



President's Message

by Bob Glowacki



Dear CAPOW members,

CAPOW held our annual goal setting meeting last month. We were hosted by our friends at Bethesda Lutheran Homes & Services in Watertown. We want thank them for their hospitality.

We chose to follow a process called Real Time Planning. This process from LaPiana and Associates has the group review the general situation and issues and organization faces at the current time. From there, the group lays out strategic questions that must be addressed by the organization.

CAPOW identified three questions about our future as Long Term Care system and its effect on our members:

1. How do we respond to the changes in FamilyCare that effect the philosophy, living arrangements, services and supports for the people we serve?
2. How do we interact/collaborate with other groups within the Long Term Care System to achieve our goals?
3. What is the future of CAPOW?

CAPOW members attending the meeting identified some steps to answer these questions from greater collaboration with other long term care providers and associations, deepening our knowledge of expectations of Managed Care Organizations (MCO) in FamilyCare and considering a training for members around handling negotiations with MCOs and a number of other items.

This is a great time to be part of CAPOW as this organization provides the necessary support and information to members. If you have suggestions or can help us answer our vital questions, please feel free to contact me.

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Lobbyist's Report

by Ramie Leonard-Zelenkova



Deliberations on the 2009-11 Biennial Budget are set to begin with agency briefings beginning the week of March 16. Agency representatives will brief members of the Joint Finance Committee on the Governor's 2009-11 Biennial Budget Bill, Assembly Bill 75. Public testimony will not be taken during agency briefings, however the co-chairs of the Joint Finance Committee announced a number of public budget hearings across the state, which are set to begin the week of March 23. If you are interested in testifying

at a public budget hearing please visit the CAPOW website for specific dates and locations.

CAPOW members may be interested in testifying on statewide implementation of the Family Care program. The Governor proposed expanding the program on a slower timeline than previously expected; full statewide expansion of the Family Care program is expected to be complete in the 2011-13 biennium. Please check the CAPOW website for documents describing the anticipated implementation of Family Care based on the Governor's budget proposal. Other topics that members may want to consider for testimony include the Governor's proposal to restructure the Southern Wisconsin Center for the Developmentally Disabled by transitioning up to 140 residents into community placements.

The Governor also included language to establish the Wisconsin Quality Home Care Authority (WQHCA). The WQHCA is charged with providing services to recipients and providers of home care services. Recipients who self-direct all or some of their own home care services under Family Care, PACE, or a MA waiver program must hire a provider on the WQHCA registry. Providers may be represented by a labor union if at least 30% of providers have interest in being represented. The collective bargaining unit may only bargain for wages and fringe benefits and cannot bargain for a) policies; b) work rules; c) hours of employment; and d) any rights of the consumer, such as the right to hire, discharges, suspend, promote, retain, lay off, supervise, or discipline a provider and to set terms, conditions, and duties of employment. Recipients of home care services must compensate providers in accordance with any applicable collective bargaining agreement.

The Governor's budget bill also recommends increasing assisted living facilities certification and licensing fees by 27% to help address a project shortfall in revenue that supports regulation of adult family homes, adult day care centers, and community-based residential facilities. The Governor further recommends authorizing DHS to assess one- and two-bed adult family homes (AFHs) with a one-time certification fee of \$510. A new class of adult family homes is also recommended. The new class of AFHs is defined by Legislative Fiscal Bureau "as a place in which the operator provides care, treatment, support, or services above the level of room and board, but not including nursing care, to up to two adults who are not related to the operator.

There are many more proposals in the Governor's 2009-11 Biennial Budget recommendation. Please visit the CAPOW website for additional information: www.capow.org



Defeating the De-Motivator

by Robert Evans Wilson

The Un-Comfort Zone

The sweet strains of a Puccini aria cut through the Saturday night clatter of the busy Italian restaurant in New York City, but it wasn't coming from the aging voice of the Sicilian baritone who was hired to belt out favorites like Funiculi-Funicula. It was a soprano

whose crystal clear voice filled the room. Within moments all the ambient noise came to a halt. Diners stopped eating and talking, busboys stopped clearing tables, the cooks even came out of the kitchen.

Singing on the tiny stage was the skinny moon-faced waitress from Ohio. The Sicilian heard she studied opera, so he invited her to join him, but what began as a duet ended in solo as he too was mesmerized by the beauty of her voice. When she finished, the place thundered in applause and I saw tears of gratitude glistening in her eyes. She had hit each note perfectly.

If only she had done that when she auditioned for the Metropolitan Opera. But she choked, flinched, allowed a seed of doubt to creep into her consciousness and thus her voice.

She told me her story over a couple of beers after work. It was the fall of 1984, and I was a fellow waiter at the restaurant; just another struggling artist in the city that never sleeps. She explained that she got nervous during her audition and couldn't hit the high notes. She would get one more chance to audition, but she would have to wait an entire year.

I never found out if she made it; as a writer my art is portable and a few months later I moved to a city where they still have a bedtime. I suspect she did, because that night she received a proof - a vital beginning step.

Doubt is a silent killer. We transmit feelings of doubt to others through subtleties in our body language, facial expression and tone of voice. It is picked up subconsciously by those with whom we communicate. Worse than that, we communicate it to ourselves, and it seeps into our performance. Doubt is the De-Motivator and all too often it prevents us from even trying.

We all suffer doubt occasionally, and its cure is always the same: proof. Proof that we are indeed talented enough to do what we set out to do. A proof doesn't need to be big to eliminate doubt. A series of little ones can be just as effective.

I keep a journal - a log - of accomplishments. Both small and large, because they all add up to reasons for believing in my abilities. It is especially important to log the little ones, because they are so easy to forget or overlook, and yet they carry tremendous weight when it comes to giving ourselves confidence.

You say, "I'm just starting out and have no accomplishments." That just means you're not looking in the right places. We all have successes, some of them may be found in different areas of your life. I often read in the Wall Street Journal about women, who after years as stay-at-home Moms, return to the work force in well-paid management positions. They acquire these jobs by citing in their resumes the many skills and achievements they learned through their volunteer work. What talents are you racking up through your hobbies and leisure activities?

Sometimes proof comes to us by comparing ourselves to others. Simply ask yourself, "Out of all the people who have ever lived, how many have attained what I want?" The sheer numbers alone will often be all the proof you need.

When all else fails, fall back on faith. Some of the most successful people in the world had absolutely no proof that they could achieve their dreams. All they had was a strong desire and a belief in themselves. As Martin Luther King, Jr. once said, "Take the first step in faith. You don't have to see the whole staircase, just take the first step."

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: CAPOW Board Goal Setting

Date: Wednesday, March 25, 2009

Time: 12:00 pm - 2:00 pm

Location: Broydrick & Associates, Inc.
44 Mifflin St
Madison, WI 53703

Details:

- Update on State Budget Process
- Review of CAPOW Strategic Plan
- Howard Mandeville, Executive Director of Movin' Out, Inc will be speaking at this meeting regarding a number of ways to save, both for the tenant with a disability and the person's system of support. There are now 1,000 Movin' Out homeowners across the state. They also own rental properties in 4 counties that are reserved for people with disabilities who rely on residential support services.

Meeting: RSA-WI Regional Meetings: DHS-83 & ISP's

Date: Tuesday, April 14, 2009

Time: 1:00 pm - 4:30 pm

Location: Country Inn & Suites by Carlson
7011 122nd Ave
Kenosha, WI 53142

Details: For more information please contact the RSA-WI office:

414-276-9273
info@rsawisconsin.org
www.rsawisconsin.org

Meeting: CAPOW Board Meeting

Date: Wednesday, April 22, 2009

Time: 12:00 pm - 2:00 pm

Location: Broydrick & Associates, Inc.
44 Mifflin St
Madison, WI 53703

Details: To be announced