



President's Message

by Shelley Hansen-Blake



Whether you are literally going back to school or back to school is a state of mind; now is the time we prepare our families and ourselves for new ideas, experiences, and skills. We anticipate seeing the growth, development, and achievement that will come over the next nine months. However, we also know it will take a lot of discipline, effort, time and determination for this education

to occur. To be successful parents, teachers and students some things must occur.

We have to be prepared with tools, resources, materials and an open mind. There must be a foundation on which to build. How strong should your foundation be? Do you want to build your knowledge base on sand or granite? It depends if you want to construct an anthill or a monument.

Education is dynamic. It is interactive. It is process. It is reciprocal. Teachers are students and students are teachers. Education is never finished or complete. It is not a measure of worth relative to someone or something else. Education is not wisdom. One can be educated. One acquires wisdom.

Education is an investment. To invest in something means to contribute to an undertaking with the expectation of a benefit. In other words, you have to put effort in on the front end to reap results on the back end. In my experience, there is a cause and effect correlation between the degree of effort and the size of payout.

Where do you want to be when the school year ends? Do you want to achieve results necessary to position yourself for further success? Do you want to be in a better place than you are now?

I leave you with these thoughts. Just as our children are entering a new school year, so are we. The fall elections will be fast upon us. There will be a new Governor in Wisconsin come January. The face of our legislature will change. A new state budget is incubating. I challenge you to become a scholar for the future. Learn as much as you can about Family Care, Medicaid Reform, funding challenges, and long-term care services. Then, go out and teach someone about what you learned. Start small and build from there. Educate someone in your household. Then speak out publicly to your elected officials or in open forums. *It takes a village to save a system.*

This is your opportunity to shape the future of services for the people we care about. It's up to you to make sure there is a long-term care service delivery system to be proud of in Wisconsin. The other alternative is a system you *used to be* proud of. It's your choice. It's up to you ... and you ... and you ... and you ... and me.

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Lobbyist's Report:

Working For You "Under the Dome"

by Ramie Zelenkova



As fall approaches CAPOW continues to work with similar-minded groups to sustain and protect Medicaid services and funding for persons with disabilities and older adults, providers, and direct care workers. On August 25, the "Budget Cuts and Broken Promises" Town Hall Forum was launched in Dane County, the first of several Town Hall Forums across Wisconsin that will highlight the crisis brewing in the long-term care community. Testimony highlighted the state's obligation to protect Medicaid

funding and services for persons with disabilities and older adults because the services are literally their lifelines. The next Town Hall Forum will be in La Crosse on October 4. For those interested in participating in the forums, and I urge you to do so, please visit www.brokenpromisewisconsin.org for more information and updates. Through this website you may also sign a petition to protect Medicaid funding.

On September 13, the Department of Health Services held a meeting to discuss the Long-Term Care Functional Screen and its relationship to a residential rate setting methodology. Many of you may have participated via telephone. Providers and advocates are concerned that the Long-Term Care Functional Screen does not adequately represent the needs of consumers, especially persons with disabilities. This has been a big issue for CAPOW, and is especially concerning given the current discussion to use the LTC Functional Screen in developing a residential rate setting methodology. CAPOW has been very vocal about our concerns with the LTC Functional Screen, as have other like-minded groups. We will continue to fight for improvements to the LTC Functional Screen to better address consumers' needs. A second meeting dedicated to the larger discussion about the residential rate setting methodology that is being developed by the Department will be on Thursday, September 16 from 11:00 a.m. to 1:00 p.m. Phone-in capability is available: Call-in number is 888-278-0296 and the access code: 4805592. Members will receive an e-blast with the information.

The Legislative Audit Bureau (LAB), a non-partisan state agency, is reaching out to CAPOW members requesting interviews as part of the Family Care Audit process. If you receive a call, please schedule a meeting. Some members have already expressed interest in an interview. Please contact me, and I will work to secure an interview on your behalf. Prior to the meeting, please notify Shelley Hansen-Blake and myself with the date and time of your interview. As a follow-up, please provide us with a brief summary of what was discussed. CAPOW will compile a list of member organizations and topics and follow-up with a letter to the LAB in effort to address anything that may have been missed.

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Thrown into the Driver's Seat

The Un-Comfort Zone

by Robert Evans Wilson



On June 29, 1863, a 23 year old First Lieutenant received an unexpected promotion. The freckle faced, strawberry blonde, who graduated at the bottom of his class at West Point, was elevated directly to the rank of Brigadier General in the Union Army. He completely skipped over the traditional ranks in between of

Captain, Major, and Colonel. As you can imagine such a promotion was met with skepticism, dismay, and envy by his former peers and superiors. Especially at a time when the South was winning against the North during the American Civil War.

Major General Alfred Pleasonton, who promoted the boy, saw his gamble put to the test just four days later in the Battle of Gettysburg. The young general was put in charge of the Michigan Cavalry and tasked with keeping Confederate General Jeb Stuart from attacking the Union Army's rear.

Was he up to the task? Could he keep that dubious star on his shoulder that so many wanted removed? Motivated by the desire to prove himself, George Armstrong Custer, his gleaming saber outstretched in front of him, led the cavalry charge and held the Union line. His successful leadership served as a crucial contribution to the battle that was the turning point in the North winning the war.

When leadership is thrust upon us, many of us are motivated to rise to the occasion. Sometimes, however, leadership must rise in a vacuum. What motivates us to become leaders when there are none?

A few years ago, five friends and I went white water rafting for the very first time. We went on the upper Ocoee River in Tennessee where the rapids are rated Class Four. Not exactly the best choice for beginners, but we had a competent guide, who gave us plenty of instructions on when and how to paddle. He was so good that we were the only rafters in a group of ten rafts that did not capsize and get soaked.

Then halfway through our trip, we went over a small waterfall. When our rubber raft hit the bottom it bent in the middle and folded up like a book. When it sprung back apart our guide was catapulted from the boat and landed several feet behind us. As our leaderless raft sped forward, getting further and further away from our guide, five of us thought, "Uh, oh, what are we going to do!" Before we could panic, my friend Bill started barking commands, "Left side four strokes! Right side two strokes!" With great relief we followed his orders and within minutes he had us safely out of the rushing white water and into the calmer water by the river bank where our guide was able to catch up to us.

A leadership role can jump start motivation. When you have the responsibility of guiding others, it forces you to guide yourself first. I have found that volunteering for leadership roles at work and for non-profit organizations to be self-motivating. Back in the early 1990's, I had a particularly bad year. My mother passed away, a business venture failed, and I had a falling out with my best friend. Needless to say, I was in a funk, and seriously needed something to



Upcoming Meetings

Next Meeting

Date: October 27, 2010

Time: Noon-2:00pm

Location: Broydrick & Associates
44 E. Mifflin St, STE 400
Madison, WI

Officers for 2010

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

move me out it. That's when I learned that my community association needed a new President. It was a huge job with a two year commitment that required fund raising, event planning, managing several committees, and supervising dozens of volunteers. It consumed tons of my time, but it also taught me that I could do more in a day than I ever knew. During that same two year period, I launched two new businesses both of which became success stories.

As a manager, you can motivate your employees (or your volunteers) by giving them a mantle of leadership. Suddenly he or she will no longer be just another disaffected cog in the wheel. But with a position of responsibility, those persons will be empowered to do more and be more. Sure, it may require a greater effort on your part, but you will challenge their minds, expand their abilities, and imbue them with a sense of accomplishment.

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.