

## GMDM ANNUAL FOOD DRIVE

### April 20 Luncheon Meeting



### Shop to Help Hunger!

Please bring canned or non-perishable food items such as:

- Tuna • Salmon • Beef Stew • Spam • Corned Beef • Peanut Butter
- Canned Fruits and Vegetables • Soups • Sugar • Dry Milk
- Oatmeal • Dry Beans • Rice
- Baby Formula • Baby Food • Diapers (all sizes)
- Dietary Supplements (Ensure)

Help others in our community fight hunger by donating to the Urban Ministry Food Bank.

**WELCOME TO OUR NEW ADVERTISER (ON BACK PAGE)**



Please support all of our advertisers. They make this newsletter possible.

### ABOUT THE PROGRAM

“Hiring in a Remote World: Spotting Issues for Concern with New Employees.”

Hiring a new employee is always exciting. Whether you are replacing a departing colleague – or finally filling a position that has been open – the thought of bringing on a new staff member should be a stress releaser. However, in some cases, that new hire can be the start of a VERY stressful experience. This presentation will discuss some early warning signs of trouble on the horizon, how to spot problem signs and how to stop them before they become overwhelming.

### ABOUT THE SPEAKER

Shawn Straub, MA, SPHR, SHRM-SCP  
 President and Founder of ALT HR Partners

In 2018, Shawn founded ALT HR Partners as an alternative to the traditional Human Resources Department. While providing insight and assistance with legal compliance and risk mitigation, she helps companies navigate all aspects of the employee life cycle with respect and dignity.



Shawn has been providing employee relations expertise for over 20 years in healthcare, retail, manufacturing, school systems, municipalities, financial services, and non-profit organizations.

Shawn holds a bachelor’s degree in psychology from Montclair State University and a master of arts in psychology from the University of California, Chico. Shawn is also certified as a Senior Professional in Human Resources (SPHR) by the national Human Resources Certification Institute and SHRM Senior Certified Professional (SHRM –SCP) by the Society for Human Resources Management.

### NEXT MEETING

RESERVATIONS ARE REQUIRED

Date and Time:

Wednesday, April 20, 2022  
 11:45–1:00 p.m.

Buffet line opens at 11:30 a.m.

Meeting Place:

Starmount Forest Country Club

Program:

Hiring in a Remote World:  
 Spotting Issues for Concern  
 with New Employees

Speaker:

Shawn Straub, MA, SPHR, SHRM-SCP  
 President and Founder of ALT HR Partners

Cost: \$20.00 for a guest

**MESSAGE FROM THE PRESIDENT**

*Djuana Parker*



Spring has sprung! The phrase “April showers bring May flowers” is a famous saying used often during April. This is typically when the last bit of snow turns to all rain as temperatures climb, and increased rain shower activity sparks flowers and plants to start blooming. (Learn English Proverbs: April Showers Bring May Flowers: <https://blogs.missouristate.edu/international/2021/04/30/learn-english-proverbs-april-showers-bring-may-flowers/>) This indicates to me that April is a time of growth.

Many people value April showers as they demonstrate we’ve traversed winter; blossoms, daylight and warm weather conditions might be coming. Despite the chill that still exists, many of us are gardening with scarves and jackets on, weeding and preparing for our favorite season – summer! Imagining that blooms will develop based on what once was snow, salt and sand reminds me of personal growth.

This is the season that I often find myself examining my life and looking at areas I need to address or even reboot. A few that come to mind are growth in forgiveness, understanding, assuming good intentions, being the best that I can be despite my difficulties, and loving people more. Are you able to uncover areas of your own life that need some improvement? In reality, we should all strive to keep growing. We risk metaphorically wilting, limbs yellowing, and becoming almost dead if we are not. If we are honest, we should all continue to strive to grow! Imagine the “summer” of possibilities we all can enjoy!

Is giving an area of growth for you? Here is an amazing opportunity – our **GMDM ANNUAL FOOD DRIVE** on **April 20!** Please bring canned or non-perishable food items to our lunch meeting. We need items such as: Tuna, Salmon, Beef Stew, Spam, Corned Beef, Peanut Butter, Canned Fruits and Vegetables, Soups, Sugar, Dry Milk, Oatmeal, Dry Beans, Rice, Baby Formula, Baby Food, Diapers (all sizes), and Diet Supplements (Ensure). Thank you for giving. Your donations to the Urban Ministry Food Bank will help our community fight hunger!

We hope to see you there and growing!

**GETTING TO KNOW YOU – ASSOCIATE MEMBER**

**NAME AND PRESENT POSITION:**

**RAFE MARTIN,**  
Business development manager and HIPAA compliance officer at ComTech.



**GMDM COMMITTEE**

**SERVED ON:** Social Media Committee.

**EDUCATION:** Alamance Community College, AS, Microcomputer Programming.

**EXPERIENCE:** I have over 25 years of experience in the IT industry as both a software engineer and managing partner for a digital services firm. I bring a wealth of experience to my role as business development manager at ComTech and enjoy helping clients leverage technology to achieve their goals.

Recently, I took on the role of HIPAA compliance officer for ComTech and led the company to achieve HIPAA verification as a managed services provider. ComTech currently supports over 30 medical and dental practices.

I am a 40 Under Forty Alumni, an Alamance Community College Distinguished Alumni Nominee, and former Business Advocate of the Year by the Alamance Chamber of Commerce.

**HOMETOWN/FAMILY:** Lifelong resident of Alamance County; wife and three children.

**HOBBIES:** Enjoy playing in a bluegrass band, golf, the Jeep life, the Porsche life, cooking and spending time with family.

**FAVORITE BOOK:** *The Miracle Morning* by Hal Elrod has been a game changer.

**COMFORT FOOD:** Smoked pork shoulder, homemade coleslaw and mashed potatoes.

**COMMENT ABOUT GMDM:** I’m excited to be part of the organization and look forward to contributing to the group and creating lasting relationships.

**SOMETHING YOU MAY NOT KNOW**

**ABOUT ME:** I’m a published author of a self-help book titled *Your Life is Waiting*, a firsthand guide to overcoming panic attacks and anxiety disorder from someone who has lived through it and conquered it.

**PIEDMONT PRINTING & GRAPHICS, INC.**

*We do it all!*



**Printing, Graphics, Apparel & Promotional Products**

- Great personal service
- Free typesetting on any existing business form

317 S. Westgate Dr. • Ste. A  
Greensboro, NC 27407  
(off Dundas near Pomona)

**(336) 273-2120**

**Danny Rudisill, President**

**OUR SPOTLIGHT THIS MONTH**

**IS ON:**

**COMTECH**

**COMTECH** is a managed services provider serving clients throughout North Carolina. Our IT support and business phone system solutions are a great fit for offices that have 10-300 employees who rely on technology every day to get their jobs done. We have extensive experience serving highly-regulated and compliance-sensitive industries such as medical, legal and financial services.

ComTech is a one-stop shop for all your technology needs:

- Managed IT Services
- Desktop Support
- Cybersecurity
- Data Backup Solutions
- Server Support
- VoIP/Phone Solutions
- Cloud Computing
- Virtualization

Contact ComTech at 336-443-8505.



**The Lawyer's Corner**

By Karen McKeithen Schaede

KSchaede@Revolution.Law

**Q:** What is the status of HIPAA enforcement actions?

**A:** HIPAA enforcement actions have been paused during Covid-19 but will soon be up and going.

In 2021, 14 cases were resolved with payment by the provider. The compliance issues most often alleged in complaints lodged with the Office of Civil Rights were:

1. Impermissible uses and disclosures of Personal Health Information (PHI).
2. Lack of safeguards for PHI and lack of patient access to their PHI.
3. Lack of administrative safeguards for ePHI and use and disclosure of more than the minimum necessary PHI.

These are key to what the government considers "on their radar" for problem areas with covered entities.

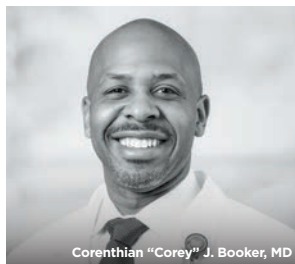
The Office of Civil Rights will also refer HIPAA violations for criminal investigation when the violation involves someone knowingly disclosing information that is deemed PHI.

In closing, HIPAA actions were not enforced during 2020 and had lower enforcement than normal for 2021 but the Office of Civil Rights is gearing back up, so make sure your staff is educated and following procedures.

---

This article is for informational purposes only and not for the purpose of providing legal advice. You should contact your attorney to obtain advice with respect to any particular issue or problem. The information contained in this article does not create an attorney-client relationship between Revolution Law Group and the reader.

**LUNCHEON REMINDERS:**  
 Please bring canned or non-perishable food to the April luncheon. Refer to the information on front page for details.  
 Also  
 Please note any dietary restrictions when RSVPing for GMDM luncheons. There is a place at the bottom of the RSVP form on the GMDM website where these can be noted. Starmount Country Club will do its best to accommodate you.



Corenthian "Corey" J. Booker, MD



Ravi Shankar, MD, Medical Director



Yu Ming Victor Fang, MD

**Expert care for high-risk pregnancies.**

Our perinatologists are board-certified in maternal fetal medicine, and our team of specialists is trained to care for complicated pregnancies. Through every phase of your pregnancy, we'll provide the support you need and expertise you can trust. Learn more at [conehealth.com/maternalfetal](http://conehealth.com/maternalfetal)

Now seeing patients in **Greensboro** and **Burlington**.



**2022 GMDM CHARITY GOLF CLASSIC**

Join us  
 at the Tenth Annual

Greensboro Country Club's  
 Carlson Farm Course  
 Tuesday, June 21, 2022

**GOLF TOURNAMENT CHARITIES**

Proceeds from this year's GMDM Charity Classic golf tournament will benefit two charitable organizations:



**The Rady Lady Foundation, Inc.**

This foundation brings awareness to all cancer types and illnesses, sends support packages to individuals during their difficult journey, and provides financial assistance to individuals diagnosed with cancer, illnesses, other life-threatening or life-changing illnesses and hardships. It also designs and donates dolls to individuals and treatment centers.



Guilford Medical & Dental Managers is invested in the future of our medical and dental practices and the care they provide to our community. Each year, GMDM provides scholarships to high-achieving local college students pursuing medical and dental careers.

# MONTHLY E-COURAGEMENT

PROVIDED BY RICH SCHLENTZ, FOUNDER OF EXTRAORDINARY! INC.  
VISIT RICH AT [WWW.EXTRAORDINARYINC.COM](http://WWW.EXTRAORDINARYINC.COM)  
CONTACT HIM AT [RICH@EXTRAORDINARYINC.COM](mailto:RICH@EXTRAORDINARYINC.COM)  
336-317-4603



## THE SECRET TO MORE QUALITY IN YOUR LIFE

Seeking more quality in your life?

Hoping for more out of your:

- relationships?
- happiness?
- health?
- work?
- hobbies?



The secret to more quality isn't a secret at all.

It's about devoting the appropriate amount of time and attention to the things you value most.

The things you value most are the things you work at.

Beware of enticing shortcuts. A shortcut is a dead end in disguise.

Step back and consider if you're providing the effort required to expect the results you're after.



**Bring your canned or non-perishable food items to the April Luncheon!**



Cone Health Urogynecology at MedCenter for Women offers expertise in areas that impact the female pelvic floor, including prolapse and incontinence. Michelle Schroeder, MD, is a fellowship-trained urogynecologist who is passionate about providing comprehensive care for women with these issues. She works to individualize treatment for each patient.



To make a referral, call **NATO (336) 890-3277**

## IN MEMORIAM:

Hilda Ford

Wayne Ford would like to share the sad news that his mother, **Hilda Ford** of Richmond, VA, died recently at age 101. The good news is that she was healthy and independent up until Thanksgiving.



The photo above shows three generations of the Fords. Wayne is on the left with his mother at age 95, along with his daughter and son-in-law.

GMDM members send their deepest sympathy to Wayne and his family.



Location: The Loaded Grape

Address: 2915 Battleground Avenue, Suite F Greensboro, NC 27408

Date: Thursday, April 28

Time: 4:30 pm – 7:00 pm

Event: Please plan to attend our Spring Social at The Loaded Grape, one of Greensboro's prettiest wine bars! If you are new to GMDM, this is a special opportunity to meet other members, and if you are a long-time member, this is a great time to re-connect with old and new friends! We will have delicious appetizers available. The Loaded Grape offers exceptional wine options, local/domestic and international beers, and non-alcoholic beverages as well. We promise you a fun and relaxing evening! Please plan to join us!

Questions: Contact Bruce Barton or Sherri Isenhour

## THANKS TO OUR ADVERTISER



**PENNYBYRN**

One trusted name. Many life-enriching choices.

Retirement Living · Assisted Living · Memory Care  
Healthcare Households · Transitional Rehab

Sponsored by the Sisters of the Poor Servants of the Mother of God

## Introducing the Lillian Congdon Transitional Rehab Center Coming May 2022!

The Lillian Congdon Transitional Rehab Center is Pennybyrn's new, soon-to-be-completed, state-of-the-art facility serving all Piedmont Triad residents and surrounding areas. The Pennybyrn community is excited to offer outpatient rehabilitation services in addition to our existing inpatient offerings. At Pennybyrn, we take a multidisciplinary approach to healing and recovery by incorporating a personalized plan that includes physical, occupational and speech therapy. Therapy services are available seven days a week, and progress is monitored daily.

The Lillian Congdon Transitional Rehab Center will have 24 private, one-bedroom suites. Each will have a bathroom with a walk-in shower, which helps patients strengthen functional mobility in preparation for a return home. The brand-new facility will feature fine dining, a state-of-the-art gym, a grocery store simulator, Kore Balance for assessments, Never2Late for cognitive training and standing tolerance, outdoor therapeutic space, POcket Pro for exercises at home, a private treatment room, a virtual reality cyber cycle and more.






**Cone Health Medical Group**  
*Partnering for exceptional care.*

**BRUCE BARTON**  
Cone Health | CHMG  
*Director of Business Development / Practice Enhancement*

**Direct Dial: 336.663.5032 | Cell: 336.944.2969**  
**Website: conehealth.com**

.....  


### THE PUZZLER???

**W**hat is the name of the transatlantic organization of countries from Europe and North America that provides a unique link between two continents?

1. Look for the answer in one of the ads.
2. Identify the answer and the ad in which the answer appears.
3. Email the answer and the name of the ad in which the answer appears to Shay Rumsey at [shayrumsey@northstate.net](mailto:shayrumsey@northstate.net)



**PACE OF THE TRIAD**

**A Program of All-Inclusive Care for the Elderly**



PACE of the Triad is a non-profit, community-based health and human services agency committed to the wellness of seniors and to improving the autonomy and quality of their lives.

For a tour or in-service for your staff, contact  
GMDM Member, Nedra Baldwin:

1471 E. Cone Blvd.  
Greensboro, NC 27405

336-550-4040

[www.pacetriad.org](http://www.pacetriad.org)  
[info@pacetriad.org](mailto:info@pacetriad.org)

*More* choices. **More to love.**

Contact us to learn more about our Independent Living Expansion and the Lillian Congdon Transitional Rehab Center.

**Call today**  
**336-821-4050**



**PENNYBYRN**  
One trusted name. Many life-enriching choices.  
Retirement Living · Assisted Living · Memory Care  
Healthcare Households · Transitional Rehab  
109 Penny Road • High Point, NC 27260  
[www.PennybyrnLiving.org](http://www.PennybyrnLiving.org)



**"This is advanced hearing healthcare with soul and heart!"**

**The Most Trusted Hearing Care Experts in the Piedmont Triad Area**

- ✓ Pediatric and adult audiological services
- ✓ Expertise on all levels of hearing technology and assistive devices
- ✓ Specialty in Cochlear Implant evaluations, device selection, and programming
- ✓ Tinnitus assessments and individualized counseling
- ✓ Earwax removal



529 College Road, Suite B, Greensboro, NC 27410

[www.aimhearing.com](http://www.aimhearing.com)  
**(336) 294-9617**



PO Box 10735  
Greensboro, NC 27404-0735

**Does your marketing need a boost?**



Contact us for a dose of creativity.



**336-292-6041**  
deanna@thompsononline.biz  
**ThompsonOnline.biz**



We're by your side so your loved one can stay at *home.*

Call **(336) 294-0081** or visit  
[HomeInstead.com/311](http://HomeInstead.com/311)

**Home Instead.**  
*To us, it's personal*

PERSONAL CARE | MEALS & NUTRITION | MEMORY CARE

Each Home Instead® Franchise is independently owned and operated. © 2020 Home Instead, Inc.

**SERVICES**  
FOR ADULTS AT HOME

**WellSpring**  
SOLUTIONS

- ▶ In-Home Care
- ▶ Adult Day Care
- ▶ Caregiver Support



[well-springsolutions.org](http://well-springsolutions.org) • 336-545-5377



**Practicing Commercial Real Estate by the Golden Rule**

**Bill Strickland, CCIM**  
Commercial Real Estate Broker/  
REALTOR®  
bstrickland@bipinc.com  
336.369.5974



[www.bipinc.com](http://www.bipinc.com)