



President's Message

by Shelley Hansen-Blake

Ethics: Motivation based on ideas of right and wrong. The philosophical study of moral values and rules.

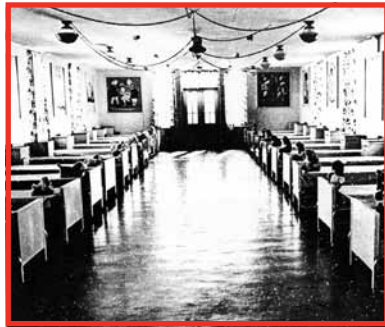


It dawned on me around 1990 that people I was hiring as Direct Support Professionals had never seen the inside of an *asylum, institution, mental hospital, colony, facility, locked ward or sanatorium*. In fact, we didn't call the staff "Direct Support Professionals." I think we called them some variation of "aide."

They didn't know who Geraldo Rivera was, nor had they heard of his infamous exposé of Willowbrook State School on Staten Island. Robert Kennedy had visited the "mental institution" in 1966 and declared: "Willowbrook State School was not fit for even animals to live in." Geraldo gained entry using a stolen key and documented

the brutal and horrific living conditions of its disabled residents, which included mentally retarded children. You could point to this as the birth of the *deinstitutionalization movement*.

The picture above is not from Willowbrook, to the best of my knowledge. It could be from any *campus* from an anonymous state. My purpose is not to disparage those dedicated, committed, and compassionate people who have chosen careers of caring for people who have disabilities in congregate settings. My purpose is to put the picture in your head of how immensely the lives of people with developmental and other disabilities have changed over the past 40 years.



From *Christmas in Purgatory*,
Burton Blatt, Fred Kaplan 1974

CAPOW is an association of *Community-Based* providers. Our mission is to fight for the quality of community services and workforce issues to ensure no one has to relive the mistakes of our past. Each generation builds on the wisdom of the ones before.

Buildings don't have ethics. People have *ethics*, just like people have *behaviors*. In and of themselves, ethics and behavior are neither positive nor negative. The consequence to people, oneself or others, is what dictates whether or not one is engaging in ethical activity. As a society, there are certain values we believe are right. When a person chooses to act from this motivation, we say she or he is ethical.

*We have a great privilege...
We hold immense responsibility*

Without knowing the audience reading this, I can be certain that 100% would claim they are ethical. There is no reason to go into this profession if you don't operate from a value of the respect and dignity of all people. Let's take that a little farther. I predict everyone reading this believes that all persons make a contribution to the rich fabric of community life.

We are living in uncertain times. In fact, I will go on record saying we are in the most insecure fiscal climate I have faced in 36 years as a helping professional. Because of these conditions, our ethics and values are more important than ever. It's easy to stand on principles when they aren't tested. The rubber hits the road when any choice you make is a dilemma, and you intend to do the right thing, to find a solution that can work for all; yet the compromises fall short.

Let's walk this road together. *Let Ethics Be Your Guide*. You Know What's Right.

You Are Responsible. Trust Yourself. *Keep The Community Promise*.

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Lobbyist's Report:

Working For You "Under the Dome"

by Ramie Zelenkova



Election Day 2010 catapulted Republicans into power. Republicans dominated in statewide and local races capturing the Governor's mansion, both houses in the state legislature, a U.S. Senate seat held by veteran senator Russ Feingold, and two congressional seats; one having been held by a Democrat since 1969. What does this mean for long-term care programs and those who rely on them? Unfortunately, given the fiscal crisis in the Medicaid

program, Democrats and Republicans alike, regardless of who is in the control, will be faced with tough choices in 2011.

While final numbers are yet to be seen, a substantial budget deficit continues to loom over the Medicaid program. In effort to avoid across-the-board provider cuts, the outgoing administration is preparing a plan for the incoming administration to consider. The plan includes an all-provider assessment. If signed into law, an all-provider assessment will draw down more federal money to support the Medicaid program. Wisconsin already imposes assessments on nursing facilities, immediate care facilities (ICFs-MR), hospitals, and ambulatory surgical centers. Our neighbor Minnesota imposes assessments on numerous providers including physicians, dentists, therapists, and HMOs ranging from a tax rate of 1-2%; the assessments will generate almost \$500 million in 2011. While the incoming administration has not vetted the idea of provider assessments, most providers are leery of the plan until more details surface. Governor-elect Scott Walker will work with his transition team over the next few months to develop a budget recommendation for 2011-13, which he'll present to the legislature early next year for consideration.

Another project that Department continues to work on is the development of a residential rate setting methodology. Based on what has been published to-date, stakeholders are leery that the methodology relies too heavily on a flawed functional screen that does not fully capture client acuity, particularly when it comes to persons with developmental disabilities. Further, that the methodology does not accurately capture provider cost data. While the methodology is still under development, the Department expects that rate changes will go into effect based on the new methodology as soon as possible after the first quarter of 2011. CAPOW continues to be an intermediary for members to voice concerns and is committed to working with the Department and other stakeholders to address the methodology's inefficiencies. The following link provides up-to-date information as the Project progresses: <http://www.dhs.wisconsin.gov/lc/PProgramOps/ResidentialRate/index.htm>

The Legislative Audit Bureau (LAB) continues to meet with Family Care program participants and providers as it completes an audit of the Family Care program. LAB expects to complete the audit early next year.

I look forward to working with members to solve challenging problems during a busy 2011.

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Leadership vs. Power

The Un-Comfort Zone

by Robert Evans Wilson



King George III asked Benjamin West, his American painter, what George Washington would do if he prevailed in the Revolutionary War. West replied, "He will return to his farm." The British monarch incredulously said, "If he does that, he will be the greatest man in the world." On December 23, 1783,

Washington did just that and retired to Mount Vernon – despite the encouragement of many to stay in power. Despite the willingness of Americans to crown him king. Thirteen years later, he would do it once again.

In 1787, Washington was coaxed back to Philadelphia to attend the Constitutional Convention. While there he provided the leadership necessary to get the fractious delegates to settle down and complete the work of designing a new constitution. Afterwards, in 1789, he was elected the first President of the United States. He reluctantly ran for a second term in 1792. He refused to run for a third term, setting a precedent that lasted 150 years, and retired once again to his farm.

Abraham Lincoln said, "If you want to test a man's character – give him power." George Washington passed that test. Twice in his life he walked away from power and proved that he was indeed the greatest man in the world. He demonstrated that leadership is something that you give – not take – and that power should be used responsibly.

Washington died in 1799, the year that Napoleon Bonaparte became the ruler of France. In contrast to Washington, Napoleon could not acquire enough power. His legendary lust for command drove him to take over much of Europe. "Power is my mistress," he once claimed, "I have worked too hard at her conquest to allow anyone to take her away from me."

Years later, having lost all power and living in exile, he lamented "They wanted me to be another Washington."

History is rife with stories of people who abused their power. Abuse of power, however, is not just reserved for politicians and tyrants. It can be abused by managers, spouses, parents, peers and the list goes on. It is the lure of dominance over others, when it motivates people toward leadership roles, that is revealing. It reveals uncertainty, lack of confidence and fear.

It is said that power corrupts, but more often than not, it is a corrupted individual who is attracted to power. It is a feeling of inferiority, sometimes called a Napoleon Complex, that drives someone to control other people and to micro-manage their surroundings. Today we call such a person a Control Freak. Science fiction author, Robert Heinlein noted, "Anyone who wants to be a politician shouldn't be allowed to be one."



**Upcoming
Meetings**

Next Meeting:

2010 Holiday Event

Tuesday, December 7, 2010

More details to come.

2010 Officers

Shelley Hansen-Blake – President

Bob Glowacki – Vice President

Julie Nichols-Younes – Treasurer

Richard Berling – Secretary

When we look at Abraham Maslow's hierarchy of Human Motivation (Survival, Safety, Social, Esteem, Fulfilment), we see that someone who hungers for power is stuck in the second to bottom level which is Safety. A true leader has self-esteem and self-confidence and does not seek power to bolster his or her feeling of self worth. Thomas Jefferson observed that, "An honest man can feel no pleasure in the exercise of power over his fellow citizens."

A true leader is motivated by a goal. A goal common to his group whether that group is a company or a country. If you find yourself attracted to leadership, stop and check your motivation. Are you driven to share your gift of understanding in the endeavor of achieving a goal, or are you motivated by perquisites of position and the power you have over others? As John Quincy Adams said, "If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

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.