



President's Message

by Shelley Hansen-Blake



I recently had the pleasure of visiting Washington, DC, to attend the annual Foster Family-based Treatment Care Association (FFTA) Public Policy Institute & Advocacy Day. Although Therapeutic Foster Care is not the primary service delivered by CAPOW membership, I drew many parallels to our issues and concerns. I had the opportunity to drop by the offices of the Wisconsin Legislative Delegation; and speak with their health care staff about the importance of community-based services for all citizens in need.

In these challenging times, we all need ways to renew our energy and determination. The things I learned and the conversations I had gave me the boost I needed. I have renewed faith in our public servants and their ability to uphold our convictions and values. Yes, there are problems. Yes, the economic recession compounds these problems. Yes, we need to redouble our efforts if we are to prevail. And, yes, we can!

There is something about being in our Nation's Capitol that reinforces the principles that founded this Country. When I see our National Monuments and our Houses of Government I know we are made of what it takes. And despite our collective challenges, there is no other country I would rather call home. Our nation is great because of our struggles. It's the belief in our rights and freedoms that push us to overcome challenges. We have made progress in assuring all citizens experience these liberties. But, there is still work to be done.

Thankfully, we have champions in Washington who will walk side by side, step by step with us. One such person is

Wisconsin's own Congresswoman, Tammy Baldwin. As one of her constituents, I was honored to co-present Rep. Baldwin with the FFTA Legislator of the Year Award for her tireless efforts. She sponsored the Medicaid Services Restoration Act (HR 4787), which has bipartisan support in the House. The Congresswoman is also a primary author of the FMAP extension legislation which is vital in order for States to maintain necessary Medicaid services. Without it states, including Wisconsin, would face even deeper Medicaid deficits with accompanying service reductions.

As a token of appreciation for her commitment; we presented Congresswoman Baldwin with an original artwork by one of her constituents who receives community-based services in Madison.



(Pictured L-R: Shelley Hansen-Blake, Executive Director REM Wisconsin; Congresswoman Tammy Baldwin; Olwen Hansen-Blake, Quality Assurance Director, REM Wisconsin)

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Lobbyist's Report:

Working For You "Under the Dome"

by Ramie Zelenkova



The Legislature adjourned the 2009-10 regular session on April 22. With relatively few scenarios that force the Legislature back to work, the Legislature is not expected to reconvene until January 2011. Regardless of the adjournment of regular session, the long-term care community is still hopeful for an audit of the Family Care Program; however, the

Joint Audit Committee has yet to act on the proposed audit. Sources indicate the committee may consider the audit in the coming weeks.

The Department of Health Services continues to offer listening sessions to providers as the Department moves forward with developing a uniform methodology for determining rates for community-based residential programs in the Family Care program. A number of providers and advocates from across the state attended recent listening sessions on April 16 and April 23. Many had a lot to say about the flaws in the Family Care program and frustrations with the process of developing a residential rate methodology. The Department released integrated notes from the listening sessions on May 7. The notes contain nearly 100 points made during the April listening sessions. A document titled "Integrated notes from Residential Rate Listening Sessions" can be found at www.capow.org.

As a follow-up to the April listening sessions, CAPOW and several other organizations submitted a letter to the Department with recommendations on how to responsibly develop a residential rate methodology. The letter summarized key ingredients necessary for the successful development of a fair and rational reimbursement system that is responsive to the needs of those who receive and provide services under Family Care. Collectively, the organizations agree that a stakeholder steering committee must be involved in the process, that funding must be established on the basis of what it costs to provide care including wage and benefit levels of caregivers, and the functional screen must not be the foundation for rate determinations. A copy of the letter is available at www.capow.org. CAPOW expects to meet with the Department as a follow-up to the letter in the coming weeks.

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Pack Mentality

by Robert Evans Wilson

The Un-Comfort Zone

When my son was two years old, we got a Samoyed puppy, and for the next 18 months they were the best of friends. Then the dog changed. Suddenly she started growling at my son and biting him. At first I thought that maybe he was pulling

her tail or something else that was irritating her, but that wasn't it.

My dog had become an adult and instinct kicked in. She became concerned with her place in the pack hierarchy. I learned that our family was her pack, that I was alpha-dog, and that she had no intention of being at the bottom of the pecking order. That meant someone had to be beneath her and the easiest choice was my toddler.

Through training and discipline we got the biting to stop, but to this day she still considers my son subordinate to her.

It's all about status and exclusivity. And human beings are just as motivated by it as a pack animal. When Abraham Maslow created his Theory of Human Motivation in 1943, he identified five levels of motivation or five needs that humans strive to satisfy. Those needs are, in order: Survival, Safety, Social, Esteem, and Fulfilment.

Status is an esteem need and regardless of where we fall on the economic ladder, we all strive to achieve status before we can move on to the highest need. Whether we admit it or not, we all want to feel as if we are a little bit better than the people around us. We begin to establish that - at least in our own minds - with the accouterments of wealth such as branded clothing, jewelry, luxury automobiles, and exclusive neighborhoods. Even the poorest of people find symbols with which to establish their status. The visibility of these status symbols can create the powerfully motivating emotion of envy.

Most happiness that is acquired by achieving status symbols is short lived. Overtime such trappings become meaningless to us, at which point, we seek genuine achievements to prove our worth. Studies have shown that after reaching a certain income level (usually around \$250,000 a year) an individual's happiness does not increase until they reach the status of super rich (approximately \$10,000,000 a year).

But, status can continue to motivate us long after money ceases to do so. Bestowing a new title with added responsibilities yet without any added pay is a common method for rewarding employees.

Volunteers can be motivated in a similar fashion. I have been a Boy Scout leader for the past five years. The Boy Scouts of America rewards its leaders with patches embroidered with colorful square knots that are worn on the adult uniform. Different colored square knots represent the variety of services a volunteer has provided or achievements that he or she has earned. Some square knots represent achievements earned years earlier when the volunteer was a Boy Scout. When I attend formal full uniform functions, I find myself scanning fellow leaders' square knots to note their status. There is one we all look for; it is the red, white and blue knot that indicates the wearer earned the highest status in scouting as a youth: the Eagle Scout award.

When the United States was founded, one of its distinguishing characteristics from the rest of the world was the lack of a feudal or caste system. That doesn't mean status doesn't exist in America.



Upcoming Meetings

Next Meeting

Date: May 26

Time: 12:00pm-2:00pm
Easter Seals
300 S. Prairie Dr.
Waukesha, WI 53186

Officers for 2010

Shelley Hansen-Blake – President
Bob Glowacki – Vice President
Julie Nichols-Younes – Treasurer
Richard Berling – Secretary

Disability Advocates Wisconsin Network

submitted by Bob Glowacki, Easter Seals Southeast Wisconsin

Tracking disability issues can be complex. We can get focus only on one aspect of our field ignoring the variety of issues effecting the lives of children and adults with disabilities and they people that support them. We encourage CAPOW members to stay engaged by signing up for the DAWN email alerts. DAWN Email Alerts let people know about disability advocacy opportunities. These opportunities might include notices of public hearings, legislative debates, advocacy meetings, rallies, etc. DAWN alerts either provide information to the disability advocacy community by alerting members to new information on the website or the alerts ask members to take an advocacy action.

To sign up go to: <http://www.dawninfo.org/ea/index.cfm>

Indeed it does, but here we must earn it. Best of all, people have a choice and can rise above the station they were born into.

Lacking status puts us in the Un-Comfort Zone and drives us to achieve. When you help someone up the social ladder, you can motivate them in a powerful and positive way.

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.