



**September 4-5, 2019  
Little America  
Cheyenne**



# *“What If”*

**2019  
Wyoming Hospital Association  
&  
LeadingAge Wyoming  
Annual Meeting & Convention**

# Convention Sponsors



**WYOMING**

*An independent licensee of the Blue Cross and Blue Shield Association*



**YELLOWSTONE**  
INSURANCE EXCHANGE, RRG



**UMIA**

**HALL  
RENDER**  
KILLIAN HEATH & LYMAN



# What if

On behalf of the Wyoming Hospital Association and our 33 members and LeadingAge Wyoming and our 29 members, we welcome you to the capital city of Cheyenne for this year's annual Meeting and Convention.

It is our shared goal to have the Wyoming Hospital Association and LeadingAge Wyoming be the leading source for information and serve as the voice of healthcare in Wyoming.

This event provides an ideal opportunity to be together and learn from one another. The agenda has been created in such a way to enhance our time, and ensure we are covering topics of critical importance to our work. We thank our board of directors and all of our members who participated in developing this week's sessions. It is our belief this line up of presenters and networking opportunities will energize and motivate, while providing concrete ideas to take back to your facilities and put into motion.

We hope you will take time to visit with our vast array of vendors, without whom this convention would not be possible. If your facility is in need of an improved or new product or service, we believe these vendors will be able to assist, and we are grateful to them for their support. We also hope you will join us Wednesday evening for our awards banquet as we honor individuals and facilities that will be receiving awards for their outstanding performance and delivery of care.

We are appreciative to you for your attendance and support. Enjoy your time here in Cheyenne. Have a great convention. We hope you will return home reenergized and inspired with new ideas after participating in our convention.



**Nancy Bunot**  
**LAW**  
**Chairman**



**Eric Boley**  
**WHA/LAW**  
**President**



**Mike McCafferty**  
**WHA**  
**Chairman**

## Staff

The staff at the Wyoming Hospital Association and LeadingAge Wyoming wants to ensure that your Convention experience is a positive and productive one, and we are available to help with all aspects of your Convention planning and attendance. Please contact us for more information. You can reach us at 307.632.9344.

Eric Boley, President  
Josh Hannes, Vice President  
Barry Burkart, Chief Financial Officer  
Rose Fishback, Executive Assistant

[eric@wyohospitals.com](mailto:eric@wyohospitals.com)  
[josh@wyohospitals.com](mailto:josh@wyohospitals.com)  
[barry@wyohospitals.com](mailto:barry@wyohospitals.com)  
[rose@wyohospitals.com](mailto:rose@wyohospitals.com)

# *Accommodations*



Little America Hotel & Resort  
2800 West Lincolnway, Cheyenne, Wyoming, 82000  
Phone : 800-235-6396  
\$100.00/night

## **Hotel Reservations—August 3 Deadline**

The Wyoming Hospital Association has reserved a limited number of rooms for Convention attendees. The WHA room block will be available through **August 3** at a rate of \$100 for Deluxe Rooms and \$130 for Preferred rooms so make your reservations today.

Mention the Wyoming Hospital Association to get the preferred Convention rate!

### ***Value You Won't Find Anywhere Else!***

*Times are hard, budgets are tight. But your staff still needs continuing education to stay current on the latest regulations and trends in the industry. WHA and LAW can help! With more than two days' worth of education right here in Wyoming, your time out of the office is minimal. And staying in-state means reduced travel costs. How about those meal costs once you get there? We've got you covered! With the substantial receptions, breaks, and lunch, you are sure to cut your meal costs.*

***The WHA/LAW Convention is simply value you cannot beat!***

***You Can't Afford to Miss These Opportunities!***

## 13th Annual WHA Golf Tournament

**Tuesday, September 3 - Cheyenne Country Club Golf Course**

Everyone is encouraged to participate in the 13th Annual WHA Golf Tournament, to be held at the Cheyenne Country Club Golf Course, Cheyenne, Wyoming. The format is a 4-person per team at a cost of \$125 per player, or \$500 per team.

### *About the Cheyenne Country Club*

Established in 1917, the Cheyenne Country Club offers 18 holes of pristine golf enjoyment characterized by the unique feature of 6 par 5's, 6 par 4's and 6 par 3's. Cheyenne Country Club's PGA Professionals and staff are attuned to the needs of all the Club's members. They strive to provide an atmosphere of ease and camaraderie at all times.





# *LeadingAge Wyoming 2019 Board of Directors*



**Nancy Bunot**  
**Chair**  
Administrator, Rocky  
Mountain Care  
Evanston, WY



**JoAnn Farnsworth**  
**Past Chairman**  
Administrator, Weston County  
Health Services  
Newcastle, WY



**Shane Filipi**  
**Chair Elect**  
Administrator, Platte  
County Legacy Home  
Wheatland, WY



**Bryan Merrell**  
**Secretary/Treasurer**  
Administrator, Life Care  
Center of Cheyenne  
Cheyenne, WY



**Jill Hult**  
**Director**  
Regional Business Develop-  
ment Manager. Shepherd of  
the Valley Care Center  
Casper, WY



**Jonni Belden**  
**Director**  
Director, The Legacy Living and  
Rehabilitation Center  
Gillette, WY



**Brenda Gorm**  
**Director**  
DON, Amie Holt Care  
Center,  
Buffalo, WY



**Malenda Hoelscher**  
**Director**  
Administrator , Sage Living  
Jackson, WY

# *Wyoming Hospital Association 2019 Board of Directors*



**Mike McCafferty**  
**Chairman**

CEO, Sheridan Memorial Hospital  
Sheridan, WY



**Doug Faus**  
**Past Chairman**

CEO, Iverson Memorial Hospital  
Laramie, WY



**Maureen Cadwell**  
**Chairman Elect**

CEO, Weston County Health  
Services  
Newcastle, WY



**Margie Molitor**  
**Secretary/Treasurer**

CEO, Hot Springs County  
Memorial Hospital  
Thermopolis, WY



**Andy Fitzgerald,**  
**Director**

CEO, Campbell County Health  
Gillette, WY



**Michele Chulick**  
**Director**

CEO, Wyoming Medical Center  
Casper, WY



**Bren Lowe**  
**Director**

CEO, Star Valley Health  
Afton, WY



**Andy Fitzgerald,**  
**AHA Delegate**

CEO, Campbell County Health  
Gillette, WY



**Doug Faus**  
**AHA Alternate Delegate**

CEO, Iverson Memorial Hospital  
Laramie, WY

# *Agenda*

*All times are subject to change*

---

## **Tuesday, September 3**

12:00 p.m.	WHA Golf Tournament, Cheyenne Country Club
7:00 p.m.	Wyoming ACHE Chapter Meeting
7:00 p.m.	LeadingAge Wyoming Board Meeting

## **Wednesday September 4**

7:00 a.m. - 8:00 a.m.	CEO Networking Breakfast
7:00 a.m. - 8:00 a.m.	Trustee Networking Breakfast
7:00 a.m.—8:00 a.m.	Healthcare Financial Management Association Networking Breakfast (all CFOs welcome)
7:00 a.m. - 8:00 a.m.	Breakfast Buffet for Convention Attendees
8:00 a.m.—9:00 a.m.	Welcome/introduction Keynote Presentation—Governor, Representative Cheney (Not yet confirmed)
9:00 a.m. - 11:30 a.m.	Dangerous Individual Recognition Training
10:15 a.m.—10:30 a.m.	Break
11:30 a.m. -1:30 p.m.	Vendor Networking Lunch
1:30 p.m. - 4:30 p.m.	Make the Most of Millennials - Elevate Wyoming
1:30 p.m.—3:30 p.m.	Department of Health Licensing & Survey for LeadingAge Wyoming
1:30 p.m.-3:15 pm.	Cyber Security—Mike Mercer, Denver, FBI
3:15 p.m. - 3:30 p.m.	Break
3:30 p.m.-4:30 p.m.	Homeland Security—Analysis of vulnerability
4:30 p.m. - 6:00 p.m.	Chairman's Reception
6:00 p.m.	Awards Banquet

## **Thursday, September 5**

7:00 a.m. - 8:30 a.m.	LeadingAge Wyoming Networking Breakfast
7:00 a.m.—8:30 a.m.	Breakfast Buffet for Convention Attendees
8:00 a.m. - 8:30 a.m.	WHA Annual Meeting
8:30 a.m. - Noon	Managing Employee Health Conditions from Hiring through Termination Brad Cave
8:30 a.m. - Noon	Developing People to Deliver Excellent Patient-Centered Care
8:30 a.m. - Noon	Rules of Participation Phase 3
8:30 a.m.—10:15 a.m.	Accounting Standards Update—Dave Studebaker, CPA, Audit Senior Manager Eide Bailly LLP
10:15 a.m.—10:30 a.m.	Break
10:30 a.m.—Noon	Leveraging Decision Support to Drive Action (HFMA)
Noon—1:30 p.m.	Lunch Buffet—Guest speaker Amberley Snyder
1:30 p.m.—2:00 p.m.	Board of Nursing Home Administrators—change in rules for licensure
2:00 p.m.—3:00 p.m.	Wyoming State Board of Nursing—CNA Licensure delays



## **Strolling Luncheon with Vendors Wednesday, September 4**

**11:30 a.m.—1:30 p.m.**

Make connections, learn about new products and services, and enjoy lunch during the WHA's exhibitor show—the largest healthcare tradeshow in Wyoming. Join our exhibitors in the vendor area at for a casual lunch and an opportunity to learn about the latest and greatest.



## *Tradeshow*

Your time is more valuable than ever, so make the most of it by investing it in the WHA trade show. Plan your schedule to allow time in the Exhibit Hall, where you're sure to find a broad array of products and services that can enhance patient care, cut costs, and increase revenue. This year's show features the latest tools and technologies in architecture, medical equipment, billing solutions, information management, and media.

### **Why should you visit Wyoming's largest healthcare trade show?**

- Renew acquaintances with long-time suppliers and meet new companies.
- Learn about new technologies, products, and services.
- Visit many suppliers in one convenient location.
- Take home leads about services that can benefit your hospital.
- Thank our vendors—their fees cover more than half of the convention expenses!

**And of course...Prizes! Prizes! Prizes!**

We'll have prize drawings in the Exhibit Hall at the start of the Annual Chairman's Reception. Be sure to visit the Exhibit Hall at 4:30 p.m. on Wednesday, September 4 to honor WHA Chairman Mike McCafferty and win prizes!

**Exhibit Hours—Wednesday, Sept. 4**

**11:30 a.m.– 1:30 p.m.**

**4:30 p.m.—6 p.m.**

# PROGRAM DESCRIPTIONS

## Developing People to deliver excellent patient-centered care

Like many community hospitals across the country, Sheridan Memorial Hospital (SMH) operates in an uncertain healthcare environment that is compounded by burdensome regulations and decreased payments for the services it provides for the community. To better position itself as an organization that delivers excellent care to patients despite these challenges, SMH saw the importance of aligning its strategic goals with the everyday work of its employees. As a result, SMH embarked on a journey to transform its management system by adopting the principles of Lean management. Lean is a time-tested way of thinking that focuses on standardized methods for continuous improvement and providing value to the patient. SMH sees Lean management as a philosophy consistent with its values of putting patients first and respect for its employees' need to have satisfying and meaningful work.

This presentation is the story of the experiments, successes, and the challenges as SMH transforms its culture by implementing a Lean management system. This presentation also focuses on how to apply Lean concepts and tools in your organization, and includes a panel session to answer any questions you might have about how to implement Lean in your organization. This presentation includes:

- How SMH stabilizes its operations by implementing a huddle system to drive problem solving and employee engagement at the frontlines.
- Strategy deployment techniques to align your organization's strategic objectives to the daily work of your employees.
- Accelerating process improvement by adopting a value stream approach to remove waste from your processes and provide value to your patients.
- Leader Standard Work- Are you doing the right work to drive your organizational objectives? Find out how to align daily work across the leadership spectrum to drive organizational metrics
- Lead your employees through change by applying change management principles, and learn how to re-invigorate your workforce by hearing first-hand stories from SMH leaders who are driving change.

## Walk Ride Rodeo—Maybe you saw her story on Netflix

On January 10th, 2010 Amberley was on her way to the Denver Stock Show and Rodeo. As she was passing through Sinclair, WY she took a look down at her map. After only seconds she looked up and realized she had faded into the other lane, headed towards a metal beam. In an effort to get back in her lane, Amberley overcorrected. Her truck slid off the road and rolled and she was ejected from the vehicle. She was slammed into a fence post that broke her back and immediately she lost feeling in her legs. After five hours of emergency surgery the doctor's prognosis was she would never regain use or feeling below her waist. He told her if she had worn her seatbelt, she would still have use of her legs. The one mistake she made that day changed her life forever, but it has not defeated her competitive spirit. The top priority for Amberley was not even to walk, but to ride her horses again. Remarkably after only 4 months after the accident, she was back on her horse. Through all the challenges and adversity Amberley has had to face, it hasn't stopped her from achieving any of her goals. In May of 2015 Amberley graduated college with a Bachelor's degree in Agriculture Education. In 2018, she earned her Master's Degree in School Counseling from Utah State University. Amberley's hard work ethic hasn't wavered, and one could argue has even gotten stronger. After the accident Amberley realized she had a unique opportunity to reach out and inspire people with her unconventional situation. Her first step to that was her Wheel Chair Wednesday's video segments on social media. She would perform everyday tasks that have now become more challenging, but not impossible, after her accident. These range from how she gets on her horse to how she fills her truck up with fuel and her short videos have become a popular fan favorite on social media resulting in nearly 200K fans on Facebook. Amberley now is inspiring thousands across America by telling her inspirational story and competing in rodeos across the western United States. She has let the challenges she faces refine her, not define her.



## **D.I.R.T. Dangerous Individual Recognition Training®**

**The ultimate corporate team building and trust developing workshop with employee personal safety at its heart.**

**Recent events have proven that a threat can originate anywhere, and if an attack is to be stopped before it begins, then it must first be identified. The ability to recognize dangerous individuals is the responsibility of every citizen and once mastered can be utilized anywhere, regardless of the environment.**

**Terry Vaughan's D.I.R.T. Dangerous Individual Recognition Training™ provides a comprehensive step-by-step guide to identifying dangerous individuals based upon 21 body language clues before the situation escalates.**



**Personal safety skills to make health care professionals safer at work, home, or play.**

**Terry's engaging workshop will improve how to screen individuals & recognize pre-violence body language signals as early as possible.**

### **Curriculum:**

**Normalcy Bias - How to maximize attentiveness & identify dangerous signals**

**Spacial Utilization - The significance of distance & position in terms of threat assessment**

**Facial Expressions - Identifying specific expressions of attitude & emotions**

**Head Movement & Gestures - Interpreting non-verbal clues to indifference & aggression**

### **SHORT BIOGRAPHY:**

**Terry is an international speaker, author, body language and personal safety expert, and former British Royal Marine Commando, an elite branch of Her Majesty's Royal Navy. He is the author of the popular book, NOT WITH MY DAUGHTER! A Dad's Guide to Screening Dates and Boyfriends. In addition, he was a competitor on season 4 of History Channel's television show TOP SHOT, and a host for GUNTV.**

### **"How Can I Help You?":**

#### **Managing Employee Health Conditions from Hiring through Termination**

**Brad Cave and Laurie Rogers**

**Holland & Hart LLP**

Employee health issues continue to challenge employers. From complying with the leave requirements of the Family and Medical Leave Act to the interactive process under the Americans With Disabilities Act, managing the ill or injured employee requires a solid understanding of the legal hurdles, keen attention to detail, and a good strategy for resolution. Throw in the ins-and-outs of the workers' compensation process when an employee is injured at work, and things get even more complicated. And, finally, for healthcare employers, HIPAA requires that you and your employee always know whether you are acting or speaking as employer or provider. This year's WHA HR Bootcamp will focus on unraveling the compliance and management issues when your employees make their health issues your issues. Brad Cave and Laurie Rogers will discuss medical certification challenges, effective use of recertifications, employee notice requirements, what supervisors and HR personnel should be trained to say and document in response to employee requests for reasonable accommodations, what technically triggers the interactive process, when accommodations are not required, what type of medical information may be requested from an employee, HIPAA-specific requirements, and much more.

## Making the Most out of Millennials

More than 1 in 3 employees in the US are millennials

Attracting, hiring, and retaining people in this age group poses special opportunities and challenges. The best organizations find ways to integrate Millennials with employees of other ages, experience levels, communication preferences, and career aspirations. In this interactive session, we'll discuss ways you can better understand and work with this dynamic, valuable, and growing part of our workforce.

Based in Wyoming, Elevate Wyoming brings the experience and resources to help develop and improve the people side of business in our state. Their team designs and facilitates community programs like The Guardian Project, Leadership Casper, Junior Leadership Casper, and Be Entrepreneurial. They have been partnering with Wyoming businesses since 2003, helping with: organizational alignment, strategic and succession planning, building cultures, developing management, employee development, and improving personal impact and influence. Elevate Wyoming is dedicated to contributing value and creating a positive difference for others.

## Leveraging Decision Support to Drive Action

**Speaker:** Josh Goodman with Strata Decision Technology

L7 allows healthcare organizations to assess their current state relative to available costing methodologies and provides a roadmap for their strategic needs. This eight-stage model assesses organizations by measuring the adoption and utilization of advanced cost accounting methods, including capabilities like Time-Driven Costing™. As an organization moves up the model, they acquire more sophisticated costing processes and workflows and more meaningful output. Josh Goodman, Consulting Manager at Strata Decision Technology will cover the following points during this hour long session:

- What is the Strata L7 Cost Accounting Adoption Model?
- Introduction to the self-assessment tool
- Outputs of the tool
- How to develop a Strata L7 Roadmap



## Cybersecurity at Work—Securing Your Personal Device

Chief Security Officer Michael Mercer from FBI Denver Division will present the attendees with information related to securing their personal devices and information. In addition, the CSO Mercer will discuss malicious programs, browser and smartphone security settings, phishing emails and other cyber security related material.





## **Accounting Standards Update:**

Whether a governmental or nonprofit facility, significant accounting changes are on the horizon. The hot topics in accounting center on revenue recognition, lease accounting, and nonprofit financial presentation. These are generational changes, and their impact is still being understood. They will create challenges, opportunities and probably even some early retirements. In addition to these monumental updates, FASB, GASB and others continue to refine guidance in areas ranging from organizational structure to investments to financial statement presentation and disclosures. The health care industry will be fully impacted by most, if not all, of these changes due to its unique nature. This session will cover not only the basic principles of accounting changes that will impact your organization, but will also cover the direct and indirect effects, including practical considerations you will not get from just reading the standards.

Learning objectives:

- Discuss the upcoming or recently effective accounting standards changes that are relevant to your organization



Dave Studebaker, CPA, Audit Senior Manager Eide Bailly LLP

Dave has fifteen years audit experience providing services to a variety of industries, specializing in audits of nonprofit and governmental healthcare organizations. He serves on the Board of Directors of two Denver nonprofits and is a member of the firm's National Assurance Office and currently serves on the firm's

## **Changes in Rules for Licensure Wyoming Board of Nursing Home Administrators**

### **Maxie Cordova, Executive Director**

Maxie Cordova is a native of Wyoming, who moved to Cheyenne in 2008 and started working for the State of Wyoming as a Licensing Specialist. On August 20, 2017 she took the position of Executive Director for the State Board of Nursing Home Administrators. It has been a privilege working with this Board and the Wyoming administrators, and I look forward to continued work with this Board, to protect the citizens of Wyoming, through regulation.





## **License & Survey for LeadingAge Wyoming**

The Wyoming Department of Health—Healthcare Licensing and Surveys will present this session is for long term care facilities to hear the updates on the new license and survey process and life safety surveys. They will also address the emergency preparedness rules for facilities.

### **Analysis of Your Facilities Vulnerability Kenny Longfritz Wyoming Office of Homeland Security**

CISA's Infrastructure Security Division coordinates and collaborates across government and the private sector. The Division conducts and facilitates vulnerability and consequence assessments to help critical infrastructure owners and operators and State, local, tribal, and territorial partners understand and address risks to critical infrastructure. It also provides information on emerging threats and hazards so that appropriate actions can be taken, as well as tools and training to partners to help partners in government and industry manage the risks to their assets, systems, and networks.

### **CNA Licensure Delays for LeadingAge Wyoming Members Cynthia LaBonde, MN, RN, Executive Director Wyoming State Board of Nursing**

Cynthia LaBonde, Executive Director of the Wyoming State Board of Nursing will be on hand to answer questions on licensing regarding the delays for LeadingAge Wyoming members.



**Registration Form**  
**Wyoming Hospital Association/LeadingAge Wyoming**  
**Annual Meeting & Convention**  
**September 4—September 5, 2019**

Participant Information

Name: \_\_\_\_\_ Nickname for Badge: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Title: \_\_\_\_\_ Institution: \_\_\_\_\_

Email Address \_\_\_\_\_

Registration Fees

Preregistration deadline in **August 1, 2019**

Pre-registration—\$250.00

Registration—\$275.00

Wyoming Hospital Association \_\_\_\_\_

\_\_\_\_\_

LeadingAge Wyoming Registration \_\_\_\_\_

\_\_\_\_\_

Volunteers/Volunteer Director \$75.00 \_\_\_\_\_

Pre-registration—\$375.00

Registration—\$400.00

Non-Member \_\_\_\_\_

\_\_\_\_\_

**Participants that pre-register for the meeting will receive a collectible preprinted name badge and a discount on their registration. Participants that register after the deadline will not receive the preregistration discount.**

Registration fees include: Exhibitor Strolling Lunch; Chairman's Reception; Awards Banquet, Breakfast on Thursday morning; Two (2) breaks on Thursday; Thursday Lunch and Educational meeting materials

There is no additional fee to attend these events, but you must state if you will be attending the following activities:

\_\_\_\_\_ Awards Banquet on Wednesday evening

\_\_\_\_\_ Lunch on Thursday

Member registration is available only to those persons employed by an institution that is a member of the Wyoming Hospital Association. Advanced registration will be accepted by FAX, mail, online or by phone until August 1, 2019. After that date, a late registration fee of \$20.00 will be assessed.

**\*\*Cancellation Policy:** Registration fees are non-refundable unless WHA receives notice of cancellation by August 1, 2019. This applies to telephone/FAX registrations as well. You will be billed whether or not you attend the program. If after registering for the meeting, you find yourself unable to attend, you may send a person in your place provided they are employed by the same institution as you.

Please make checks payable to: Wyoming Hospital Association, 2005 Warren Avenue, Cheyenne, WY 82001

Please Note: If you pay by credit card and request a refund, the fees associated with the transaction will be credited from you payment.

You may FAX your registration to WHA at (307) 632-9347

**13th Annual  
Wyoming Hospital Association Golf Tournament  
Cheyenne County Club Golf Course  
September 3, 2019  
1 p.m. Start**

**Lunch provided beginning at 11:30 a.m.  
Awards Banquet immediately following at Little America Hotel & Resort**



Format: 4-person team at a cost of \$125 per player, or \$500 per team.

We are looking for sponsors for this event as well as contributions for hole prizes. If you have any questions regarding sponsorship, contributing hole prizes, or signing up for the event, please contact Rose Fishback at 307-632-9344.

Fee includes: 18-hole green fee, golf cart, prizes and dinner following play.

Hole Sponsor—\$200

Prize Donation (please specify) \_\_\_\_\_

Participants—Please print names—\$125/person or \$500/team

Name:	Handicap or Approximate 18-hole score
-------	---------------------------------------

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Company Name: \_\_\_\_\_

Contact Name and Phone Number: \_\_\_\_\_

Email address: \_\_\_\_\_