

2020 MANHA WINTERFEST
Conference & Trade Show
Attendee Brochure

Celebrating
50
Years of Service

FEBRUARY 5-7, 2020
HARRAH'S NORTH KANSAS CITY



Administrators,

Missouri Association of Nursing Home Administrators is pleased to invite you to attend our midyear conference, Winterfest. The goal of this conference is to provide long-term care administrators and their staff practical and inspirational education hours along with the opportunity to network and socialize with colleagues. It is also the only MANHA-sponsored conference that provides you a chance to view the latest technology, products, and services offered by suppliers.

Thank you!



Tim Nye
MANHA President



Cindy Wrigley
Executive Director

CANCELLATION

Advance registration is preferred. All on-site registration fees will be **increased by \$50.00**. A full refund minus a \$50 processing fee, will be given if requested by January 27, 2020. No refunds will be given after that date. You may send a substitute.

SPECIAL DIETS

If you have a special diet, please include that information on the registration form

ACCREDITATION

Educational seminars are approved for 17 total CEUs of which there are a possible 5.5 Patient Care CEUs. Approved by the Missouri Board of Nursing Home Administrators (TA 029-04-21.) All attendees will be issued certificates of attendance. **One hour of the 17 total CEUs will be given by obtaining pieces of educational materials from participating vendors in the exhibit hall. CEUs will be verified.**

HOTEL INFORMATION

Rate: \$69/night

Harrah's North Kansas City Casino & Hotel

1 Riverboat Dr, North Kansas City, MO 64116

Reservations: <https://www.caesars.com/harrahs-kansas-city> or call (800)427-7247

*You must reserve your room no later than **January 04, 2020**. After that date, rooms are on availability basis only.*

WEDNESDAY

2/5



8:00 AM - 8:30 AM	Registration	
8:30 AM - 10:00 AM	The Power of Words - Communication with our Subconscious Mind <i>Presented by Brian Powers, Powers Entertainment</i>	1.5 CEU
10:15 AM - 11:15 AM	Organizational Change <i>Presented by Dr. Bob Randall, EdD, MBA</i>	1.0 CEU
11:30 AM - 12:30 PM	The Importance of Oral Care for the Elderly in LTC <i>Presented by dr. Jay Reese</i> <i>Speaker Sponsored by Sterling Dental</i>	1.0 PC CEU
12:30 PM - 1:30 PM	Lunch & Learn Privacy & Security Update <i>Presented by Deanna Peterson, MHA, RHIA, CHPS, LNHA</i>	1.0 CEU
1:30 PM - 2:30 PM	Concurrent Sessions Activating Employee Engagement <i>Presented by Dr. Bob Randall, EdD, MBA</i> Surface to Air Pathogen Control—Mission Accomplished <i>Presented by Lisa Lysell</i> <i>Speaker Sponsored by Hillyard</i>	1.0 CEU 1.0 CEU
2:30 PM - 4:30 PM	Break with Exhibitors	
4:30 PM - 5:30 PM	Concurrent Sessions Managing Difficult Behavior: Constructive Responses to Residents Experiencing Dementia & Other Neurocognitive Impairment <i>Presented by Cynthia Baker, LCSW, LSCSW, LIMHP, CSW-Gerontology</i> <i>Speaker Sponsored by Deer Oaks</i> Trauma Informed Care: A Planned, Person-Centered Approach to the New CMS Trauma-Informed Care Regulation <i>Presented by Rachel Seidenstricker</i> <i>Speaker Sponsored by United Scripts</i>	1.0 PC CEU 1.0 PC CEU
5:30 PM	Cocktail Reception with Hors D'oeuvres	

THURSDAY

2/6

8:00 AM - 8:30 AM	Registration	
8:30 AM - 10:00 AM	Emergency Preparedness <i>Presented by Shelly Williamson</i>	1.5 CEU
10:00 AM - 11:00AM	Break with Exhibitors	1.0 CEU <i>possible with participation</i>

11:30 AM - 12:30 PM	Lunch	
12:30 PM - 1:30 PM	Regulatory Update <i>Presented by Shelly Williamson, Administrator for the Section for Long Term Care Regulations</i>	1.0 CEU
1:45 PM - 2:45 PM	Norovirus What Causes It? <i>Presented by Jake Applegarth</i> Speaker Sponsored by Ecolab	1.0 CEU
3:00 PM - 4:00 PM	Concurrent Sessions Managing the Use of Antipsychotics <i>Presented by Betsy Reynolds, Rodney Whittington, Kristie Onkoba LPN, Duke Onkoba</i> Speaker Sponsored by Uvanta Pharmacy Antibiotic Stewardship Self Assessing the Compliance of Your Program & Effectiveness <i>Presented by Bethany Bramwell, RPH, BCGP</i> Speaker Sponsored by Guardian Pharmacy	1.0 PC CEU 1.0 PC CEU
4:15 PM - 5:15 PM	Concurrent Sessions The Impact of Opioid Epidemic on PA/LTC Residents <i>Presented by Bethany Bramwell, RPH, BCGP</i> Speaker Sponsored by Guardian Pharmacy CBD: Caution Among the Craze <i>Presented by Megan Griffey</i> Speaker Sponsored by Health Direct Pharmacy Services	1.0 PC CEU
4:30 PM	Hospitality Speaker Sponsored by Ecolab	

FRIDAY

2/7

7:30 AM - 8:30 AM	Registration & Breakfast Buffet	
8:30 AM - 11:00 AM	PDPM Panel—Where are We Now <i>Presented by Sherrie Robbins, BKD, Martha Kelso, WoundCare Plus, Mike Gorman, Key Rehab, Pharmacy Consultant</i>	2.5 CEU
11:15 AM - 12:45 PM	Monitoring Drugs with Black Box <i>Presented by Marwa Buser, Consulting Pharmacist</i> Speaker Sponsored by Auburn Pharmacy	1.5 PC CEU
12:45 PM	Adjourn	



SPONSORED
BY:

MISSOURI ASSOCIATION OF NURSING HOME ADMINISTRATORS
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 PH: (573)634-5345 FAX: (573)634-8590
 WWW.MLNHA.ORG

Packages

Member Administrators	Includes all educational sessions (total 17 CEUs -5.5 possible PC CEUs) & social functions, 2 breakfast, 2 lunch, 1 reception, breaks, & exhibit hall passes.	\$395
Prospective Member	Same as Member Administrator (total 17 CEUs - 5.5 possible PC CEUs).	\$495
Spouse	Includes all planned social/meal functions, breaks & exhibit hall passes (No CEUs).	\$100
Staff/Associate Members	Same as Member Administrator (no Administrator CEUs), Certificate of Attendance	\$225
Wednesday Only	Includes educational sessions (total 6.5 CEUs w/ 2.0 PC), lunch, breaks, and exhibit hall pass.	\$150
Thursday Only	Includes educational sessions (total 6. 5 CEUs w/ 2.0 PC), lunch, breaks, and exhibit hall pass.	\$150
Friday Only	Includes breakfast, breaks and educational session (total 4.0 CEUs w/ 1.5 PC).	\$100

Attendees

Name:		Email:		
Job Title:		Package:	Admin #:	
Name:		Email:		
Job Title:		Package:	Admin #:	
Name:		Email:		
Job Title:		Package:	Admin #:	

Payment Method

☐ Credit Card—Please go to the following section

☐ Check made payable to MANHA

☐ Invoice emailed to: _____
Invoice must be paid prior to conference

Credit Card

☐ Visa ☐ Mastercard ☐ Discover ☐ American Express

Credit Card

Card Number	Exp. Date
Name on Card	Security Code
Billing Address	
City	State Zip Code

WEDNESDAY, FEBRUARY 5, 2020

8:30 AM -
10:00 AM

1.5 CEU

BRIAN POWERS

THE POWER OF WORDS - COMMUNICATION WITH OUR SUBCONSCIOUS MIND

This session is a journey into the conscious and subconscious mind. How we use both to communicate and why words, thoughts, and beliefs are so important. In this session you will discover the many ways each of us input information, and why it's significant in our day to day conversation. My seminar presentation will review the point that each of us has the potential to succeed or fail if we allow these positive or negative thoughts to enter the subconscious mind. In the seminar I will show you how to: • Focus Your Attention • Discover how we input information and its relevance • Why gaining awareness is the starting point for achieving anything you want to change. • Discover the purpose for our conscious and subconscious minds and how to use them for change. **Brian Powers** works with businesses and organizations that want to entertain and educate their members on the importance of and improving their communication skills and building rapport with their clients so that they can become more profitable. He works in the corporate markets traveling coast-to-coast performing a comedy show **Powers of the Mind**. With a background in clinical hypnosis since 1995 and hundreds of stage hypnosis shows from New York to California, Canada to New Orleans he brings a different blend of comedy humor and education to the stage as well as to the classrooms.

10:15 AM -
11:15 AM

1.0 CEU

DR. BOB RANDALL, EdD, MBA

ORGANIZATIONAL CHANGE

Change is a constant in today's work environment. Few leaders are trained effective change methodologies. Often organizations push change from the top and although top-down change is often necessary, it comes with the extra challenge of getting employee buy-in. In this session, we will learn how to create change processes that effectively engage employees, so implementation becomes a smooth and effective process. Learning outcomes include: change approaches: top-down, diagnostic and dialogic, effective methods for getting employee buy-in, What to avoid: the top ten reasons change efforts fail in organizations. **Dr. Bob Randall, EdD, MBA** is Assistant Professor of Management at the college of St. Scholastica in their MBA Leadership and Change program and is CEO of Transcend Engagement LLC, a provider of employee engagement technology and consultancy firm. Bob has spent 25 years in private industry, leading domestic and international sales organizations, running manufacturing facilities, leading M/A activity and strategic development/implementation for a number of organizations.

11:30 AM -
12:30 PM

1.0 CEU

DR. JAY B. REESE

THE IMPORTANCE OF ORAL CARE FOR THE ELDERLY IN LTC

Bacteria is the main cause of tooth decay, bleeding gums, tooth loss, and bad breath. It has been linked to heart disease, Alzheimer's, stroke, pneumonia, and diabetes. It must be controlled, especially in our elderly population residing in long term care facilities. Controlling bacteria in the mouth improves the residents' dental health and feeling of overall well-being. It improves the appetite, decreases feeling of isolation, and helps residents to feel good about themselves. **Dr. Jay B. Reese** graduated from The University of Texas Health Science Center at San Antonio, and has since practiced General Dentistry in Southern Minnesota, and in Central Missouri. A self-confessed "continuing education junky", Dr. Reese has accumulated hundreds of hours of post-graduate training that he has implemented into his private practices. Dr. Reese began his career in a three-office practice in Southern Minnesota. Within this practice, he conceived, designed and implemented a mobile dentistry component that served several long-term care facilities in the area. From this early exposure he has maintained a love for "serving the underserved", and has subsequently provided care for Medicare patients, children's Medicaid patients, and more recently within the State Prison system. Twenty-five years later, he comes full circle, returning to serve the residents of long term care facilities with Sterling Dental of North America

12:30 PM -
1:30 PM

1.0 CEU

DEANNA PETERSON

PRIVACY & SECURITY UPDATE

This session will provide an overview of hot topics in privacy and security related to LTC and best practices to ensuring a facility's privacy and security programs are robust. Topics including smart devices (e.g. Amazon Alexa, Google Home, etc.) and cameras in resident rooms will be addressed. **Deanna Peterson** serves at the Vice President for Health Information Management Services and Privacy Officer for the firm. She conducts Operational Assessments, serves in HIM Interim Management positions, and provides ongoing guidance on operations, compliance and regulatory issues, privacy and security, LHR, and EHR selection for a variety of settings. Ms. Peterson leads the long-term care services division of the firm. Since 2009, she has grown that division to serve over 80 long-term care facilities in multiple states. She assists the facilities with documentation compliance, medical records policies and procedures, EHR implementation, legal health record definition and privacy issues. She has helped coordinate state-wide education in Missouri for ICD-10 and spoken for several associations on long term care related issues. Ms. Peterson received her B.S. in Health Information Management and M.H.A. from Saint Louis University.

1:30 PM -
2:30 PM

1.0 CEU

DR. BOB RANDALL, EdD, MBA

ACTIVATING EMPLOYEE ENGAGEMENT

Employee engagement has emerged as a hot topic over the past 25 years because it correlates so closely to positive results for organizations. While most organizations conduct some type of regular engagement assessment, most do not have an effective strategy in place to improve the engagement of their workers. Learn how to create effective action in your own organization to improve engagement, reduce turnover and improve bottom-line results. Learning outcomes include: How to assess engagement. Understand the drivers of engagement, Learn how to implement an engagement strategy that is do-able and effective.

1:30 PM -
2:30PM

1.0 CEU

LISA LYSSELL

SURFACE TO AIR PATHOGEN CONTROL— MISSION ACCOMPLISHED

This all-important presentation will focus on best practice surface disinfection protocol following CDC Guidelines, importance of air purification to battle infection and monitoring cleaning and disinfection effectiveness through cleaning validation programs. **Lisa Lysell** is the current Manager of Healthcare Solutions for Hillyard, Inc., a national leading chemical manufacturer and environmental services supplies (EVS) distributor. Lisa is responsible for supporting Hillyard's healthcare program and initiatives into the long-term care and acute care markets for the Central Region of the country. Lisa has 30+ years in sales and sales management roles, including over 9 years with Hillyard. Her expertise is facilitating best practice surface disinfection and cleaning programs for healthcare facilities and has helped drive programs for healthcare groups to include Ascension Senior Living, Children's Mercy Hospital, Lakeview Village Senior Living, Mosaic Life Care, North Kansas City Hospital, Pegasus Senior Living, etc.

4:30 PM -
5:30PM

1.0 PC CEU

CYNTHIA ELAINE
BAKER, LCSW,
CSW-
GERONTOLOGY

MANAGING DIFFICULT BEHAVIOR: CONSTRUCTIVE RESPONSES TO RESIDENTS EXPERIENCING DEMENTIA & OTHER NEUROCOGNITIVE IMPAIRMENT

Managing Difficult Behavior: Constructive Responses to Residents Experiencing Dementia and Other Neurocognitive Impairment provides constructive applicable responses to the "difficult behaviors" of residents with dementia related neurocognitive impairments and/or mental illness. This presentation will provide education and constructive interventions that are applicable for both direct care and leadership professionals working with and on behalf of residents with dementia. The program will describe common behaviors, their purpose, triggers, and constructive interventions. The program also will include a discussion of common emotional disturbance and differentiating possible mental health issues from day to day living as an aging adult. **Cynthia Elaine Baker, LCSW, CSW-Gerontology** is a Clinical Provider and Regional Clinical Director for Deer Oaks Behavioral Health. Cynthia has license to practice Psychotherapy in four states and has earned a Clinical Specialty in Gerontology endorsed by the National Association for Social Workers. Besides providing Therapeutic Behavioral Health Support to Residents in Assisted Living and Nursing Care Communities, Cynthia provides consultation and continuing education to clinical providers in 29 states.

4:30 PM -
5:30PM

1.0 PC CEU

RACHEL SEI-
DENSTRICKER,
BSN, RN, CDONA
IP-BC

TRAUMA INFORMED CARE: A PLANNED, PERSON-CENTERED APPROACH TO THE NEW CMS TRAUMA -INFORMED CARE REGULATION

Attendees will be able to learn about factors related to trauma -informed care and traumatic events that may be encountered in the histories of LTC residents. The new CMS guidelines focused on trauma-informed care that become effective in November 2019 will be reviewed. The presentation goes over emotional symptoms that can be related to trauma and which would serve as medically necessary reasons for referral to a competent mental health provider. There will be examples of how to do an assessment and tools to utilize as well. **Rachel Seidenstricker, BSN, RN, CDONA IP-BC, Nurse Consultant at United Scripts Pharmacy.** Rachel's true passion has always been helping and compassionately caring for people. Her experience as a nurse has allowed her to assist and teach others how to become excellent leaders in nursing in both Long Term and Post-Acute Care. After graduating from high school, she moved two hours away to St. Louis where she attended Deaconess College of Nursing, a CCNE accredited university. While in college, Rachel continued to work as a nurse's aide, this time in an Oncology unit at Missouri Baptist Medical Center. In 2004, she graduated from Deaconess with a Bachelor of Sciences degree in Nursing. After a year serving as a floor nurse, Rachel was offered and accepted a part-time position as an adjunct clinical instructor at St. Charles Community College. She continued to hold her position in the Cardiothoracic unit while concurrently working as a clinical instructor for around ten years.

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Harrahs North
Kansas City
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1 RIVERBOAT DR, NORTH KANSAS
CITY, MO 64116



THURSDAY, FEBRUARY 6, 2020

8:30 AM -
10:00 AM**EMERGENCY PREPAREDNESS**

Course summary is pending.

1.5 CEU

SHELLEY

12:30 PM -
1:30 PM**REGULATORY UPDATE**

An update will be given on current regulatory expectations. DHSS Staff: Shelly Williamson

1.0 CEU

SHELLEY
WILLIAMSON1:45 PM -
2:45 PM**NOROVIRUS WHAT CAUSES IT?**

The presentation I have focuses on the history of Norovirus, what causes it and how we can better prepare ourselves to fight it, so we have clean, safe & healthy environments, especially those that are already at a higher risk. The reason we focus on this particular virus is because Noro is the number 1 leading virus for food borne illness! **Jake Applegarth** is the Area Vice President of Ecolab in Kansas City. He started his Ecolab career in 2012. All of his free time is spent with his family.

1.0 CEU

DR. JAY B.
REESE3:00 PM -
4:00 PM**MANAGING THE USE OF ANTIPSYCHOTICS**

Nursing facility residents with behaviors are being unnecessarily prescribed antipsychotic medications. The FDA has found antipsychotics are without benefit and dangerous for elderly people with dementia, increasing the risk of stroke, falls, diabetes, heart attack and death. Since the federal government started tracking off-label use of such medications in nursing facilities in 2011, Kansas has been at the top in percentage of medicated resident. Kansas also leads the nation in the percentage of skilled nursing facilities cited by the federal government for several medication-related violations, some of which relate to antipsychotics. There are alternative methods of treating and managing behaviors of dementia patients. We will discuss ways we can be more proactive about utilizing both alternative pharmacological and non-pharmacological modalities to improve outcomes and decrease antipsychotic use. **Betsy Reynolds, PharmD, BCGP** is the Director of Clinical Services at UVANTA Pharmacy – Kansas City. She received her Doctor of Pharmacy degree from the University of Missouri – Kansas City (UMKC) in 2008. Betsy served as the pharmacist-in-charge of a retail pharmacy for eight years where she was involved in providing clinical services including immunizations and Medication Therapy Management (MTM). In 2009, Betsy began consulting for a long-term care facility and her love of consulting began. Betsy was hired by UVANTA Pharmacy in April of 2016 to provide all clinical services. Her role has grown to include exploring transitions of care, antibiotic stewardship, as well as other clinical services. She is currently a preceptor for both the KU and UMKC School of Pharmacy and serves on the UMKC School of Pharmacy Foundation. **Rodney Whittington** is the Chief Executive Officer at Villa St. Francis. With a degree from Kansas State University in Administration and Gerontology and twenty years as a licensed administrator, Rodney has led three communities to 5-star CMS ratings and multiple to zero deficiency surveys. Rodney has a passion for seeking out struggling communities and developing and leading teams of best-in-class professionals to create stability and the best living environment for residents, and to bring about financial success for ownership. His success has not gone unrecognized, leading him to the American Healthcare Associations Inaugural class of future leaders of long-term care. Nothing gives him more pride or motivation than assembling and retaining a great team of overachievers. **Kristie Onkoba LPN**, Director of Quality Improvement and Risk Management at Villa St Francis. Kristie has over 12 years of healthcare experience working in the senior living care industry. She oversees all QAPI projects, risk management and regulatory affairs. She also coordinates clinical documentation compliance and data analysis for the organization. She is a proven leader and an expert in CMS regulations and Five-Star Quality Rating System. She is an experienced subject matter expert in implementing, customizing and optimizing clinical software systems. She has a record of assisting long-term care facilities achieve a CMS 5-star rating. She is passionate about assisting providers to develop and adopt systems that will improve reimbursement, survey preparedness, and provide excellent resident care. **Duke Onkoba** has over 17 years of healthcare and dynamic leadership experience. He has served in a variety of clinical and progressive management positions in the healthcare industry including: Nurse Aide, Charge Nurse, Hospice Case Manager, MDS Coordinator, Clinical Services Manager, Assistant Director of Nursing, Director of Clinical Services, Clinical Informatics Specialist, Director of Clinical Informatics, Director of Operations, Chief Operation Officer and Director of Clinical Operations. He is Director of Clinical Operations at Villa St Francis, Olathe, KS.

1.0 PC CEU

BETSY
REYNOLDS,
PHARM.D, BCGPRODNEY
WHITTINGTONKRISTIE ONKOBA
LPN

DUKE ONKOBA

3:00 PM -
4:00 PM

1.0 PC CEU

BETHANY
BRAMWELL

ANTIBIOTIC STEWARDSHIP SELF ASSESSING THE COMPLIANCE OF YOUR PROGRAM & EFFECTIVENESS

Antibiotics are among the most frequently prescribed medications in long-term care. Improving the appropriate use of antibiotics to protect patients and reduce the growing threat of antibiotic resistance is a national priority. **Bethany Bramwell, RPH, BCGP** will discuss the regulatory components of an Antibiotic Stewardship Program in skilled nursing facilities, focusing on the primary differences between regulatory requirements and recommended guidelines. Types of outcome measures to assess the efficacy of an Antibiotic Stewardship Program will be reviewed as well as the role of education an engagement in the sustainability of a program.

4:15 PM -
5:15 PM

1.0 PCCEU

BETHANY
BRAMWELL

THE IMPACT OF THE OPIOID EPIDEMIC ON PA/LTC RESIDENTS

In the United States, the number of older adults who are prescribed opioids and abuse opioids has increased significantly over the past decade. Older adults are directly affected by the opioid epidemic and indirectly affected by interventions implemented to curb opioid abuse. In the coming years, long-term care facilities will observe a higher rate of opioid abuse among residents and face challenges in effectively managing pain in a changing regulatory environment. Long-term care leader and staff can play a significant role in developing policy and procedures to combat this epidemic and mitigate the fallout. **Bethany Bramwell** is a Clinical Consultant Pharmacist from West Plains, Missouri. Currently, she serves as the Director of Clinical Services for Guardian Pharmacy of Missouri, overseeing the provision of Clinical Pharmacists' Services for partner LTC facilities across Central and Southern Missouri. She graduated from Southwestern Oklahoma State University's School of Pharmacy and is Board Certified in Geriatrics.

4:15 PM -
5:15 PM

1.0 PCCEU

MEGAN GRIFFEY

PRIVACY & SECURITY UPDATE

While the use of CBD oil continues to rise at a staggering rate, many healthcare professionals are unfamiliar with how the use of this supplement may impact their patients. This session will provide a clearer understanding of potential indications, adverse reactions, and possible drug interactions with CBD use. It will also touch on the wide variety of CBD products available and legal considerations surrounding those products. Megan Griffey received her Doctor of Pharmacy from University of Missouri-Kansas City and has experience is both long-term care and community pharmacy. She is a member of the American Society of Consultant Pharmacists and currently acts as a Consultant Pharmacist for HealthDirect Pharmacy in Lenexa, KS.

FRIDAY, FEBRUARY 7, 2020

8:30 AM -
11:30 AM

2.5 CEU

PANEL

PDPM PANEL— WHERE ARE WE NOW?

Course summary is pending.

Participants Sherrie Robbins, BKD, Martha Kelso, Wound Care Plus, Mike Gorman, Key Rehab, and Pharmacy Company Representative.

11:15 AM -
12:45 PM

1.5 PC CEU

DR. MARWA
BUSER, PHARM D
BCPS BCPG

MONITORING DRUGS WITH BLACK BOX WARNINGS

Marwa will be discussing black box warnings and monitoring. Boxed warnings, set by the FDA, appear in on a prescription drug's labels with the intention to "call attention to serious and life-threatening risks". This presentation will discuss where to find necessary information, common black box warnings, and how to monitor for these risks. **Dr. Marwa Buser, PharmD BCPS BCPG** is a consultant pharmacist with Auburn Pharmacy. She services long term care facilities in the Wichita, Kansas area. Graduating from the University of Kansas School of Pharmacy in 2009, she has over ten years of clinical pharmacy experience. After completing a PGY-1 Pharmacy Practice Residency in 2010, she was a hospital pharmacist with experience in medication distribution and clinical practice in both California and Kansas. In 2016, she became a consultant pharmacist with SenioRx Pharmacy before moving to Preston Pharmacy and now Auburn Pharmacy. Marwa's interests include antibiotic stewardship, diabetes management, and medication education. She is certified in general pharmacy practice and geriatric pharmacy practice. What she loves about long term care pharmacy is caring for residents and for their health over the span of years as well as forging relationships with nursing home leadership.



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