



**ACHCA**  
American College of  
Health Care Administrators

## 2015 Annual Report

*When the Winds  
of Change Blow...*





*...Some people build walls and others build windmills.*

~Chinese proverb

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## A Year of Transition

ACHCA has been through much transition and change in 2015. Long-time CEO Marianna Grachek retired, an Interim CEO post was created and filled by Board member Sharon Colling, and there was a process to hire a new President & CEO. The search process was underway in October 2015 and ended in December 2015, when a candidate was selected.

That would be me.

I did not experience all the changes in 2015, but I do see the passion, commitment, and dedication of the ACHCA leadership and staff to the long-term success of the organization.

There has been uncertainty and doubt about the future of ACHCA because of the turmoil brought by transition. I would like to dispel that uncertainty and replace it with a message of excitement, possibility, and hope for the future.

ACHCA is stable financially, active locally and regionally with its chapters and districts, growing professional development opportunities through the AIT Training Program and the Mentoring Program, and taking its rightful place again as a leader in the profession.

All the seeds for this success were planted in 2015 and now it is my privilege to nurture these programs and activities and to support the organization as it moves into a future where the profession of long term care is at its best.

ACHCA continues to remake itself through new ideas, the willingness to risk, and reliance on partnerships that grow our organization and support our allies. As health care continues to change radically, we will rise to the challenge of a new day and new environment where ACHCA plays a vital role acting as the voice and advocate of the profession.

As William Shakespeare wrote in "The Tempest": "Whereof what's past is prologue, what to come in yours and my discharge."

The future is up to us to create.



Cecilia Sepp, CAE  
President & CEO



# Who We Are



## Mission, Vision & Values

**Mission:** The catalyst for excellence in post-acute and aging services leadership.

**Vision:** To be the premiere membership organization providing professional leadership development opportunities for post-acute and aging services health care administrators. Dynamic leadership forges post-acute and aging health care services that are desired, meaningful, successful and efficient.

### Professional Values:

- ▶ Identifies post-acute and aging services leaders
- ▶ Recognizes post-acute and aging services leaders
- ▶ Supports post-acute and aging services leaders
- ▶ Advocates for the mission of post-acute and aging services leaders
- ▶ Promotes professional excellence among post-acute and aging services leaders



## Membership

2,186 Individual Members  
28 Business Affiliate Members

## Education

30% Bachelors Degree  
41% Masters Degree  
9% Doctoral Degree

51% Female  
49% Male

## Top 5 Professional Titles

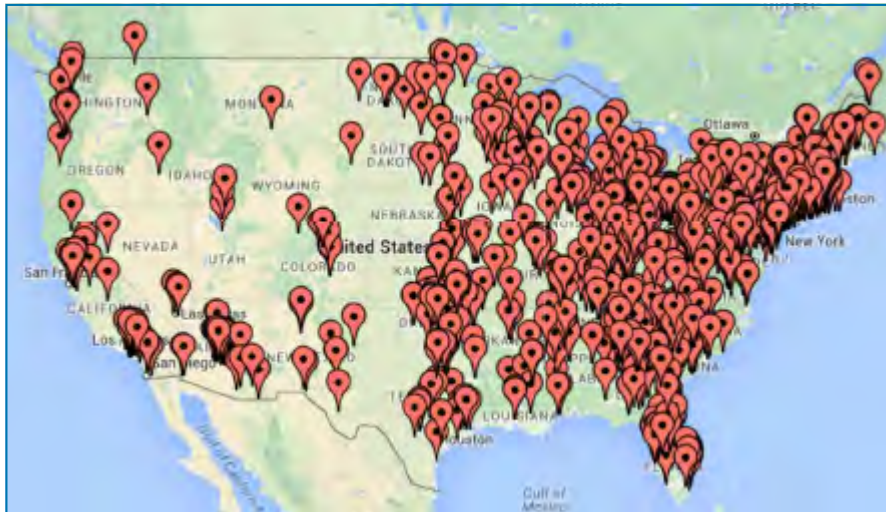
56% Administrator, Executive Director  
16% CEO, President, Owner  
12% VP, Dept Head, Manager  
4% Assistant Administrator  
3% Academic/Consultant

## Professional Development

420 Fellows  
288 CNHA  
43 CALA  
22 CAS

## Service/Programs Supported

Adult Day Care  
AIDS  
Alzheimer's/Dementia  
Assisted Living  
CCRC  
Complex medical/subacute  
Consulting  
Geriatric center/ Senior center  
Home Health  
Hospice  
ICF/MR/DD  
Independent Living/Senior Housing  
Long Term Acute Care Hospital  
Skilled Nursing Facility  
Wound Care



# Highlights

## **October 2014 - September 2015**

### **The Academy**

- The Academy provided registration funding for up to 12 poster session students at the 2015 Convocation.
- ACHCA co-sponsored the Sixth National Emerging Leadership Summit (NELS) which was held July 2015 in Washington, D.C.
- ACHCA partnered with the National Association of Long Term Care Administrator Boards (NAB) to provide financial support for up to five NELS participants.
- The Academy Committee and Board Members participated in the Fellow Promise Drive resulting in 9 new Fellow Promise Keepers bringing the total to 49.

### **Awards Program**

- A new award category for AIT Preceptor was developed and introduced for the 2016 awards cycle.
- A baseline awardee experience survey was sent to the 2015 award winners to gain insight into improvement opportunities for the future.
- Enhancements to the Eli Pick Facility Leadership Award process were discussed for implementation in the 2016 awards cycle.

### **Education & Conferences**

- In fiscal year 2015, ACHCA held two national conferences: the 21<sup>st</sup> Annual Winter Marketplace, December 5-7, 2014 at The Sheraton Wild Horse Pass Resort & Spa in Chandler, Arizona and the 49<sup>th</sup> Annual Convocation and Exposition, April 11-15, 2015 at the Henry B. González Convention Center in San Antonio, Texas.
- ACHCA secured Nursing Education Provider status from the Florida Board of Nursing which allows attendees to receive nursing continuing education credit.
- The Student Poster Exposition has an all-time high of 18 students presenting 14 research posters.

### **Leadership**

- Marianna K. Grachek, FACHCA, Retired Emeritus Certified retired as ACHCA's President and CEO in July 2015.
- The Board of Directors commissioned an Executive Search Task Force to hire a new President & CEO. Director At-Large, Sharon Colling, CNHA, CALA, FACHCA, served as Interim CEO during the search process.



## **Membership & Chapter Relations**

- A Membership Satisfaction Survey was launched to better understand the needs and happiness of members. The results were shared with ACHCA leadership.
- ACHCA created an Instagram account as another way to connect with members and potential members.
- A new Business Affiliate membership with tiered levels and benefits was introduced to vendor partners.
- ACHCA launched the online ACHCA Marketplace which offers members guidance to make informed decisions regarding technology, resident care, and facility products/services.
- The complimentary membership promotion was converted from a paper to an online application to create a more efficient way to process the applications.
- A revised Chapter Leaders Guide was developed as a tool for chapter leaders to manage the business of the state chapter.

## **Mentoring**

- In 2014-2015 the mentoring program had 5 matched mentor/protégé pairs. The mentoring program expanded to engage mentor/protégé pairs at the chapter and district level.
- Program policies and procedures guidelines were developed and distributed to assist Districts and Chapters in launching their own mentoring programs.

## **Partnerships**

- ACHCA collaborated with American Health Care Association (AHCA) to offer a Constituency Education Program: SNF Administrators Track at the AHCA/NCAL 66th Convention & Expo on October 4, 2015 in San Antonio, Texas.
- The AIT/Preceptor Task Force, a joint effort of ACHCA and NAB, wrapped up Phase 1 which focused on research: (1) determining the current state requirements for AIT programs and preceptors, (2) reviewing current curricula used to train preceptors, (3) researching financial options to assist with salaries provided to AITs, and (4) defining marketing opportunities to influence veteran administrators to be preceptors.

## **Professional Advancement**

- The Value Study was published in the *Journal of Health and Human Services Administration* (Vol. 37 No. 4) which examined the association between nursing home administrators' professional membership, certification, and fellow status with quality indicators in nursing homes.
- The Summer Item Writing Drive produced over 90 new items for new General and CALA certification exams to be implemented in mid-2016.
- The ACHCA Professional Certification program investigated National Commission for Certifying Agencies (NCCA)/Institute for Credentialing Excellence (ICE) accreditation.

# Financial Data



## Consolidated Statements of Financial Position as of September 30, 2015

	Sep 30, 15	Sep 30, 14
<b>ASSETS</b>		
Current Assets		
Total Checking/Savings	271,378	271,471
Total Restricted Funds	264,082	219,778
Total Accounts Receivable	1,340	3,075
Other Current Assets		
Total Prepaid Expenses Convocation	14,190	-
Total Prepaid Expenses Winter Market Place	(29,476)	5,000
Total Other Current Assets	(15,286)	5,000
<b>TOTAL ASSETS</b>	<b>521,514</b>	<b>499,324</b>
<b>LIABILITIES &amp; EQUITY</b>		
Liabilities		
Total Accounts Payable	8,539	-
Total Other Current Liabilities	26,514	33,943
Total Liabilities	35,053	33,943
Equity		
Total Permanently Restricted Net Assets	105,245	105,245
Total Temporarily Restricted Net Assets	158,837	114,533
Total Restricted Fund Equity	264,082	219,778
Unrestricted Net Assets	244,819	227,263
Net Income	(22,440)	18,340
Total Equity	486,461	465,381
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$ 521,514</b>	<b>\$ 499,324</b>



Despite the additional expenses posted, ACHCA finished the year in the black, and ahead of budget. Year-end numbers are skewed as some accounts were adjusted for dates in September on the advice of our outside accountant. For a complete copy of ACHCA's audited financial statements or other financial information, please contact Cecilia Sepp at [csepp@achca.org](mailto:csepp@achca.org).



# Board Members



## 2015 - 2016 Board of Directors



Michael Hotz, CNHA, FACHCA  
**CHAIR**  
Connecticut



Stefan Fromm, CNHA, FACHCA  
**CHAIR ELECT**  
Georgia



Molly Savard, CNHA, FACHCA  
**SECRETARY/TREASURER**  
Connecticut



Roxanne L. Galloway,  
CNHA, CALA, CAS, FACHCA  
**IMMEDIATE PAST CHAIR**

### **ACADEMIC DIRECTOR**

Douglas Olson, PhD, FACHCA  
*Wisconsin*

### **DIRECTORS AT-LARGE**

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*Maine*

Rudolph (Rudy) L. Michalek, FACHCA  
*Florida*

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*Tennessee*

Mitch Teller, FACHCA  
*New York*

### **EX-OFFICIO NON-VOTING DIRECTOR**

Cecilia Sepp, CAE

### **DISTRICT DIRECTORS**

#### **District 1 Director**

Theresa Sanderson, CNHA, FACHCA  
*Connecticut, Massachusetts, Maine,  
New Hampshire, Rhode Island, Vermont*

#### **District 2 Director**

Kathryn Richardson, FACHCA  
*New Jersey, New York*

#### **District 3 Director**

Cydney Bare, CNHA, FACHCA  
*Indiana, Kentucky, Michigan, Ohio,  
West Virginia*

#### **District 4 Director**

Eric Hadley, CNHA, CALA, FACHCA  
*Alabama, Florida, Georgia, Maryland, DC,  
Delaware, North Carolina, Pennsylvania,  
South Carolina, Virginia*

#### **District 5 Director**

Robert Lane, CNHA, FACHCA  
*Alaska, Arizona, California, Colorado, Hawaii,  
Idaho, Kansas, Montana, Nebraska, Nevada,  
New Mexico, North Dakota, Oklahoma,  
Oregon, South Dakota, Utah, Washington,  
Wyoming*

#### **District 6 Director**

Doyle Love, CNHA, FACHCA  
*Arkansas, Illinois, Iowa, Louisiana,  
Minnesota, Mississippi, Missouri, Tennessee,  
Texas, Wisconsin*

# Chapter Presidents

## Established Chapters

**Arizona Chapter President (D-5)**  
Ed Smith

**Connecticut Chapter President (D-1)**  
Blair Quasnitschka

**Florida Chapter President (D-4)**  
Luann Foos

**Georgia Chapter President (D-4)**  
Michael Barry, CNHA, FACHCA

**Indiana Chapter President (D-3)**  
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**Kentucky Chapter President (D-3)**  
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**Maine Chapter President (D-1)**  
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Joanne Shaw

**Michigan Chapter President (D-3)**  
Renee Beniak

**Mississippi Chapter President (D-6)**  
Stacy Seay, FACHCA

**Missouri Chapter President (D-6)**  
Kendall Brune, PhD

**New Hampshire Chapter President (D-1)**  
Roxie Severance, CNHA, FACHCA

**New Jersey Chapter President (D-2)**  
Robert Reyes, CNHA, FACHCA

**New York Chapter President (D-2)**  
Colin Hart, FACHCA

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Jason Weekley

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**Oklahoma Chapter President (D-5)**  
Ed Hendrix

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April Olum

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**Texas Chapter President (D-6)**  
Peter Hayden  
Linda Mayhugh

**West Virginia Chapter President (D-3)**  
Michael Gore, CNHA, FACHCA

## Chapters In Development

**California (D5)**

**Illinois (D6)**

**Kansas Chapter Liaison (D-5)**

**Tennessee (D6)**

**Wisconsin Chapter Liaison (D-6)**



# Committee Volunteers

## **The Academy of Long Term Care Leadership and Development**

**Chair: Timothy Dressman, CNHA, CALA, FACHCA**

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John Gage, CNHA, CAS, FACHCA

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Douglas Olson, PhD, FACHCA

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Daniel Suer, FACHCA

Bruce Zarett

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Kathryn Richardson, FACHCA

Charles Shelton, Jr., CNHA, FACHCA

John Sheridan

Steven Smyth, CNHA, FACHCA

Daniel Suer, FACHCA

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Mitchell Teller, FACHCA

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Israel Ray, CNHA, FACHCA  
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Kevin Hansen  
Heather Kjelstad

*Volunteers do not necessarily have the time; they just have the heart.*

*-Elizabeth Andrew*



# Donors

We thank our generous supporters for their contributions. All gifts, memorials, and tributes received by ACHCA are gratefully acknowledged.

*October 1, 2014 - September 30, 2015.*

## **Fellow Promise Keepers**

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**THANK  
YOU**

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Apex Therapeutic Services, LLC  
APN Healthcare Inc.  
CARE Oklahoma  
Celtic Consulting LLC  
Concordia University - Portland  
Cornell Communications Inc. (GOLD)  
Direct Supply Inc.  
EnGenius Technologies, Inc.  
Functional Pathways  
Hamilton Insurance Agency  
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