

A Monthly Newsletter



Be My Valentine!



February 2021

2021 COMMITTEE CHAIRS

SIGN UP TO SERVE ON A COMMITTEE BY EMAILING THE CHAIR



EDUCATION PROGRAMS

Wayne Ford – Innovative Financial Solutions
Plans programs for luncheon meetings.
wayne.ford@lpl.com



BOSSSES' NIGHT

Nedra Baldwin – PACE of the Triad
Plans annual event honoring our bosses.
nedra.baldwin@pacetriad.org



COLLABORATIVE EVENTS

Lisa Hmiel – Home Helpers Home Care
Plans healthcare seminars and teaching sessions with other associations/organizations.
lhmiel@homehelpershomecare.com



SOCIAL MEDIA/WEBSITE MAINTENANCE

Bob Ring – MICA
Information Systems
Maintains website /connects members to upcoming activities.
bring@micamedical.com



COMMUNITY SERVICE

Tyler Hmiel – Home Helpers Home Care
Allocates funds for worthy community projects.
thmiel@homehelpershomecare.com



SCHOLARSHIP

Jennifer Arrington – Vascular and Vein Specialists
Searches for candidates for area medical/dental scholarships.
jennifer.arrington@conehealth.com



COMMUNICATIONS

Shay Rumsey – Medical/Dental Communications
Publishes monthly newsletter/contracts advertising.
shayrumsey@northstate.net



RESUME RESOURCES

Teresa Rakestraw – Wendover OB/GYN
Retains resumes for distribution to GMDM members seeking to fill office positions.
ta.rakestraw@wendoverobgyn.com



GOLF

Bruce Barton – Cone Health Medical Group
Plans annual golf tournament.
bruce.barton@conehealth.com



MEMBERSHIP/HOSPITALITY

Kevin Pearce – Hospice and Palliative Care of Greensboro
Seeks out new members/encourages member retention.
kevin.pearce@authoracare.org

ABOUT THE PROGRAM

“The Top 5 HR Compliance Topics That You Need to Know – In Order to Stay Out of Trouble”

Description: This program addresses human resources compliance issues, including I-9 compliance and E-Verify; North Carolina new employee reporting; personnel file do's and don't's; employee handbook basics; ADA and leave policies, and employment law posters.

ABOUT THE SPEAKER

SHAWN STRAUB, MA, SPHR, is the founder of ALT HR Partners.

Shawn Straub has been providing employee relations expertise for 20 years to healthcare, retail and nonprofit organizations.



She has created strategic solutions for employee development and provided tactical expertise in employment law.

Straub has been a speaker at multiple human resources conferences across the United States, speaking on a variety of topics.

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

LONG-TIME GMDM MEMBER RETIRING

Mary Jean Nelson, business development manager at Greensboro Imaging, is retiring this month.
See article on Page 5.



NEXT MEETING

RESERVATIONS ARE REQUIRED

Date and Time: Wednesday, Feb. 17, 2021, 11:30–1:00 p.m.

Meeting Place: Starmount Forest Country Club

Program: The Top 5 HR Compliance Topics That You Need to Know – In Order to Stay Out of Trouble

Speaker: Shawn Straub, MA, SPHR
Founder of ALT HR Partners

Cost: \$20.00 for a guest

Join • Connect • Grow

MESSAGE FROM THE PRESIDENT

Chanel McKethan



Hello, GMDM!

The month of February has many meanings for different people. Most people envision hearts and sweet treats in celebration of someone special for Valentine's Day. Those in healthcare view the month as a way of bringing awareness to our hearts because it is American Heart Month. According to the National Heart, Lung and Blood Institute, "When we take care of our hearts as part of our self-care, we set an example for those around us to do the same." This month is also extremely special in the dental industry. During February, the American Dental Association recognizes National Children's Dental Health Month to bring thousands of dedicated professionals, healthcare providers and educators together to promote the benefits of good oral health in the lives of children, their caregivers, teachers and many others.

Knowing the month of February is about love and caring for others, we should make efforts to reach out to one another for encouragement as we continue through these uncertain times. Try to contact a GMDM member you have not seen or heard from in a while. Let your fellow members know you are thinking of them and inspire them to reengage in the organization.

Let's encourage potential candidates for membership to visit the gmdm.org website for more information. Tell people you meet or speak with throughout the month about the wonderful things that GMDM has done in the past and is looking forward to doing in the future. Mention the networking, professional support, personal support and community service opportunities that are available. As the GMDM website states, "Promote the accomplishments of GMDM and its members throughout the Triad." There is still work to be done!

Thank you for being a GMDM member. I am looking forward to a wonderful year! Happy Valentine's Day,

Chanel

GETTING TO KNOW YOU – ASSOCIATE MEMBER

NAME AND PRESENT POSITION:
BOB RING

is in sales and marketing with MICA Information Systems.



GMDM COMMITTEES: Social Media Chair; Golf Committee.

EDUCATION: Bachelor of science degree in physical education from Wake Forest University.

HOMETOWN/FAMILY: I'm originally from Cleveland, OH. I was in a "Brady Bunch" family (seven of us) when my mother remarried following my father's death in 1974, and we are all close. My son, Edwin (Win), is a senior at UNC-Chapel Hill and my daughter, Leah, is a junior at the University of San Diego.

HOBBIES: Bluegrass guitar, gourmet cooking, and avid sports fan (Wake Forest Demon Deacons, Cleveland Browns, and Carolina Hurricanes hockey). I spent nine years traveling the U.S. (and Canada twice) for youth hockey tournaments when my son was playing. He was on the Charlotte team that won the bronze medal at U.S. Nationals in 2014.

COMFORT FOOD: Ethnic cuisines, including Mexican, Cajun, Indian and Thai foods.

COMMENTS ABOUT GMDM: I value the many friendships I have developed within GMDM and the ongoing learning opportunities. As an organization with many skill sets represented, we are valuable resources to one another.

SOMETHING YOU MAY NOT KNOW

ABOUT ME: I was once invited to be a Celebrity Chef at a fundraiser hosted by the Greensboro Center for Creative Arts, where I prepared Cajun red beans and rice for several hundred attendees.

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Danny Rudisill, President

OUR SPOTLIGHT THIS MONTH

IS ON:



MICA Information Systems is a medical I/T company, an EHR software vendor, and a professional medical billing service. But we are more than that. After being in business for over 40 years, we consider ourselves to be a resource for others. If there is something we can't do, chances are good that we know someone who can. Please don't hesitate to call me.

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.



Ask The Lawyer

By Karen McKeithen Schaede

Send your questions to
KSchaede@Revolution.Law

Q: I am hearing there are new rules for independent contractors. Is that true?

A: Yes, the United States Department of Labor just issued new rules, and they became final. This interpretation is for the Fair Labor Standard Act's classification, not the Internal Revenue or for unemployment purposes.

It should be easier under the new regulation to classify workers as independent contractors and not have to classify them as employees. This allows many employers to save money on benefits such as paid leave, overtime pay and other benefits.

The new regulation uses the "economic reality test." There are five factors to review.

1. The nature and degree of control over the work.
2. The worker's opportunity for profit or loss.
3. The amount of skill required for the work.
4. The permanence of the relationship.
5. If the service being provided is an integral part of the business.

The greatest weight is still given to control. Who has control over the project?

The rule was published in the Federal Register on January 7, 2021, and will take effect 60 days after the publication. There is also the possibility of an amendment or change with the new administration. Practices should be aware of these changes and plan for future employees and contractors accordingly.

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.

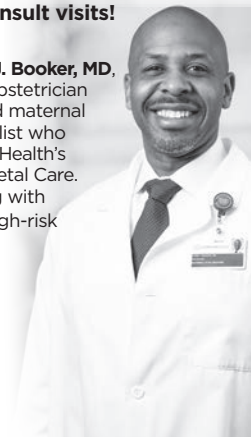
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Ravi Shankar, MD, is board certified in maternal fetal medicine, obstetrics and gynecology. Dr. Ravi Shankar specializes in providing high-risk pregnancy care. He is Medical Director for Cone Health Center for Maternal Fetal Care.

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.

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For scheduling, call **(336) 832-6986**.
Visit **ConeHealth.com** for more information.

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HOTEL INQUIRY... DOGS WELCOME!

A man wrote a letter to a small hotel in a Midwest town he planned to visit on his vacation. **He wrote:**

"I would very much like to bring my dog with me. He is well-groomed and very well-behaved. Would you be willing to permit me to keep him in my room with me at night?"

An immediate reply came from the hotel owner, who wrote:

"SIR: I've been operating this hotel for many years. In all that time, I've never had a dog steal towels, bedclothes, silverware or pictures off the walls. I've never had to evict a dog in the middle of the night for being drunk and disorderly. And I've never had a dog run out on a hotel bill.

Yes, indeed, your dog is welcome at my hotel. And, if your dog will vouch for you, you're welcome to stay here, too."



MONTHLY E-COURAGEMENT

PROVIDED BY RICH SCHLENTZ, FOUNDER OF EXTRAORDINARY! INC.
VISIT RICH AT WWW.EXTRAORDINARYINC.COM
CONTACT HIM AT RICH@EXTRAORDINARYINC.COM
336-317-4603



THE DOWNSIDE OF NO COMMITMENT

A commercial interrupted our Pandora channel.

It hyped a gym membership for “\$10 down and no commitment.”

If the offer seems appealing, consider this:

When no commitment is expected from **you**, expect no commitment from them.

Rarely is anything significant accomplished without the investment of an all-in approach.

A soulmate, meaningful work, lifelong friends, family bonds, physical well-being, spirituality – these are what make life worthwhile. And ... they all require commitment.

It can be tempting to seek a shortcut, to believe there's a way to reap life's rewards without sowing the requirements.

Alas, no commitment, no reward.

When your destination holds value, the cost to get there is worth it.

motivation
is what gets you started.
commitment
is what keeps you going.



FEBRUARY IS THE MONTH OF LOVE

Love is a many-splendored thing, and so is language.
We'll count ways in which the word LOVE hides in our words.

Using the definitions below, identify each word that has the letters l-o-v-e in it.

1. An old, but popular television series
2. A sofa, for two people
3. Mushy, expressing love sentimentally
4. Bereft of love

Now, using the definitions that follow, identify each word with LOVE in it.

5. Sweetheart
6. Covering for the hand
7. A plant that can be lucky in its four-leaf version
8. A seasoning
9. A film in which Peter Sellers plays three roles
10. Divided, especially a foot
11. A garment
12. Sloppy

Answers on Page 5

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 1,800 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.

“Thanks to GMDM for the last 38 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 word generates a lot of interest?

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

LONGTIME MEMBER MARY JEAN NELSON RETIRES

Congratulations to Mary Jean Nelson, a GMDM member for the past 25 years, who is retiring from her position as business development manager for Greensboro Imaging at the end of February. She worked in health care for 40 years, the last 27 with Greensboro Imaging and Greensboro Radiology.

The GMDM board voted in January to recognize her many years of service by making her an "honorary member" of the organization.

"It's been a pleasure," Mary Jean said. "I've loved every minute and all the great members and leaders! I will miss it terribly!!"

Mary Jean first attended GMDM as a guest in the early 1990s, then became an associate member in 1995 and an active member in 2000. Known for her energy, positive outlook and friendly manner, Mary Jean has been a smiling presence at virtually every event GMDM has held.

"I have attended every Bosses' Night and have been a huge supporter of whatever the organization needed for us to support, from Bosses' Night to the golf tournament to goodies for committee members and Puzzler winners," she said.

She served on the Membership & Hospitality and Community Service committees the entire time she was a member. In addition, she served on a variety of other

committees and was elected secretary in 2010.

So, how will Mary Jean channel her energy in retirement?

"Retirement will consist of golf lessons, lots of tennis, and running up and down the highway to Charlotte and Greenville, SC, to hug 5- and 6-year-old grandsons!" she said. "Love to cook, so might learn a few techniques. Take a long walk everyday ... eat dessert!"



Mary Jean Nelson (above) plans to spend extra time after retirement with her grandsons: 5-year-old Jack (left) and 6-year-old Henry (right).



ANSWERS FROM PAGE 4

- | | |
|-----------------|--------------------|
| 1. The Loveboat | 7. Clover |
| 2. Loveseat | 8. Clove |
| 3. Lovey-dovey | 9. Dr. Strangelove |
| 4. Lovelorn | 10. Cloven |
| 5. Beloved | 11. Pullover |
| 6. Glove | 12. Slovenly |



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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:

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