



# FADONA® FOCUS



*Florida Association Directors of Nursing Administration/LTC*

*Together, we can have a positive impact on Long-Term Care!*

## Amazing 30<sup>th</sup> Anniversary Convention

# Honoring Our Past, Celebrating the Future



This year's top honor, the 2017 Nurse Administrator of the Year, was presented to Jacqueline Hinerman (center) from Ocala Health & Rehab., shown here with (from left) Brian Kidd, Sarah Beam, and Dr. Marva Edwards-Marshal from OPTUMCare and FADONA's Susie Jensvold and Jean Nelson.

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# **We salute our sponsors for their generous support!**

## **FADONA's 2017 Anniversary Convention: Sponsorships and Grants**



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**Consulate Health Care – Welcome Reception**



**GOJO Industries – Classic Sponsor**



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**OPTUMCare – Nurse Administrator of the Year Award**

**Guardian Pharmacy – Hotel Key Cards**

**Corecare Associates – 30<sup>th</sup> Anniversary Video Salute**

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## Executive Board

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**Susie Jensvold**

Cell: (941) 773-9284

susie1rn@aol.com

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bettybcncdon@yahoo.com

**2<sup>nd</sup> Vice President: 2013-2018**

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norma@rbhealthpartners.com

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**Treasurer: 2017-2019**

**Immediate Past-President**

**Jean Nelson** – (813) 367-7321

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## Regional Vice Presidents

**Region I Vice President: 2017-2019**

**Sharyn Figgins** – (850) 313-6325

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**Region II Vice President: 2012-2018**

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**Kimberly Biegasiewicz** – (352) 750-6619

Kim.Biegasiewicz@greystonehealth.com

**Region IV Vice President: 2016-2018**

**Bobbi Jo Rivera** – (352) 567-3122

brivera@royaloaknursingcenter.com

**Region V Vice President: 2017-2019**

**Elizabeth Borer** – (941) 400-7369

Elizabeth.Borer@aol.com

**Region VI Vice President: 2016-2018**

**Elizabeth Page** – (305) 790-2689

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**Region VII Vice President: 2013-2019**

**Amina Dubuisson** – (954) 495-7788

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# Message from the President



I am excited and honored to lead FADONA into the next two years with the goal of providing members and other long-term nurse administrators relevant, quality, and affordable networking and educational opportunities. After all, core FADONA values include: education, community, advocacy, and technology.

Last year, we enhanced FADONA's mission statement as follows:

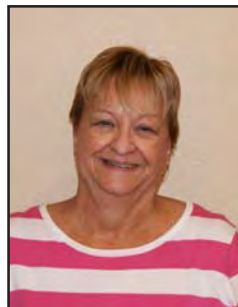
FADONA is the leading professional organization for current and aspiring leaders through professional development and networking, board certification and credentialing, and clinical expertise related to the care of patients/residents in the post-acute care continuum.

Its bold new vision statement states that FADONA is the premier organization for the advancement of nursing executives and leaders, to position them as key members of the health care leadership team addressing the constantly evolving landscape and need for innovation in the post-acute care continuum.

The FADONA leadership is passionate about FADONA's place in the continuum and its role to provide members with the necessary tools to allow them to succeed and excel as professionals and as nurse administrators.

## Upcoming Leadership Cruise

CLEAR YOUR CALENDAR! *Sailing to Your True Leadership Potential* workshop is set for Oct. 27-30, 2017. FADONA is sailing on Royal Caribbean Cruise Line's *Majesty of the Seas* from Port Canaveral. It departs 4 p.m., Friday, Oct. 27, and returns



Susie Jensvold

7 a.m., Monday, Oct. 30, 2017, with stops at Nassau and Cococay, Bahamas.

This high-energy workshop features leadership guru Dr. Earl Suttle, best-selling motivational author and speaker, business consultant, founder, and chairman of Leadership Success International. Four separate and intensive 90-minute leadership topics will be

featured onboard in sessions totaling six hours. For more information, see pages 13 and 14.

## 31<sup>st</sup> Annual Convention

Save the date for FADONA's 31<sup>st</sup> Annual Convention, Carrying the Torch of Leadership 2018, to be held at the Hilton Daytona Beach Oceanfront Resort, Feb. 5-8, 2018!

The FADONA leadership is passionate about FADONA's place in the continuum and its role to provide members with the necessary tools to allow them to succeed and excel as professionals and as nurse administrators.

## Members Unite

The FADONA board appreciates and encourages your involvement so we can continue our efforts in energizing the LTC arena. Our goal is to continue to have a positive impact on care, and increase our membership and influence. You can assist by inviting your colleagues to be members if they are not. You may contact

your FADONA board members or staff as a resource if needed, or for more information on any local or regional meetings in your area.

Please check out our FADONA website at [www.fadona.org](http://www.fadona.org) for additional news and updates.

Respectfully submitted,

*Susie Jensvold*  
Susie Jensvold, BSN, MHSA, RN  
President

# Regional Reports



REGION I

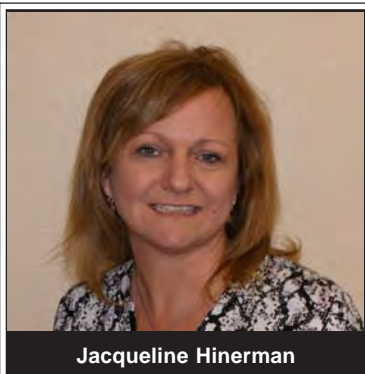
Sharyn Figgins

**Region I—Northwest**

1A—Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, Washington; 1B—Jefferson, Madison, Calhoun, Leon, Taylor, Franklin, Gadsden, Gulf, Jackson, Liberty, Wakulla

We continue networking and supporting each other through our email contacts. We can ask the group questions, see how others are handling specific issues, support each other when one is in survey, and share survey results.

Feel free to contact me with questions, ideas, or suggestions for our region at (850) 313-6325. If you want to be added to our contact list, let me know at [rgsqf@aol.com](mailto:rgsqf@aol.com).  
**Sharyn Figgins, RN, MSN**  
 Region I Vice President



REGION II

Jacqueline Hinerman

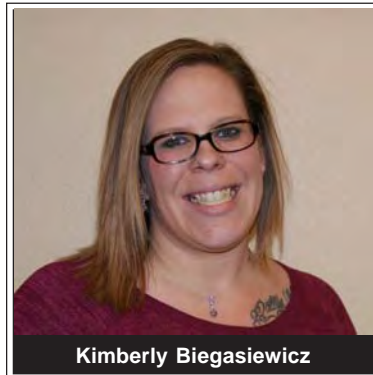
**Region II—Northeast**

2A—Hamilton, Lafayette, Alachua, Marion, Clay, Nassau, Suwannee; 2B—Dixie, Union, Putnam, Baker, St. Johns, Columbia, Gilchrist; 2C—Levy, Bradford, Duval, Flagler

We are currently looking for facilities to host FADONA meetings in the Jacksonville and Ocala areas. This is a great time to share with your colleagues the

wonderful things you do at your facilities. If you are interested in hosting a meeting, or would like to be on our email list, please send me a message.

Jacqueline Hinerman, phone, (352) 732-2449; email, [jacqueline.hinerman@northporthealth.com](mailto:jacqueline.hinerman@northporthealth.com).  
**Jacqueline Hinerman, RN**  
 Region II Vice President



REGION III

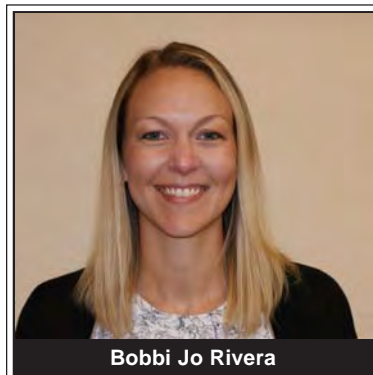
Kimberly Biegasiewicz

**Region III—Centraleast**

3A—Lake, Osceola, Orange, Seminole  
 3B—Volusia, Hardee

We are planning local and regional meetings and need your help! Contact me at (352) 750-6619 or [Kim.Biegasiewicz@greystonehealth.com](mailto:Kim.Biegasiewicz@greystonehealth.com).

**Kimberly Biegasiewicz**  
 Region III Vice President



REGION IV

Bobbi Jo Rivera

**Region IV—Centralwest**

4A—Hillsborough, Pinellas, Highlands, Polk  
 4B—Hernando, Sumter, Citrus, Pasco

We are looking for ways to regenerate and come together for support and networking opportunities.

If you are interested in getting involved, this is a great way and I am here to assist. Getting together gives area DON and nurse leaders an opportunity to see what's new in the industry and also leave plenty of time to network with colleagues.

Pinellas County chapter continues to meet the second Tuesday of the month at Banquet Masters in Seminole.

For information, contact:

- Jeri Reed**, President  
[ltcbabs@aol.com](mailto:ltcbabs@aol.com) (727) 439-5381
- Shalika Vitta**, Vice President  
[svitta80@gmail.com](mailto:svitta80@gmail.com) (727) 216-5126
- Tory Flood**, Secretary  
[tory.flood@ahss.org](mailto:tory.flood@ahss.org) (727) 858-1268
- Rhonda Blum**, Treasurer  
[rblum@geiger.com](mailto:rblum@geiger.com) (727) 232-6250

I am also available to assist in any way and can be contacted at (352) 567-3122 or [brivera@royaloaknursingcenter.com](mailto:brivera@royaloaknursingcenter.com). I encourage you all to get involved in the events and meetings occurring within the counties under Region IV.

**Bobbi Jo Rivera**  
 Region IV Vice President

## Scholarships Available

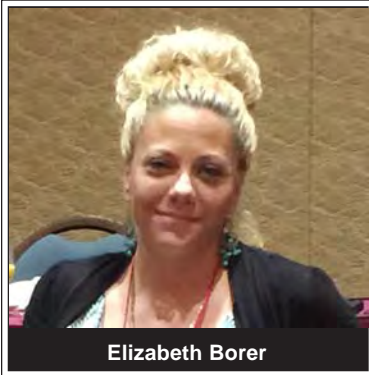
FADONA is currently accepting scholarship applications — including the

**NEW Patches Bryan Nursing Scholarship Award**

— from eligible applicants.

If interested, please go to <http://fadona.org/scholarship.html> or call the business office at (561) 683-0037.

**Regional  
REPORTS**



REGION V

Elizabeth Borer

**Region V—Southwest**

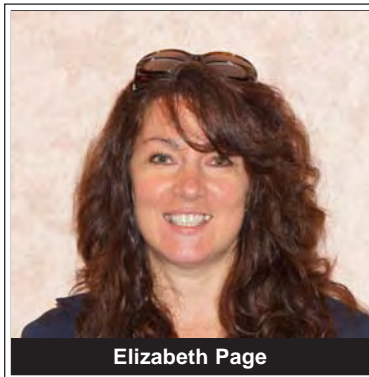
5A—Manatee, Charlotte, Collier

5B—Desoto, Lee, Sarasota

**W**e are delighted to welcome **Elizabeth Borer, RN**, as the vice president for FADONA Region V.

Liz is the Reg. Director of Clinical Services, Southwest Region for Consulate and was FADONA's 2015 Nurse Administrator of the Year Award winner. Welcome, Liz!

She can be reached by cell: (941) 400-7369, or [Elizabeth.Borer@aol.com](mailto:Elizabeth.Borer@aol.com).



REGION VI

Elizabeth Page

**Region VI—Southeast**

6A—Palm Beach; 6B—Brevard, Indian River, St. Lucie, Martin, Okeechobee;

6C—Hendry, Glades

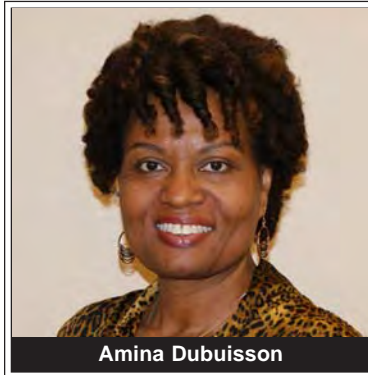
**I**f you would like information on future meetings and events for the Palm Beach County chapter, please call **Andrew Rosebrough**, PBCDONA community liaison, at (561) 723-7888 or email [andrew@pmdxu.com](mailto:andrew@pmdxu.com).

If you have any other questions for or about Palm Beach County chapter, please

call **Debbie Grotke**, chapter president, at (561) 683-1400; email [grotke@anho.edu](mailto:grotke@anho.edu).

If you have any questions for or about Region VI, please call me at (305) 790-2689 or email [epage@polarisrx.com](mailto:epage@polarisrx.com).

**Elizabeth Page**  
Region VI Vice President



REGION VII

Amina Dubuisson

**Region VII—Southeast**

Miami-Dade, Monroe, and Broward Counties

**T**his region runs from Deerfield Beach all the way south to Key West.

**Broward County Chapter**

For information regarding the Broward County chapter, call or text **Heather Grasso**, secretary, Broward FADONA, at (561) 275-9273 or via [fadonabroward@gmail.com](mailto:fadonabroward@gmail.com).

**Miami Chapter**

The Miami Chapter welcomes a new Executive Board. They are:

President **Claudia Innocent**, (954) 647-5098; 1<sup>st</sup> Vice-President **Anne Museau**, (305) 962-9537; 2<sup>nd</sup> Vice President **Charviette Paramore**, (786) 660-0170; Treasurer **Idel Benjamin**, (954) 243-6668; and Secretary **Bobbette Sangrado**, (917) 705-8104.

If you would like to help us develop and enhance our region, contact the chapters directly, or **Amina Dubuisson** at (954) 790-5171, or [adubuisson@greystonehealth.com](mailto:adubuisson@greystonehealth.com).

**Amina Dubuisson**  
Region VII Vice President

**What would you do if you discovered the Golden Egg?**

*Visit the CareerCenters at [www.fadona.org](http://www.fadona.org) and [www.fmda.org](http://www.fmda.org).*

*These are the official online CareerCenters of the Florida Association Directors of Nursing Administration and FMDA – The Florida Society for Post-Acute and Long-Term Care Medicine.*

These **CareerCenters** are a **treasured** online resource designed to connect long-term care industry employers with the largest, most-qualified audience of nurses, nurse administrators, directors of nursing, medical directors, physicians, physician assistants, and advanced practice nurses in Florida.

**Job Seekers** may post their résumé (**it's FREE**) — confidentially, if preferred — so employers can actively search for you. **Let these CareerCenters help you make your next employment connection!**



# The Importance of Policies and Procedures and Following Them

By Karen L. Goldsmith, Esq.; Goldsmith & Grout, PA

**F**or a long time, only a small number of policies and procedures (P&Ps) were required. Many facilities limited formal P&Ps to the required ones and had guidance in other forms for staff in the other areas. That time is no more. With the advent of the mega-regulations passed last year by CMS and effective beginning in November 2016, more policies and procedures than ever are required.

Based on the number of questions we receive on this subject, it is clear that many of your facilities have not implemented all of the P&Ps now required. Surveyors are asking for them. Facilities often do not have them and when they do, they may be incomplete.

At this point in time, we have only the regulations — not their interpretive guidelines. For those of you new to long-term care, the interpretive guidelines are the meat on the bones of the regulations. They provide guidance to the surveyors as to how to interpret the regulations; the policy that CMS will follow as to that specific regulation. They are much longer than the regulation itself. Every provider should be intimately familiar with the interpretive guidelines.

The interpretive guidelines relative to the new regulations should be out this summer. In the meantime, there is no “pass” on having the required policies and procedures. One approach that you can use now is to write the P&P following the language in the regulation itself. While this works most of the time, some of the regulations require more. A good example would be the requirement to allow the resident to appoint a resident representative. A procedure for doing this is not set out in the regulation itself and will require personalization to your facility.

While some regulatory requirements beg for a detailed procedure, most processes can



Karen Goldsmith

be minimal. As you write or amend any P&P, keep in mind that if your staff cannot remember it they will not follow it. This invites a citation.

If you put too much detail into your P&P, you can create a situation where your facility is held to a higher standard than the law requires. Many of you have seen citations which include, “the

facility’s policy and procedures requires.... This policy and procedure was not followed. . .” We call it the deficiency du jour. You have created a deficiency where none would have been but for your P&P.

**If you put too much detail into your P&P, you can create a situation where your facility is held to a higher standard than the law requires.**

Facilities are required to follow their policies and procedures. The assumption is that if your P&P requires X+1 and the law only requires X, you have made the conscientious decision that because of the unique characteristics of your facility, X+1 is necessary. So, do not implement systems that require more of you than the law does.

When the interpretive guidelines come out, you should examine your policies and procedures to ensure that they follow the


guidelines. Do not be surprised if they do not. Interpretive guidelines often are much different than what you would expect.

Regardless of what your P&Ps are, they must be followed. If following them is not possible or is counterproductive, then you should amend your P&Ps, not ignore them. Staff should be trained on them from time to time. You should verify compliance by staff and keep records. You should be especially mindful of training of new staff. Very likely, at least some of your processes differ from those of their last employer.

Many of our clients like to use a dual process — one in which they have policies and procedures as required and protocols or guidelines. In some cases, these guidelines flesh out the P&Ps. In others, there are no P&Ps necessary to reflect the facility’s expectations of staff. It should be clear to staff that guidelines and protocols do not reflect the law or, in some instances, not the community standard. Rather, they are expectations you have as to how staff should act under certain circumstances.

Regardless of whether staff is acting under a P&P or some other form of guidance, they should be aware that justification is required if they act outside the requirement. That justification should be documented somewhere and brought to a superior’s attention. This is a critical part of the analysis of how things are done in your facility.

If you do not think that your P&Ps are adequate, complete, or reflective of the regulatory requirements, bring that to someone’s attention. The potential for a citation is greater than ever. It everyone’s job to practice prevention in our facilities. This makes for a better survey and more importantly, better care.

If you have any issues, please feel free to contact me at (407) 312-4938 or [klgoldsmith@ggflawfirm.com](mailto:klgoldsmith@ggflawfirm.com). If I can help, I will be happy to do so. 

# Florida Association Directors of Nursing Administration/LTC

## In the Trenches with You!

The daily life of a long-term care nurse leader is about managing the next crisis, being constantly aware of your surroundings, and staying up-to-date on industry changes. At FADONA/LTC, we understand, because we've walked in your shoes.

**Some key points that have an impact with long-term care nurses around the state:**

**FADONA** comprises the **LARGEST** and most active chapter of **NADONA**, the National Association of Directors of Nursing Administration/LTC.

**FADONA/NADONA/LTC** is the largest educational organization dedicated exclusively to nursing and administration professionals in long-term care and assisted living.

**NADONA's** motto is Education, Communication, Service. Everything done by the organization incorporates these elements.

**FADONA** is the only professional organization exclusively for and by long-term care nurses in administration in Florida.

**FADONA** is a great value, affording membership nationally in NADONA, as well as in Florida with FADONA, for only \$125 annually or \$230 for two (2) years.

**FADONA** memberships offer access to our website; our award-winning newsletter, **FADONA Focus**; and discounted registration fees to local, state, and national educational opportunities.

**FADONA** enjoys and supports a cooperative relationship with other professional organizations, including Florida Center for Nursing, FNA, FONE, FLGNA, FHCA, FMDA, FLN, QUIN Council, LeadingAge Florida, FL-GAPNA, and many others.

**FADONA** members are highly flexible, highly trained, and very determined nurse leaders.

**FADONA** members are constantly putting out fires, with compassion and strength.

**FADONA** continues to build the professional network — one step at a time.

**Professional Certification**, CDONA/LTC, is offered through NADONA.

**Professional Standards** that LTC nurse administrators are held to are set by NADONA. These standards embody the same elements as our motto.

## FADONA's Principles of Excellence

In 2009, "FADONA's Principles of Excellence for Florida Directors of Nursing & Nurse Administrators" was published to support the provision of long-term health care services that are desired, meaningful, successful, and efficient. They are intended to assist directors of nursing in achieving these objectives and to guide and inspire creative leadership in LTC.

The principles encourage the director of nursing to follow a reasonable course of action based on current knowledge, available resources, and the needs of the facility so that effective and safe care can be delivered. They are aspirational in nature and intended to foster self-appraisal and continuous performance improvement. The principles are neither inflexible rules nor requirements of practice.

These guiding principles feature FADONA's Mission & Vision, Culture of Quality, Resident Care & Quality-of-Life, Caregivers, and Staff Finance.

### Florida Association Directors of Nursing Administration/LTC

400 Executive Center Drive, Suite 208 • West Palm Beach, FL 33401  
(561) 683-0037 • Fax: (561) 689-6324 • [www.fadona.org](http://www.fadona.org)



# Awards Ceremony Highlights FADONA's Successful 30<sup>th</sup> Anniversary Carrying the Torch of Leadership

## Past-Presidents and Champions of FADONA Recognized

By Ian Cordes, Director of Operations



FADONA's 30<sup>th</sup> Anniversary Carrying the Torch of Leadership 2017 was a resounding success. The convention, held at the Rosen Plaza Hotel, March 13-16, hosted more than 200 attendees and nearly 70 exhibitors.

The event kicked off with an eight-hour pre-convention workshop on March 13, "NADONA Infection Control & Prevention Certification Prep Course." With more than 90 in attendance, workshop leader J. Hudson Garrett Jr., PhD, MSN, MPH, MBA, FNP-BC, and Chief Clinical Officer of NADONA, presented a comprehensive overview for attendees, many of whom will be seeking to take NADONA's nationally-approved Infection Preventionist certification exam.

Outgoing FADONA President Jean Nelson welcomed everyone to the convention on the official first day: "The purpose of our annual convention has always been about learning to carry the torch of leadership as champions of quality care, so that we can ultimately improve the environment and quality of life for our residents."

She went on to acknowledge and thank the sponsors, including: OPTUMCare – Grand Sponsor; Consulate Health Care – Welcome Reception; GOJO Industries – Classic Sponsor; Humana – Classic Sponsor; VITAS Health Care – Classic Sponsor; RB Health Partners – LPN & CNA Awards of Excellence; OPTUMCare – Nurse Administrator of the Year Award and Nurse Administrator Award of Excellence; Guardian Pharmacy – Hotel Key Cards; Corecare Associates – 30<sup>th</sup> Anniversary Video Salute; and FADONA's 2017 Platinum Partners and Casino Fun Night Sponsors: Airamid Health Services, American Medical Technologies, Drylock Technologies, GOJO Industries, Guardian Pharmacy, Humana, Medline Industries,

MobileX USA/US Laboratories, New Source Medical, OPTUMCare, PharmScript, RXPARTS Pharmacy, and VITAS Healthcare.

### Annual Trade Show

This year's successful trade show also featured a contest of homemade, themed gift baskets and a silent auction. The baskets were judged by a panel of Platinum Partners. The top three winners were: PartnerCare Pharmacy's basket with the highest bid, Jackie Hinerman with greatest number of bids, and Gail Allison with the best theme — Eggstravaganza.

### New Patches Bryan Memorial Scholarship Fund

Throughout the years, FADONA has provided more than \$30,000 in scholarships to its members and their staff. In total, the



Official Ribbon-Cutting Ceremony and opening of the Annual Trade Show

16 baskets were auctioned off for \$1,430, which allows FADONA to continue this tradition. The proceeds from the sale of this year's baskets have been designated for the **NEW Patches Bryan Scholarship Fund** (more details to be available soon).



Jean Nelson, honoree Patchess Bryan, Greystone Healthcare CFO Ron Swartz, and Amina Dubuisson

### FADONA's Awards Ceremony and 30<sup>th</sup> Anniversary Video

The highly anticipated Annual Awards Ceremony took place on March 15 and featured the 2017 Nurse Administrator of the Year Award sponsored by OPTUMCare, and the CNA and LPN Awards of Excellence sponsored by RB Health Partners.

This is the 14<sup>th</sup> consecutive year that OPTUMCare has sponsored the Nurse Administrator of the Year Award and the seventh year in a row that RB Health Partners has sponsored the CNA and LPN Awards. Their sponsorships each year are greatly appreciated by the association.

Jean Nelson welcomed everyone with a moving seven-minute video montage of FADONA's 30<sup>th</sup> Anniversary (<https://youtube.com/VVMXvVKTGuw>). The video ended with a salute to past-presidents, who were then introduced and invited to the stage. Jean said a few words about their contribution and legacy. With assistance from Susie





Jensvold, Jean gave a beautiful, custom-made 30<sup>th</sup> Anniversary medallion to: **Gilda Osborn** (1991-1993); **Jocelyne Cameau** (1995-1997); **Margery Shake** (1997-2001); **Cathy Ates** (2001-2007); and **Bonnie Cruz** (2007-2013). At the end, Susie called on **Jean Nelson** (2013-2017), who was also presented with a medallion.

### Presentation of 2017 Nurse Administrator of the Year Award

Each year, FADONA acknowledges a nurse administrator who has demonstrated a high degree of professionalism by mentoring and nurturing, as well as showing a



**Charlene Peters, Florida Division VP of Clinical Care, Consulate Health Care; FADONA 1<sup>st</sup> VP Susie Jensvold; Andi Clark, Chief Nursing Officer, Consulate; and FADONA President Jean Nelson during the Consulate-sponsored Welcome Reception**

commitment to the standards of nursing practice and excellence in long-term care. This year, FADONA recognized three exceptional individuals with two separate awards for the Nurse Administrator of Excellence, and one Nurse Administrator of the Year.

OPTUMCare was represented by Brian Kidd, Sarah Beam, and Dr. Marva Edwards-

Marshall, who assisted in the presentations. There were many inspiring candidates this year. The highest honors were extended to three of the most impressive nurse administrators. There were two recipients for the 2017 Nurse Administrator Award of Excellence: Michael Garcia with Darcy Hall of Life Care in West Palm Beach, and Nicole Vega with Majestic Oaks at John Knox Village in Orange City.

This year's top honor, the 2017 Nurse Administrator of the Year, was presented to Jacqueline Hinerman with Ocala Health & Rehab.

"FADONA is extremely appreciative of the dedication that Michael, Nicole, and Jackie have shown to their residents and to the field of LTC nursing," President Jean Nelson said. "Their work as nurse leaders has not gone unnoticed, and they have all shown a special commitment to providing quality care to their residents. Both the Nurse Administrator of Excellence and Nurse Administrator of the Year awards were created to recognize outstanding nurse leaders, and these winners certainly exemplify this trait. Congratulations on this amazing accomplishment," she added.

### 2017 CNA and LPN Awards of Excellence

There were also numerous amazing CNA and LPN award candidates this year, and FADONA honored the best of the best from across the state — the top three finalists for each award. FADONA could not do so without the support of RB Health Partners, for the seventh year in a row. Its principal, Robin Bleier, presented both the LPN and CNA Awards of Excellence.

### Presentation of 2017 CNA Awards of Excellence

3<sup>rd</sup> Place and a check for \$200 – **Jessica Remmers, CNA**; The Lodge Health & Rehab., Ocala.

2<sup>nd</sup> Place and a check for \$300 – **Arnette McGill, CNA**; Village on the Green, Longwood.

The winner of the 2017 CNA Award of Excellence is **Wanda Gonzalez, CNA**; Apollo Health & Rehab., St. Petersburg, who received a beautiful flame award recog-



**2017 Nurse Administrator Award of Excellence winners Michael Garcia (left) with Darcy Hall of Life Care in West Palm Beach, and Nicole Vega (third from right) with Majestic Oaks at John Knox Village in Orange City, shown here with OPTUMCare's Dr. Marva Edwards-Marshall, Sarah Beam, and Brian Kidd; and FADONA's Susie Jensvold and Jean Nelson**

nizing her achievement and a check for \$500.

### Presentation of 2017 LPN Awards of Excellence

3<sup>rd</sup> Place and a check for \$200 – **Maria Jackson, LPN**; Menorah Manor, St. Petersburg.

2<sup>nd</sup> Place and a check for \$300 – **Samantha Helsel, LPN**; Bayview Rehab., St. Augustine.

The winner of the 2017 LPN Award of Excellence is **Angie Watts, LPN**; Citrus Hills Health & Rehab., Hernando, who also received both a beautiful flame award recognizing her achievement and a check for \$500.

Continued on page 10



**2017 LPN Award of Excellence winner Angie Watts, LPN; Citrus Hills Health & Rehab., Hernando, who received a beautiful flame award recognizing her achievement and a check for \$500, with Jean Nelson, Robin Bleier, and Susie Jensvold**

**Honoring Special FADONA Leaders with Medallions**

The following stellar leaders and supporters were presented with medallions for their many years of service to FADONA. Their devotion to the profession is unparalleled — they have always been there for all of us, and have always said *yes*.

**Patches Bryan:** The chief executive clinical officer of Greystone Health Care was surrounded by her FADONA and Team Greystone families, who showered her with admiration and appreciation. Afterwards, Patches gave an inspiring thank you and pep talk — one that will not be soon forgotten. Sadly, Patches passed away two weeks later, after a long and courageous battle with cancer.



**Patches Bryan, holding Sen. Campbell's Proclamation, with Greystone's Team Patches Bryan after the Awards Ceremony**

**Reuben Bowie:** After many, many years of dedicated service on the board, Reuben was presented with a medallion, plus a beautiful wood plaque that reads: In recognition of exemplary service, Reuben Bowie, RN, MS, CDONA/LTC – Treasurer from 2007 to 2017.

**Honoring Special Vendor Friends with Medallions**

The following supporters were honored for their steadfast support and incredible contribution to FADONA:

Brian Kidd, on behalf of Wanda Bryant and OPTUMCare, for sponsoring the Nurse Administrator of the Year Award for 14 years in a row.

**Rob Tayman** – Guardian Pharmacy, for sponsoring the hotel key cards for 10 years in a row. Accepting for Rob was Matt Deppenbrock.

**Robin Bleier** – RB Health Partners, for sponsoring the CNA and LPN Awards of Excellence for seven years in a row.

**Honoring Special FADONA Alliance Council Members**

The following were recognized with medallions for their friendship, unwavering support, and always going the extra mile:

- Cathy Sallitto** – American Medical Technologies (AMT)
- Gail Allison** – New Source Medical
- Brinn Helton** – MobileXUSA

**Honoring the Ward Family and Presentation of 2017 Imogene Ward Nursing Scholarships**

The Imogene Ward Scholarship program was established in 2008 to provide financial assistance to individuals

**FADONA Salutes its Presidents on its 30<sup>th</sup> Anniversary**

1988-1989: Martha Davis	1997-2001: Margery Shake
1989-1991: Sharon Walters	2001-2007: Cathy Ates
1991-1993: Gilda Osborn	2007-2013: Bonnie Cruz
1993-1995: Martha Russell	2013-Present: Jean Nelson
1995-1997: Jocelyne Cameau	

in nursing who are looking to continue their education in the LTC setting. This year, FADONA awarded the Imogene Ward Scholarship to two worthy recipients, who each received \$1,500 in tuition assistance, thanks to the generosity of **Homer Ward** and the Ward family.

There were two extraordinary recipients this year: **Amanda Vazquez, LPN**, admissions nurse liaison at Majestic Oaks at John Knox Village in Orange City; and **Mark A. Hunter, LPN**, unit manager at St. Petersburg Nursing & Rehab. in St. Petersburg.



**Jean Nelson and Susie Jensvold with honorees Gail Allison, Cathy Sallitto, and Brinn Helton**

FADONA thanks the Ward family for underwriting these generous scholarships and for supporting this program for the past 10 years.

Although unable to attend this year, 88-year-old **Homer E. Ward, NHA, FACNHA**, recently wrote, "Thank you for the FADONA 30<sup>th</sup> Anniversary Medal. Jeff, Mike, and I have enjoyed the many luncheons at your conventions. We are grateful and thank FADONA for promoting the Imogene Ward Scholarship Awards for the many years. FADONA is to be commended as it continues to promote good patient care in all Florida nursing facilities."





**2017 LPN Award of Excellence winner Wanda Gonzalez, CNA; Apollo Health & Rehab., St. Petersburg, who received a beautiful flame award recognizing her achievement and a check for \$500, with Jean Nelson, Robin Bleier, and Susie Jensvold**

7 p.m. on March 15, with a buffet dinner, live Irish stepdance and musicians (<https://www.youtube.com/watch?v=OzjjU9TD9I0>), casino tables, DJ, dessert, dancing, and Chinese auction. This event was generously planned and presented by our 13 Platinum Partner sponsors. These FADONA Alliance Council members have worked hard over the past few months to prepare for a fun-filled evening.



**Swearing-In Ceremony**

FADONA installed new and re-elected officers and regional VPs as follows:

President – Susie Jensvold; 1<sup>st</sup> Vice President – Betty Barron; Treasurer – Jean Nelson; Region I Vice President – Sharyn Figgins; Region III Vice President – Kimberly Biegasiewicz; and Region VII Vice President – Amina Dubuisson.

**Casino Fun Night: Keep Calm and Get Your Irish On!**

If you have ever been to one of FADONA’s Fun Nights, you know how amazing they are. The festivities started at

**31<sup>st</sup> Annual Convention**

Save the date for FADONA’s 31<sup>st</sup> Annual Convention, Carrying the Torch of Leadership 2018, hosted by the Hilton Daytona Beach Oceanfront Resort, Feb. 5-8, 2018!

**2017 Platinum Partners:  
Honored Casino Fun Night  
Sponsors**

- Airamid Health Services
- American Medical Technologies
- Drylock Technologies
- GOJO Industries
- Guardian Pharmacy
- Humana
- Medline Industries
- MobileX USA / US Laboratories
- New Source Medical
- OPTUMCare
- PharmScript
- RXPARTS Pharmacy
- VITAS Healthcare



**2017 Convention  
Photo Gallery**

VISIT the complete portfolio of photographs from FADONA’s 30<sup>th</sup> Anniversary Convention & Tradeshow, <http://fadona.org/conventionphotos2017.html>.



**Susie Jensvold, 2017 Imogene Ward Scholarship recipient Amanda Vazquez, LPN, Admissions Nurse Liaison at Majestic Oaks at John Knox Village, and Jean Nelson**



**Having a great time at Fun Night!**

# Shingles Prevention: A Vaccine for Adults 60 and Older – Who Should Get the Shot?

– National Institute of Allergy and Infectious Diseases, <https://nihseniorhealth.gov/shingles/prevention/01.html> – April 18, 2017

**I**n May 2006, the U.S. Food and Drug Administration approved a vaccine (Zostavax®) to prevent shingles in people age 60 and older. The vaccine is designed to boost the immune system and protect older adults from getting shingles later on. Even if you have had shingles, you can still get the shingles vaccine to help prevent future occurrences of the disease. There is no maximum age for getting the vaccine, and only a single dose is recommended. In a clinical trial involving thousands of adults 60 years old or older, the vaccine reduced the risk of shingles by about half.

## A One-time Dose

To reduce the risk of shingles, adults 60 years old or older should talk to their health care professional about getting a one-time dose of the shingles vaccine. Even if the shingles vaccine doesn't prevent you from getting shingles, it can still reduce the chance of having long-term pain. If you have had shingles before, you can still get the shingles vaccine to help prevent future occurrences of the disease.

There is no maximum age for getting the vaccine.

## Side Effects

Vaccine side effects are usually mild and temporary. In most cases, shingles vaccine causes no serious side effects. Some people experience mild reactions that last up to a few days, such as headache or redness, soreness, swelling, or itching where the shot was given.

## When to Get the Vaccine

The decision on when to get vaccinated should be made with your health care provider. The shingles vaccine is not recommended if you have active shingles or pain that continues after the rash is gone. Although there is no specific time that you must wait after having shingles before receiving the shingles vaccine, you should

**Interestingly, the chickenpox vaccine may reduce the shingles problem. Widespread use of the chickenpox vaccine means that fewer people will get chickenpox in the future. And if people do not get chickenpox, they cannot get shingles. Use of the shingles and chickenpox vaccines may one day make shingles a rare disease.**

generally make sure that the shingles rash has disappeared before getting vaccinated.

## Where to Get the Vaccine

The shingles vaccine is available in doctors' offices, pharmacies, workplaces, community health clinics, and health departments.

Most private health insurance plans cover recommended vaccines. Check with your insurance provider for details and for a list of vaccine providers. Medicare Part D plans cover shingles vaccine, but there may be costs depending on the specific plan.

## Who Should Not Get the Vaccine?

You should NOT get the shingles vaccine if you have an active case of shingles or have pain that continues after the rash is gone, have ever had a life-threatening or severe allergic reaction to gelatin, the antibiotic neomycin, or any other component of the shingles vaccine. Tell your doctor if you have any severe allergies, or have a weakened immune system because of:

- HIV/AIDS or another disease that affects the immune system
- treatment with drugs that affect the immune system, such as steroids
- cancer treatment such as radiation or chemotherapy
- cancer affecting the bone marrow or lymphatic system, such as leukemia or lymphoma, are pregnant, or might be pregnant.

## Could Vaccines Make Shingles a Rare Disease?

The shingles vaccine is basically a stronger version of the chickenpox vaccine, which became available in 1995. The chickenpox shot prevents chickenpox in 70 to 90 percent of those vaccinated, and 95 percent of the rest have only mild symptoms. Millions of children and adults have already received the chickenpox shot.

Interestingly, the chickenpox vaccine may reduce the shingles problem. Widespread use of the chickenpox vaccine means that fewer people will get chickenpox in the future. And if people do not get chickenpox, they cannot get shingles. Use of the shingles and chickenpox vaccines may one day make shingles a rare disease.

To find out more, visit Shingles Vaccination: What You Need to Know about Shingles Vaccine at <https://nihseniorhealth.gov/shingles/prevention/01.html>.



# *Sailing* to Your True Leadership Potential

## Celebrating FADONA's 30<sup>th</sup> Anniversary

### Oct. 27-30, 2017

Join us for an exclusive 3-Night Leadership Workshop and Cruise with Bahamas itinerary sailing from Port Canaveral, FL

DAY	DATE	CITY/PORT	EVENT	SCHEDULE	LOCATION
Friday	Oct. 27	Port Canaveral	Depart	4 p.m.	
Friday	Oct. 27	Port Canaveral	Onboard Registration	4-6 p.m.	Conference Center*
Friday	Oct. 27	At sea	<i>Your Attitude Determines Your Success</i>	6-7:30 p.m.	Explorer*
Friday	Oct. 27	At sea	Dinner together – Late seating	8:30 p.m.	Ship's Dining Room
Saturday	Oct. 28	At sea	<i>Mastering Your Stress for Better Success</i>	9-10:30 a.m.	Explorer*
Saturday	Oct. 28	Nassau	Vendor Exhibits	10:30-11:30 a.m.	Voyager*
Saturday	Oct. 28	Nassau	At port	12-11:59 p.m.	
Saturday	Oct. 28	At sea	Dinner together – Late seating	8:30 p.m.	Ship's Dining Room
Sunday	Oct. 29	At sea	<i>Teamwork Makes the Dream Work</i>	9-10:30 a.m.	Explorer*
Sunday	Oct. 29	Cococay	At port	8 a.m.- 5 p.m.	
Sunday	Oct. 29	Cococay	Vendor Exhibits	5-6 p.m.	Voyager*
Sunday	Oct. 29	At sea	<i>Managing Healthier Work &amp; Personal Relationships</i>	6-7:30 p.m.	Explorer*
Sunday	Oct. 29	At sea	Dinner together – Late seating	8:30 p.m.	Ship's Dining Room
Monday	Oct. 30	Port Canaveral	Arrival	7 a.m.	

\*Conference Center - Deck 7, midship

## So Many Reasons to Register Today!

Sailing to Your True Leadership Potential workshop registration fee includes 6.0 hours of intensive and motivational leadership training.

Our Workshop leader is Dr. Earl Suttle, CEO and Founder, Leadership Success International, an international consulting and training company based in Atlanta, GA, that works with businesses and organizations to increase their profits and productivity through developing their people.

- ✓ There will be four workshop sessions, each approximately 90-minutes long.
  1. **Your Attitude Determines Your Success**
  2. **Mastering Your Stress for Better Success**
  3. **Team Building for Better Success – Teamwork Makes the Dream Work**
  4. **Managing Healthier Work and Personal Relationships More Effectively**
- ✓ Each participant who satisfactorily completes the workshop will receive a "Leadership Excellence Certificate" from FADONA.
- ✓ The Redefining Leadership Workshop offers a maximum of 6.0 CE's/CEUs for Florida-licensed nurses and nursing home administrators.
- ✓ The FADONA group will eat together in the ship's dining room.
- ✓ **\$50 onboard credit per cabin for first 50 cabins.**
- ✓ Amazing 3-night cruise starting at only **\$284** per person, double occupancy, plus taxes and port fees of \$81.30 and \$40.50 in gratuities.



## Convenient Registration Options:

1. Register online and pay by credit card at <http://.fadona.org/2017cruise.html>.
2. Register for the Leadership Workshop over the phone and pay by credit card by calling **(561) 683-0037** or **(561) 689-6321**.
3. Join now and get the member rate! **Go to [www.fadona.org](http://www.fadona.org)**, attach a copy of your online confirmation to the registration form, and fax it to **(561) 689-6324**.
4. For more information, call the business office at **(561) 683-0037**, if busy call **(561) 689-6321**, or email [icordes@fadona.org](mailto:icordes@fadona.org).



## Effective Leadership Workshop

This will be an intensive and motivational 6.0 hours of interactive leadership training that will allow you to develop and enhance your leadership skills — regardless what level you may be at. All Florida-licensed nurses and nursing home administrators who complete this amazing workshop will earn contact hours and will be presented with a "Leadership Excellence Certificate."

Enjoy a high-energy, 3-day cruise and leadership workshop while you sail off to the sunshine and beaches of the Bahamas. On this great mini-vacation, you only have to unpack once, and then you're off for an island adventure. You'll enjoy fun activities, fabulous meals, quality time with your peers and vendors, lavish Vegas-style shows, a friendly casino, and all the pampering service Royal Caribbean Cruise Line is famous for.

### ABOUT Leadership Guru EARL L. SUTTLE, PhD

Dr. Earl Suttle is the CEO and founder of Leadership Success International, LLC, an international consulting and training company based in Atlanta, GA, that works with businesses and organizations to increase their profits and productivity through developing their people.



As a business consultant and dynamic entertaining keynote professional speaker, Dr. Suttle delivers numerous presentations throughout the year in the United States and South Africa. He is a best-selling author of five books with Dr. John Hubbard: *Earl's Pearls on Enjoying Excellence*, *Preparing for and Managing High-Risk Situations in the Lives of College Athletes (An Athlete's Guide)*, *Preparing For and Managing High-Risk Situations in the Lives of Professional Athletes (A Player's Guide)*, *Great Life Choices for Teens (Who Want to Make a Difference)* and their newest *Stressed to Blessed*. All books have received rave reviews. He also has produced a number of CDs and DVDs on leadership and professional and personal development. "Empowerment through education and enthusiasm" is the mission statement of his company.

He has conducted keynote addresses and seminars for many corporations such as Aflac Insurance, AT&T Corporation, Delta Air Lines, The Coca-Cola Company, American Express, Kimberly-Clark Corporation, United States Postal Service, Kraft Foods, Toyota, The Hartford Insurance Group, Wells Fargo Bank, Walmart, General Motors, Georgia Department of Labor, Cobb EMC, Anheuser-Busch Companies, The University of Alabama, The University of Georgia, The University of Florida, The University of Arkansas, Bartow County Government, FADONA, and many more.

Dr. Suttle is also a consultant to the National Basketball Association (NBA), National Football League (NFL), and World Wrestling Entertainment (WWE), where he works directly with the players. Dr. Suttle has also been featured on *CNN*, *Ebony Magazine*, and *In-Style Magazine*.

## CLEAR YOUR CALENDAR!

### FADONA Leadership Cruise Oct. 27-30, 2017 Sailing to Your True Leadership Potential Workshop

Sailing on Royal Caribbean Cruise Line's  
*Majesty of the Seas* from Port Canaveral  
Stopping at Nassau and Cococay, Bahamas



Starting at \$284\*



FADONA'S  
Carrying the Torch  
of Leadership

Register today at [www.fadona.org](http://www.fadona.org)  
or call FADONA (561) 683-0037  
to book your cruise.

Sailing from Port Canaveral, FL,  
on Friday, October 27, 2017, at 4 P.M.  
Returning Monday, October 30, at 7 A.M.

## FADONA Leadership WORKSHOP Registration

Not a member? Join now at [www.nadona.org](http://www.nadona.org). Registration forms without fees cannot be processed. Please use separate registration form for each person.

Name \_\_\_\_\_ Title \_\_\_\_\_

Circle all appropriate FL licensed professions: RN/LPN/NP/NHA; License # \_\_\_\_\_

LTC Facility Name/Org. \_\_\_\_\_

Home Address \_\_\_\_\_

Cell Phone (\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

Emergency Contact Name \_\_\_\_\_ Cell Phone (\_\_\_\_) \_\_\_\_\_

**YES!** Here are my 2017 FADONA Cruise Registration Fees.

**Early-bird Leadership Workshop registration fees** (must be received by **Aug. 7, 2017**, are **\$225** for members and **\$275** for nonmembers. After **Aug. 7, 2017**, registration fees will be **\$275** for members and **\$325** for nonmembers. Registration fees do not include the cost of the cruise.

**Cancellation Policy:** All requests for registration fee refunds must be made in writing and received by **Oct. 6, 2017**. There will be a **\$50** administrative fee on all refunds. There will be no refunds after **Oct. 6, 2017**.

Registration fees \$ \_\_\_\_\_

Total Amount Enclosed \$ \_\_\_\_\_

Make checks payable to FADONA and mail to: FADONA,  
400 Executive Center Drive, Suite 208, West Palm Beach, FL 33401.

Questions? Call the FADONA business office at (561) 683-0037.

Visit [www.fadona.org](http://www.fadona.org) and register online today!  
<http://.fadona.org/2017cruise.html>

Call (561) 683-0037 today to book your cruise. If busy, call (561) 689-6321).  
You must be registered to attend and / or display at FADONA's Leadership  
Workshop in order to participate in this exceptional offer.

**The leadership workshop registration fee is separate from the cost of the cruise.**



## FADONA's Alliance Council Members – Our Preferred Vendors

### Katherine Sullivan

**360 Healthcare Staffing**  
5401 W. Kennedy Blvd., Ste. 830  
Tampa, FL 33609  
813-313-4222; Fax: 800-557-3528  
katherine.sullivan@360healthcarestaffing.com

### Matt King

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1675 Palm Beach Lakes Blvd., Ste. 900  
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561-801-7609; Fax: 414-368-4233  
mking@theconsultss.com

### Heather Grasso

**Allied Mobile X-Ray & Ultrasound**  
8360 W. Flagler Street, Ste. 207  
Miami, FL 33134  
561-275-9273  
heather@amxdx.com

### Chris Gregg

**American Health Associates  
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2853 San Pedro Drive  
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### Cathleen Sallitto

**American Medical Technologies**  
6850 Possum Trail  
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11120 S. Crown Way, Ste. 1  
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### Peter Lopez

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bradlee.cox@mckesson.com

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### Amy Brookman

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3011 Harrah Drive, Ste. I  
Spring Hill, TN 37174  
423-480-4087  
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Palm Harbor, FL 34684  
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matt@wingscare.com

— Current as of July 1, 2017

### New Requirement for Florida Nurses

There has been a change to CE requirement rules and regulations for Florida nurses: Section 6, Paragraph C of 464.013 now includes a new CE requirement for all Florida nursing professionals. *The Board shall require each person licensed or certified under this chapter to complete a 2-hour CE course on human trafficking*, as defined in s.787.06(2). All nursing professionals must complete this course every biennium beginning **January 1, 2019**. The first licensees who will need to fulfill this CE requirement are those renewing **April 30, 2019**.

Please ensure that your course consists of data and information on all of the following:

- The types of human trafficking
- Factors that place a person at greater risk of being a victim of human trafficking
- Public and private social services available for rescue, food, clothing and shelter referrals
- Hotlines for reporting human trafficking, which are maintained by the National Human Trafficking Resource Center and the United States Department of Homeland Security
- Validated assessment tools for identifying a human trafficking victim and general indicators that a person may be a victim of human trafficking
- Procedures for sharing information related to human trafficking with a patient
- Referral options for legal and social services

CE Broker will be updating the subject area selections to include Human Trafficking.

If you already offer a course on human trafficking that fulfills these requirements, please contact the CE Broker support team. They will move the course from the General subject area to the new Human Trafficking subject area.

If you have questions regarding these new requirements, you can contact the Florida Board of Nursing staff by emailing [info@floridasnursing.gov](mailto:info@floridasnursing.gov).

## Meet Susie Jenvold, FADONA's New President

**S**usie Jenvold has spent her lifetime in health care. With 40 years of nursing experience, she has truly dedicated her life to helping others.

Susie came to long-term care in 1991 as a director of nursing, having worked in acute care for many years prior to that. Nursing was something that Susie was surrounded by since she was a child, and it's something that she truly loves still today.

Susie's grandmother and her aunt were both nurses. Her grandmother worked at a local nursing home, and when Susie was in high school she worked there as a nursing assistant, before there were requirements to become certified. Susie's mother went to nursing school with the hope of becoming a nurse one day, but in 1949, women who were married were not allowed to attend nursing school. Since her mother had just recently wed, she had to quit nursing school and was never able to become a nurse. Her mother's unfortunate circumstances certainly motivated Susie to finish school and grow her career.

She has been a member of FADONA for 20 years now, and is proud to be the new president. During her term, Susie wishes to spread awareness about all of the benefits that FADONA offers to nurses in order to help them develop in their field. She's very excited to share this opportunity and hopes to see more scholarship applications that FADONA can support.


Susie works as a divisional education specialist for Consulate Health Care, and her goal is to help nurses continue to grow in their careers.

Although Susie's current role is not as hands-on as before, she is still motivated by the residents and patients for whom she has cared for in the past. Their stories and experiences are what keeps her pushing so hard in her role. Many of them have had such an impact on her that she carries their memory with her still today. Seeing many

patients or residents without close family nearby really hits home for Susie. Both of her grandparents were in assisted living facilities at one point, so Susie's empathy for her residents is even greater. "If this was your mother or grandmother, how would you want them taken care of? You treat them as family," she explains.

Susie believes that it is extremely important to provide the most compassionate care possible. For her, compassion, loving all residents, and taking care of them, it what they need.

Susie makes a point to mentor and encourage her nurses to be empathetic and deeply understanding of their residents' needs. She believes you have to be

compassionate to do this work. It is more than just a job, it is a calling, and many nurses never want to quit. Susie is one of those people. 



Susie Jenvold's mother, Nancy Mitchell

### I fill a unique role with my NADONA/LTC membership.

Isn't it time you belonged?

The daily life of a long-term care nurse leader is filled with obstacles and never-ending challenges. The position requires graceful strength, even in the hardest moments. **At NADONA/LTC, we understand, because we've walked in your shoes.**

NADONA/LTC is the largest educational organization dedicated exclusively to nursing and administration professionals in long-term care and assisted living.

#### Member benefits include:

- Professional Nursing Certification Exams
- NADONA National Conference Incentives
- State Chapter Membership
- Mentorship Programs
- Scholarships and Annual Awards
- Career Resources
- Industry-Leading Publications
- Corporate Partner Discounts

We continue to build the NADONA/LTC professional network—one step at a time.

Join at [nadona.org](http://nadona.org) today!



Long-term care is rapidly changing. New regulations and guidelines are being implemented in facilities across the country and within specific states such as antipsychotic reduction guidelines and antibiotic stewardship initiatives. How care is and will be delivered is changing with new state and federal legislative initiatives. How residents and families are obtaining information has evolved significantly with the increased use of the Internet and other social media. The National Conference will provide you with updates on these and other important trends that are or will be affecting you, your facilities, and your residents.

- Celebrate the achievements of NADONA and its' nurse leader membership
- Discover new knowledge and skills relevant to care for post-acute/long term care residents
- Recognize nursing education, practice, and research concepts that will support NADONA nurse leaders
- Enhance the personal and professional growth of NADONA nurse leaders
- Support the mission of NADONA and its members through networking and discussion of common professional and association concerns



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