



President's Message

by Bob Glowacki



Dear CAPOW members,

CAPOW is a special organization because it is driven by our membership through the board to have a real feel for the state of our disability provider community. As a result, we respond quickly to the situation

"on the ground." The CAPOW board, in response not only to the state of the economy, but also the threat posed by potential state budget cuts felt we need to add membership, add voices and make it easier to join CAPOW.

As a result, the board has authorized me to offer dramatically lower membership dues for new member agencies. New member agencies can save hundreds of dollars in dues if they join now in 2009.

We need to get the word out – please forward this message to others who want to not only add their voice to our charter members, but who want to be engaged in real legislative advocacy on behalf of their organization and the direct care staff that deliver our much needed services.

I want to applaud the board of CAPOW for their vision in expanding the membership and offering CAPOW new opportunities with expanded membership.

If you an interested organization, visit our website at www.capow.org or call our office for more information.

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Lobbyist's Report: Working For You "Under the Dome"

by Ramie Zelenkova



The Joint Committee on Finance hit a road bump this week after learning that revenue collections might be off another \$1 billion. Actual numbers will be released in the coming days, but initial observations point toward an estimated \$7 billion deficit. Senator Mark Miller (D-Monona), co-chair of the Joint Committee on Finance indicated if the numbers are really bad the finance committee might have to review previous action conducted over the last few weeks. The committee has yet to take up a number of significant spending areas including Medicaid, funding for K-12, and shared revenue.

The Joint Committee on Finance must complete its modifications to the Governor's budget recommendation before sending it to the house it was introduced, which this session is the Assembly. Both houses must pass an identical version of the budget. A conference committee comprised of leadership from both houses will resolve any differences. Statutorily, the Wisconsin Legislature must send a spending plan to the Governor before June 30, but that date has been missed in the past. Governor Doyle recently met with mayors from across Wisconsin to talk about the difficult road ahead. In those meetings Governor Doyle took one option to balance the budget off the table – an increase in the sales tax. The Governor is expected to announce plans to furlough state employees.

CAPOW continues to monitor the Department of Health Services' work on the ForwardHealth Rate Reform project. The department has yet to come out with recommendations to balance the 2009-11 Medicaid budget. With the expectation that low revenue collections will contribute to an increasing deficit, DHS' ForwardHealth Rate Reform may become an even bigger challenge. Continue watching for budget updates as the timeline progresses.

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Don't Get Stuck in Reverse

by Robert Evans Wilson

The Un-Comfort Zone

I love this quote by Gandalf the Gray from the book *Lord of the Rings* by J. R. R. Tolkien, "When we despair we cease to choose well. We give in to short cuts." It's so true and we all know that we have been guilty of it at some point in our lives.

It reminds me of the Dot Com Bubble that burst in March of 2000 and caused the stock market to crash, I remember those heady days of "irrational exuberance" as Federal Reserve chairman, Alan Greenspan, referred to it. It seemed like everyone was worried they were going to miss out on the digital revolution. They were motivated by the dreams of easy money. It was all about taking a short cut.

Several start-ups approached me to help them promote their new Internet businesses in exchange for stock options. I looked at a couple of cobbled together companies that were little more than a guy with a website and the hopes of mining some venture capital. The idea was to generate web page hits with a clever name or gimmick, sell a ton of stock at the Initial Public Offering, then retire a millionaire. I decided to stick with those willing to pay in cash.

After the burst, I read about a repo man in Silicon Valley who repossessed the expensive cars of former Internet millionaires. He reported that he frequently found dozens of losing lottery tickets in the cars – evidence that the former car owners were acting out of despair and looking for short cuts back to the elusive wealth that had slipped from their grasp.

Beverly Sills, the famous opera soprano, once said, "There are no shortcuts to any place worth going." But, too often when times are good, we pile on the responsibilities. Later on when we encounter adversity, we look backwards instead of forward. We attempt to go back to where we enjoyed success in the past even when it is counter-productive to our current goal.

In my seminars on innovation, I conduct a fun exercise that demonstrates how we frequently feel we must go backwards before we can go forward. A volunteer from the audience is selected and sent out of the room. The audience chooses a simple behavior they want the volunteer to do (like jumping up and down on their left foot). What makes it fun is that the volunteer must guess the behavior. The audience can only help by saying the word, "yes" when the volunteer does anything that comes close to the desired behavior. They are not allowed to say, "no" or give any other hints.

Once the volunteer performs the desired behavior, the audience rewards it with a round of applause. I ask for a second volunteer, but this time we change the rules after the person leaves the room. When the desired behavior is



Upcoming Meetings

Next Teleconference

Date: Wednesday, May 27

Time: 12:00 pm - 2:00 pm

Topic: The rapidly expanding state deficit!

reached, the audience goes silent, says nothing, and gives no applause. Since the volunteer is no longer getting feedback in the form of "yes" he or she will go back and repeat behaviors that did elicit a "yes." The audience, however, remains silent.

As we watch the volunteer, we can see despair forming on his or her face. The volunteer will then go further backward to find a previous behavior that generated success. Eventually the volunteer quits going backwards and starts initiating brand new behaviors in the hopes of regaining another, "yes." It is after several new behaviors are performed that the audience is signaled to applaud and reward the volunteer for his or her efforts. The purpose of the exercise is to force the volunteer to backtrack to the point that they realize success can only be found by moving forward.

In life, the trick is to stay focused even when our luck seems to be changing. We may have to slow down or make changes in our methods, but the goal must remain the same. Henry David Thoreau observed, "We rarely hit where we do not aim." In other words, if you're moving backward, you are moving away from your goal... and it's hard to hit a target when you're facing the wrong direction.

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.