

2019 Accomplishments

Our 2017-2020 Strategic Plan identifies three strategic imperatives. In 2019, we made strong progress in each of these areas, developing educational programming, tools and resources to help members move confidently into the future.



- **Anticipate the needs and desires of future consumers**
 - **The 2019 LeadingAge Maine & New Hampshire Annual Conference & Expo** featured authoritative speakers on such topics as, “Tomorrow’s Senior Living Opportunities: How to be Netflix in a Blockbuster World,” “Long Term Care Reimagined: The Household Model,” and “Forwarding-Thinking Leadership.”
 - **The Psychology of Change and the Change-Hardy Board** (workshop) highlighted mounting evidence that Boards who don’t take risks will face organizational irrelevancy and offered strategies to approach change with greater openness and leadership.
 - **Peer Groups** (Affordable Housing, Fitness & Life Enrichment, and Dining) fostered supportive connections across our member communities by exchanging ideas on how to meet resident needs in new and creative ways.
- **Build and support an exemplary workforce**
 - **The 2019 LeadingAge Maine & New Hampshire Annual Conference & Expo** featured several workforce sessions including, “Winning Workplaces of Today: How to Find and Keep Top Talent” and “Cultural Transformation: From Indifference to Engagement.”
 - Thirteen up-and-coming leaders graduated from **Leading with Confidence**, our four-part frontline supervisor certificate program.
 - LeadingAge continues to expand the **Center for Workforce Solutions**, capturing and sharing promising practices from around the country through highly accessible fact sheets and podcasts. Members are also taking advantage of templated tools for recruitment efforts, a monthly *Workforce Matters* newsletter and monthly *Workforce Wednesday* informational calls.

- **MAINE Advocacy:**
 - ✓ We supported L.D. 1758, *An Act To Clarify and Amend MaineCare Reimbursement Provisions for Nursing and Residential Care Facilities* which was passed by the legislature and ultimately signed by Gov. Mills. The bill ensured the continuance of the **10% wage-related rate enhancement for MaineCare providers** including nursing homes and PNMs.
 - ✓ After successful advocacy efforts last session, **The Commission to Study Long-term Care Workforce Issues** included an appointee from the membership of LeadingAge Maine & New Hampshire – Kathy Callnan, CEO of The Cedars.
- **NEW HAMPSHIRE Advocacy:**
 - ✓ We provided input on efforts to institute sweeping **dementia training requirements** which ultimately resulted in passage of compromise legislation (SB 255 - amendment) that is more flexible.
 - ✓ We participated in a coalition of organizations that won an across-the-board **Medicaid rate increase of 3.1%** in each of the next two fiscal years—an important acknowledgement of wage pressures in the state’s tight labor market.
 - ✓ We supported several bills proposing **new resources for workforce recruitment**: HB 627 - *Electronic Public Database for Criminal History Background Checks*; HB 621 - *Establishing a State Commission on Aging*; SB 12 - *College Graduate Retention Incentive Partnership Program*. All were enacted.
- **Adapt to changing delivery, payment and financing systems**
 - **Gearing Up for PDPM** (workshop) provided a detailed overview of PDPM, potential financial impact to SNF providers, and how to prepare for implementation.
 - LeadingAge continues to drive advocacy and educational efforts to help members adapt to financial opportunities and constraints, including new regulation, such as **Five-Star, RoPs and PDPM**.