

## Cordt Kassner

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**From:** Hospice & Palliative Care Today Newsletter  
<subscriptions@hospicepalliativecaretoday.com>  
**Sent:** Thursday, August 22, 2024 4:00 AM  
**To:** Cordt Kassner  
**Subject:** Your Hospice & Palliative Care Today Newsletter for 08/22/24



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## August 22nd, 2024

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## Hospice Provider News

### [17 ways nonprofits can bolster their DEI efforts](#)

*Forbes; by Dr. Ara J. Baghdasarian; 8/20/24*

Nonprofits that hope to make a meaningful, lasting and widespread impact must take an intentional approach to diversity, equity and inclusion (DEI). Doing so can help organizations better support the communities they serve while allowing diverse viewpoints to be heard and implemented. To that end, 17 members of Forbes Nonprofit Council share their top strategies for nonprofits looking to transform their DEI efforts. From understanding your target audience to emphasizing accountability, these approaches can ensure your organization's programs are accessible, inclusive and culturally sensitive.

1. [Define Your Audience's Contexts, Needs and Barriers ...](#)
2. [Communicate Your Efforts Clearly to the 'Frontline' ...](#)
3. [Understand the Cultural Continuum ...](#)
4. [Know Your Community and Seek to Represent It Fully ...](#)
5. [Lean on Experts for What You Don't Know ...](#)

6. [Click on the title's link for the additional 12 strategies]

*Editor's Note: Pair this with the article we posted 8/21/24, [5 DEI expectations organizations should have of all leaders](#).*

### **Molina Healthcare of Ohio donates \$125,000 to address shortage of home care and hospice nurses**

*Business Wire; by Ben Jackey; 8/21/24*

Molina Healthcare of Ohio ("Molina") awarded a \$125,000 grant to the Center for Community Based Care (CCBC), the nonprofit foundation arm of the Ohio Council for Home Care & Hospice (OCHCH). The investment will fund efforts to address the shortage of nurses in home care and hospice settings and support a new hotline aiding Ohioans managing serious illnesses from home. ... "Molina believes all individuals should have access to high-quality care and our support of CCBC will help create greater capacity for Ohioans to receive care from home," said Ami Cole, plan president for Molina Healthcare of Ohio. "CCBC is reducing gaps in health equity and we are proud to invest in their work."

### **Norway Savings Bank donates \$5,000 to Hospice of Southern Maine**

*Bangor Daily News, Bangor, ME; by BDN Community; 8/19/24*

... Norway Savings Bank is proud to be a longtime, major donor to Hospice of Southern Maine and its compassionate work, including a \$5,000 contribution this month and over \$180,000 in donations since 2018. "The work of the Hospice of Southern Maine staff and the dignity and comfort they provide to those they encounter commands respect and admiration," said Dan Walsh, president and CEO of Norway Savings Bank. ... "These gifts are reflections of compassion and caring, which are the very things that center all our actions and decisions at Hospice of Southern Maine," said Daryl Cady, CEO.



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## **Credit Unions of Maui raise \$38,000 at annual golf tournament to benefit Hospice Maui**

*The Maui News; 8/21/24*

The Credit Unions of Maui hosted their 9th Annual Charity Golf Tournament on Aug. 10, 2024, at The Dunes at Maui Lani. This year's annual event brought together 144 golfers and community supporters, resulting in a remarkable \$38,000 raised to benefit Hospice Maui, a local nonprofit organization dedicated to providing compassionate end-of-life care for Maui residents. The tournament exceeded expectations, with participants enjoying a day of friendly competition, prizes, and philanthropy. The funds raised will directly support Hospice Maui's mission to offer comprehensive hospice and palliative care, including medical services, emotional support, and grief counseling, to individuals and families in need.

## **Bristol Hospice opens 4 de novos in 7 days**

*Hospice News; by Jim Parker; 8/19/24*

Bristol Hospice has opened four new locations within a single week in three different states. Two of the de novos have launched in Texas in the Rio Grande Valley and Austin communities. The remaining two are in Bangor, Maine and Blue Bell, Pennsylvania. Bristol Hospice, which is backed by the private equity firm Webster Equity Partners, employs more than 3,000 staff in close to 80 locations across 18 states. The company has been a prolific buyer in the M&A market, but more recently has leaned harder into its de novo strategy.

## **Regulatory News**

### **TCN podcast: The need to know on the 2025 Hospice Wage Index**

*Telios Collaborative Network (TCN); podcast hosted by Chris Comeaux; 8/21/24*

In this episode of TCN Talks, Chris interviews Annette Kiser, Chief Compliance Officer with Teleios and Judi Lund Person, Principal with [Lund Person & Associates LLC](#). The conversation covers the need to know around the final published 2025 Wage Index for Hospices. Some of the key points discussed are:

- The rate of increase of 2.9%
- CBSA ...
- CAHPS Hospice Surevey ...
- Hospice Quality Reporting Program ...

- Patient care preferences ...
- More ...

The conversation concludes with a discussion on the future of hospice care and the challenges and opportunities that lie ahead. Annette and Judi are a wealth of experience and knowledge. So join us, this is a great listen for staff, leaders, and Boards of hospice and palliative care organizations to become more educated about the changes that are coming and the tracks being laid with the 2025 Wage Index. This is timely and relevant.

*Editor's Note: TCN is a sponsor of Hospice & Palliative Care Today.*

## Post-Acute Care News

### Future trends in aged care careers

*Intelligent Living; by Jennifer Barns; 8/21/24*

Medical advances have increased the average life expectancy. By 2050, older people—or those above 60 years—are expected to comprise 22% of the global population, almost twice compared to 2015, according to the World Health Organization. As the population ages, the demand for skilled professionals in the aged care sector is also going through the roof. ...

*Editor's Note: This article provides statistics and user-friendly language that might be helpful for your employee recruitment strategies.*

### Kentwood senior living center closing after large fire damages campus buildings

*ABC 13, Kentwood, MI; by Mary Dupuis; 8/21/24*

A Kentwood senior living center is closing after a fire heavily damaged one of the buildings on its campus, the center announced Wednesday. A fire broke out in the attic of the memory care building at American House Kentwood around 2:30 p.m. on Aug. 15 while a third-party HVAC company was doing maintenance work. Kentwood Deputy Fire Chief Mike Hipp said 12 residents had to be evacuated from the facility as large flames poured from the attic area. The Kentwood Fire Department said everyone inside American House Kentwood at the time of the fire made it out safely. The senior living community offers assisted living, memory care and hospice care for seniors.

## **'Lean into your superpowers': Bayada COO champions women in home health leadership**

*Home Health Care News; by Audrie Martin; 8/20/24*

Heather Helle, president and chief operating officer of Bayada Home Health Care, believes that home-based care could benefit from having more women in leadership roles. Founded in 1975 and headquartered in Moorestown, New Jersey, Bayada provides in-home clinical care and support services for children and adults, including hospice, behavioral health, and rehabilitation in 21 states and five countries. ... In 2022, women accounted for approximately 80% of workers in health care occupations, a figure higher than the percentage of women in all other employment sectors, as reported by the Bureau of Labor Statistics. ... However, women are underrepresented in leadership roles, comprising only 25% of health care leadership positions in 2022. ... Gender equity is crucial for developing resilient health systems and gender-transformative health and social care policies, according to The World Health Organization.



## **Eastman Cooke completes senior healthcare facility in Brooklyn: ... First PACE Center in New York City**

*EIN Presswire; 8/19/24*

Eastman Cooke & Associates (ECA), a full-service, general contracting firm based in Manhattan and Long Island, has completed the construction of the first PACE Center (Program of All Inclusive Care for the Elderly) on the East Coast at 5521 8th Avenue in the Sunset Park section of Brooklyn. ... The project included the build-out of the full 8,600-square-foot second floor for the waiting room, examination rooms, and Department of Health certified medical practice. The 1,000-square-foot third floor and 1,900-square-foot fourth floor will be used as staff support and socialization areas. In addition, Eastman Cooke upgraded the electrical infrastructure at the cellar level and installed a fully integrated HVAC system at the rooftop level.

## General News

### **Mortuaries get a modern-day makeover**

*The Hustle; by Sara Friedman; 8/20/24*

When window shopping in a city, it's often an aesthetic storefront that captures your attention and pulls you inside. But what if the handcrafted vase that caught your eye was actually an urn for human remains? That's the business model for the crop of trendy, modernized mortuaries popping up around the world, per The New York Times. ... Pretty enough to be spas or nightclubs, these new mortuaries bring some levity to customers looking for something different. In a Co-Op Funeralcare study of 4k people in the UK, 68% said they see funerals as celebrations of life, not sad occasions. [Examples given] ... These new mortuary models are tapping into a lucrative industry: The average funeral costs ~\$6.6k in London, while the median cost of a US funeral is \$8.3k.

## Education

### **Elder abuse is unreported. City employees will now be trained to recognize it.**

*San Antonio Report, TX; by Iris Dimmick; 8/21/24*

City of San Antonio employees will soon be trained on how to [identify](#) and [report](#) elder abuse thanks to a collaborative effort to increase awareness of the underreported "crisis" gripping the community. City Council's Public Safety Committee greenlit the policy Tuesday, which directs the city's Department of Human Services and Texas Adult Protective Services (APS) to



develop training curricula for staff. ... The largest share of elderly abuse cases in Bexar County is reported by medical personnel, followed by relatives, community agencies and the victims themselves. In 2022, a woman died in a local hospital after her three adult children allegedly neglected her hospice care. In 2018, a caretaker in San Antonio was charged with several felonies after police found an elderly, disabled woman was languishing in soiled clothes for months at a time.

*Editor's Note: What elder neglect and abuse training do you require for your hospice and palliative care interdisciplinary team members and volunteers? What incident reporting and follow-up systems do you have in place? The CMS Hospice Conditions of Participation requires the patient's comprehensive assessment to include "a thorough evaluation of the caregiver's and family's willingness and capability to care for the patient." Subpart A, § 418.3*



## **Palliative care graduates undertake noble mission to impact lives of patients**

*University of Maryland School of Pharmacy; by Andrew Tie; 8/20/24*

The University of Maryland, Baltimore celebrated 43 graduates of the online Graduate Studies in Palliative Care in a summer ceremony at Pharmacy Hall on Aug. 9. Of the Class of 2024, 36 received their Master of Science degree and seven received a graduate certificate. Two members of the class completed a dual degree along with their Doctor of Pharmacy (PharmD) degree, which they received in May from the University of Maryland School of Pharmacy. ... The program attracts a diverse range of disciplines in health care, such as physicians, nurses, and chaplains.

## **Other News**

### **Interim HealthCare welcomes Rexanne Domico as President and Chief Operating Officer**

*Business Wire, Sunrise, FL; by Interim HealthCare; 8/20/24*

Interim HealthCare Inc., [a national] network of home care, senior care, home



health, hospice and medical staffing services, announced today the appointment of Rexanne Domico as President and Chief Operating Officer. "We're excited to welcome Rexanne to Interim HealthCare to help champion our mission and shape our operational strategies," said Paul Mastrapa, CEO of Interim HealthCare. "Her hands-on leadership style, deep industry knowledge, and proven track record of fostering growth and excellence make her exceptionally well-suited to lead our regional teams and guide our franchisees nationwide to provide the high-end care we are known for."

## Today's Encouragement

**Being loved by someone gives you strength while loving someone deeply gives you courage. ~ Lao Tzu**



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