



# PULSE

A Monthly Newsletter



## PUT ON A HAPPY FACE!

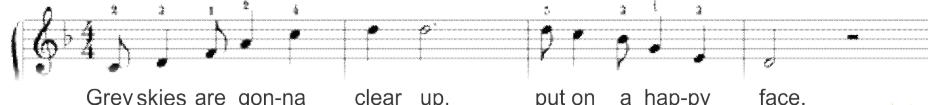
August 2020

**JOIN US FOR  
A VIRTUAL MEETING  
WEDNESDAY,  
AUGUST 19, 2020**

Due to the continued impact of COVID-19, the August GMDM luncheon has been cancelled.

A virtual meeting will be held instead, covering the timely and important topic outlined in the right-hand column on this page.

Watch your email for more information on how to participate from your desk in this free meeting. Hope you will join us.



GMDM EVENTS spread sunshine all over the place...



### AUGUST VIRTUAL MEETING

#### TITLE:

**“Lemons to Lemonade: Evaluating and Improving Your Culture After a Crisis”**

#### ABOUT THE PROGRAM:

This presentation is focused on tips to help your organization take advantage of disruptions to your medical practice or business as a result of the COVID-19 pandemic. Mark will define the “old” normal, and help you plot a course – in order to make cultural changes for a stronger future.

#### ABOUT THE SPEAKER:

Mark Moser,  
Davidson Group HR Solutions

**MARK MOSER** has been a partner in the HR services firm, Davidson Group HR Solutions, since 2013.



Prior to that, he was the top HR executive in two organizations, after an early career in operations and sales management.

He is a part-time faculty member in both the Bryan School of Business at UNCG and the Love School of Business at Elon University.

He holds the SHRM-SCP designation, along with other HR credentials.

### SOME LOVELY THOUGHTS FOR ANY DAY

*The world* needs more warm hearts and fewer hot heads!

*In the language* of flowers, the yellow rose means friendship, the red rose means love, and the orchid means business!

*Love at first sight* might be all right, but it might be wise to take a second look!

*The most important thing a father* can do for his children is to love their mother!

*Three separate studies* found women were most attracted to men who were cooperative and kind. Being talkative and assertive also increased the men's attractiveness.

“*Few men* know how to kiss well. Fortunately, I've always had time to teach them!” - Mae West

*Join • Connect • Grow*

## MESSAGE FROM THE PRESIDENT

Pamela Olson



### Happy August!

I must admit, selfishly, that August has always been one of my favorite months. Why, you may wonder? August is my birthday month.

My son turned 8 in April. Every birthday of his has involved detailed planning. In my mind, it always had to be perfect. A well-thought-out theme, the perfect cake, loads of decorations, and so much more. In the midst of the pandemic, I was forced to take a more humble approach to his celebration. He only had one request ... to play golf. So, we went golfing as a family to celebrate his big day. At the end of the day, he enthusiastically shared that it had been his best birthday celebration ... ever!

We may not all be "celebrating" a birthday this month. If you are ... Happy Birthday from me to you. But we all have something worth celebrating. It is very easy to get caught up and lose sight of celebrating yourself and the many gifts in your life.

Today, I challenge you to celebrate. Celebrate life, family, health, happiness ... If we can pause and center ourselves for a quick moment, it is worth it.

I sincerely hope that you and your family remain safe and healthy in the days ahead.

Love,  
Pamela

**A REMINDER:**

**HAVE YOU SENT IN YOUR PUZZLER ENTRY?**

Send in your answers to the July and August puzzlers. All the winners will be announced once we are all together.

## GETTING TO KNOW YOU — ACTIVE MEMBER



### NAME AND PRESENT POSITION:

MYRNA  
ANGLE,  
CPA, owner,  
Healthcare  
Management  
Group, Inc.

### GMDM COMMITTEES SERVED

**ON/JOINED WHEN?** Joined GMDM in 1989. Served on Scholarship Committee and Community Service Committee.

**EDUCATION:** B.S. in Business Administration, UNC-G, 1982; NC CPA License, 1992.

**HOMETOWN/FAMILY:** Born and raised in Greensboro; two very spoiled cats.

**ONE THING I'VE LEARNED:** It is always better to listen before you speak.

**WAYS TO RELAX:** Reading and binge-watching old TV shows on Netflix.

**COMFORT FOOD (s):** Chips and salsa or mac 'n cheese.

**FAVORITE AUTHORS:** James Patterson, Kathy Reichs, David Baldacci.

**COMMENTS ABOUT GMDM:** I have been a member since 1989 and have been impressed with the managers in this group and their commitment to excellence every day in their medical and dental practices. It is a pleasure to be involved with such a dedicated group.

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Getting to Know You	
Associate member .....	Shay Rumsey
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If you have an article of interest to GMDM members, please submit to:  
[shayrumsey@northstate.net](mailto:shayrumsey@northstate.net)  
Deadline is the 15th of the month prior to the publication date.

## MISSION STATEMENT

GMDM is the premier professional organization for medical and dental practices in Guilford County, dedicated to providing timely educational programs, strong networking support and personal growth opportunities.



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## Ask The Lawyer

By Karen McKeithen Schaede

Send your questions to  
[KSchaede@ConnorsMorgan.com](mailto:KSchaede@ConnorsMorgan.com)

**Q:** Can employers fire employees because of their sexual orientation?

**A:** In a recent 6 to 3 decision, the Supreme Court ruled in *Bostock v. Clayton County* that employers may not fire employees based merely on their identifying as gay or transgender.

This case is important for employers not only because it further restrains their ability to fire employees, but also because of the principals the court reiterated in reaching its holding.

For instance, the court explained that employers violate the law even if they fire an employee only partially because of the employee's sex. This remains true, even if as a group, the employer treats both men and women equally.

For example, even assuming that an employer favors women as a class, if the employer fires a female employee based – at least partially – on the fact that the employee is a female, the employer still violates the law.

Moving forward, employers must now keep these same principles in mind regarding employees who identify as gay or transgender as well.

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 Connors Morgan PLLC and the reader.

## Exceptional Care for High-Risk Pregnancies

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**Ravi Shankar, MD**, is board certified in maternal fetal medicine, obstetrics and gynecology. Dr. Ravi Shankar specializes in providing high-risk pregnancy care. He is Medical Director for Cone Health Center for Maternal Fetal Care.

**Corenthian "Corey" J. Booker, MD**, is a board-certified obstetrician and gynecologist and maternal fetal medicine specialist who recently joined Cone Health's Center for Maternal Fetal Care. He enjoys connecting with families to address high-risk pregnancy needs.



 **CONE HEALTH**  
Center for Maternal Fetal Care

For scheduling, call **(336) 832-6986**.  
Visit [ConeHealth.com](http://ConeHealth.com) for more information.

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## The care between questions



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and answers.

## CAN YOU ANSWER THESE QUESTIONS ABOUT AMERICA?

Answers are on Page 4.

1. What do the stripes of the flag mean?
2. What are the three branches of our government?
3. Who becomes president of the United States if the president should die?
4. Who becomes president of the United States if the president and the vice president should die?
5. What is the basic belief of the Declaration of Independence?
6. What are the first 10 amendments to the Constitution called?
7. Name three rights or freedoms guaranteed by the Bill of Rights.
8. What is the introduction to the Constitution called?
9. What is the national anthem of the United States?
10. How many Supreme Court justices are there?



## 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**



### THERE'S NO LESSON IN BLAME

Blame.

You can heap it on just about anything: traffic, the economy, your upbringing, children, partner, boss, past hurts ... you name it.

The problem is, with blame as your default, there's no lesson ... no learning ... no growth.

When you encounter a mistake, mishap or misunderstanding, you have the ability to choose your response (response-ability).

Respond with the mindset of growth by asking yourself 3 courageous questions:

1. What's my role in this?
2. What might I do differently?
3. How could I grow from this?

Commit yourself to awareness and accountability.

Transform the temptation to blame into an invitation to learn.



#### Answers to America Questions on Page 3

1. They represent the 13 original colonies: Connecticut, New Hampshire, New York, New Jersey, Massachusetts, Pennsylvania, Delaware, Virginia, North Carolina, South Carolina, Georgia, Rhode Island and Maryland.
2. Legislative, executive and judicial.
3. Vice president.
4. Speaker of the House of Representatives
5. That all men are created equal.
6. The Bill of Rights.
7. The right of freedom of speech, press, religion, peaceable assembly and petition; right to keep and bear arms; right of search and seizure regulated; right to a speedy trial, witness, etc.; right to a trial by jury; rights of the states under the Constitution.
8. The Preamble.
9. The Star-Spangled Banner.
10. Nine.



### Imaging care on your schedule

#### Novant Health Imaging Triad

Finding time for an X-ray or CT scan can be hard to do — but Novant Health is making it easier with evening hours and walk-in appointments. At Novant Health Imaging Triad, you can schedule your scan during convenient weekday hours until 8 p.m., or opt for a same-day or walk-in visit. You'll also find lower prices than those at some competitors and board-certified radiologists who provide a remarkable experience at an unparalleled value.

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## THANKS TO OUR ADVERTISER



### CONE HEALTH

The Network for Exceptional Care

Cone Health Medical Group (CHMG) was formed in 2009. Bruce Barton joined the group in 2010 and had the task of coordinating medical practices with the health system. The goal of CHMG is to assure the best medical care for the community while providing medical practices with help and guidance through Cone Health.

Today, CHMG includes 160 practices that employ approximately 700 providers and 2,000 employees. The future of healthcare is uncertain, and CHMG's goal is to provide support for the community over the coming years. Please contact Bruce if you have any questions about the possibility of aligning with CHMG. Even with the COVID pandemic, Cone Health practices and the hospital are safe for the continued treatment of patients.

"Thanks to GMDM for the last 39 years of providing a forum and organization where medical practices can share and learn from each other," Bruce says. "I am proud to be a member of this wonderful group."



### THE PUZZLER ???

What places do you have splits and spares?

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)

## LUTHERAN SERVICES CAROLINAS JOINS PACE OF THE TRIAD

Lutheran Services Carolinas has joined PACE of the Triad as an equity partner member organization, replacing Advanced Home Care, effective June 1, 2020. The change was announced by Ursula Robinson, PACE's executive director. Participants who receive healthcare services from PACE of the Triad will not notice any change in leadership, staffing or operations, since member organizations primarily affect governance, growth and strategic planning.

PACE of the Triad was formed in 2009 as a joint venture among Advanced Home Care, Cone Health, Hospice and Palliative Care of Greensboro (now AuthoraCare Collective) and Well-Spring Services, Inc. The organization, which began serving participants in 2011, employs approximately 85 full-time clinical and administrative personnel in a service area that includes Guilford and Rockingham counties. PACE currently provides care for over 200 participants in those counties.

PACE is an acronym for "Program of All-Inclusive Care for the Elderly." The program primarily uses Medicare and Medicaid funding to provide medical care and support services so older adults otherwise eligible for nursing home care can continue living at home.

"This goal is achieved by providing each participant with ready access to a primary care provider, a care coordinator and other needed services, including physical and occupational therapy, dental care, transportation to medical appointments, an adult day health program with activities and exercise, medications and so much more," said Robinson.



PACE facility



Ted Goins, President  
Lutheran Services Carolinas



Ursula Robinson, Executive Director  
PACE of the Triad

"PACE is a unique program model that reduces dependence on hospital-based emergency departments for routine care and postpones the need for full-time care in a nursing home setting," said Robinson.

Lutheran Services Carolinas (LSC), based in Salisbury, NC, is a health and human services organization that operates eight senior care communities around the state and also offers child and family services in North and South Carolina. LSC currently partners with PACE@Home in Hickory and Senior TLC in Gastonia.

"Teaming up with PACE of the Triad is a natural fit for Lutheran Services Carolinas because of our long history of serving North Carolina seniors," said Ted Goins, president of Lutheran Services Carolinas. "We are excited about this opportunity to serve in the Greensboro area."

To be eligible for PACE, a participant must be 55 or older, live in a PACE service area, and be certified by the state as needing nursing home-level care. PACE services include home-based care and access to PACE centers with on-site medical care, therapy and a common area for social and recreational activities.

For more information about PACE of the Triad, visit [www.pacetriad.org](http://www.pacetriad.org) or call 336-550-4046.



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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 inservice for your staff, contact GMDM Member, Nedra Baldwin:

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