum wage from \$6.50 to \$7.60 and index it for inflation. Senate Majority Leader Russ Decker is the lead sponsor in the Senate and Joint Finance Member Representative Cory Mason in the Assembly to review the specific language click on Senate Bill 1. Senate Bill 1 will have a public hearing before being considered by the full Senate.

Happy New Year and continue to watch for legislative updates.

Will You Freak-Out or Hunker Down?

by Robert Evans Wilson

The Un-Comfort Zone



Sometimes motivation is forced upon us. We are thrust into the Un-comfort Zone. And, whether we sink or swim depends on how we respond to the situation. How do you react during a crisis?

Here are the stories of two men who faced a crisis late in life and how they dealt with it. One was a restaurant owner; the other a janitor. The former went into bankruptcy at an age when most people retire, and the latter was fired from a job he'd had for nearly 20 years.

The restaurant owner enjoyed a successful business in a small town at the edge of the Appalachian Mountains. It was a great location along busy U.S. Route 25. And, because he offered the best food and service around, his eatery was jammed from sunup to sundown. But it wasn't to last.

The janitor started his job at St. Peter's Church in London as a teenager. Over the years he married and raised a family and enjoyed a perfectly predictable profession with solid job security. That is until the new vicar came along.

Over the course of 26 years, he was honored by the state governor for his recipes; and was praised by famous restaurant critic, Duncan Hines, in his column Adventures in Good Eating. Then in 1956, the new super highway by-passed the little town. It's amazing the difference just a few miles can make. Two years later the restaurant was closed and the property auctioned off to pay creditors. At 64 years old, the restaurant owner was broke.

It was around the turn of the twentieth century when the new vicar, a stickler for decorum, took over St. Peter's Church. When he learned that the janitor could not read, he gave him three months in which to learn. Quite depressed by the news, the man thought it might make him feel better if he smoked a cigarette.

Unable to afford the cost of opening another restaurant closer to the highway, he reviewed his assets. All he had left was his knowledge and the delicious recipes that made his food so popular. So, he got into his car.

As he walked home, the janitor searched for a tobacco shop. There was usually one on every block, but there were none near the church. He walked block after block without finding one. By the time he reached his house he knew exactly what he was going to do.

Town by town, he drove, stopping at every restaurant along the way. He told the owners they would be more successful if they served his secret recipes under his brand name and paid him a royalty. Two years later, in 1960, he had 400 restaurants serving his food. By 1963 he was making a profit of \$300,000 per year. And, in 1964, Colonel Harlan Sanders sold Kentucky Fried Chicken to investors for \$2 million, plus a lifetime salary of \$75,000 per year.

With his meager savings, he opened a tobacco shop near the church. It was an immediate success. His profits went to open a second, then a third and before long he thriving tobacco shops all over London. Ten years later, he met

with his banker about investing his earnings. The banker gave him some papers to sign. The man asked the banker to read the papers to him, explaining that he didn't know how. Shocked, the banker exclaimed, "You are so successful, just think where you'd be today if you could read!" Albert Edward Foreman smiled and sighed, "I'd be the janitor at St. Peter's Church." (Based on a true story by Somerset Maugham)

Did you know that in Chinese, the symbol for the word "crisis" is the same symbol used for the word "opportunity?" Two sides of the same coin. In other words, it's all in our perspective. Will you find the opportunity in your next crisis?

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.



Upcoming Meetings

Meeting:	Legislator Forum
Date:	Wednesday, February 4, 2009
Time:	9am - 1pm
Location:	Wisconsin State Capitol, Hearing Room TBD
Details:	LTC Provider Educational Forum for New Legislators, Staff and Legislative Committee

Meeting:	CAPOW Board Goal Setting
Date:	Wednesday, February 25, 2009
Time:	10am-2pm
Location:	Bethesda Lutheran Homes and Services, Inc 700 Hoffmann Dr Watertown, WI 53094
Details:	The retreat will focus on CAPOW's organizational focus that will be the most benefit to our members and will attract new members—legislation/association/trade group/training?