



MEMBERS – PLEASE NOTE!



HOLIDAY COMMUNITY SERVICE PROJECT FOR THE SALVATION ARMY

Please bring a gift card to the
November meeting
to benefit a child or senior during the
holiday season.

A suggestion is to give a \$50 Walmart gift card
for a child and a \$25 food gift card for a senior.



If you are unable to attend, google
“Salvation Army Greensboro”
and follow the directions to make
an online donation.



FOR YOUR INFORMATION

PROGRAM TITLE

“The Forecast for the
Consolidation and Mergers
of Hospitals in NC”

ABOUT THE SPEAKER:



CODY HAND is the North Carolina Healthcare Association’s senior vice president of advocacy, policy and communications and deputy general counsel. He serves as the association’s lead lobbyist, advocating and coordinating hospital advocacy on behalf of North Carolina’s hospitals before all three branches of state government and the United States Congress. He also leads a team of professionals whose long-term goal is to own the healthcare narrative.

Cody received his undergraduate degree in international business administration from Angelo State University in San Angelo, TX, and his law degree from Texas Wesleyan University (now Texas A&M University School of Law) in Fort Worth, TX.

NEXT MEETING

RESERVATIONS ARE REQUIRED

Date and Time:

Wednesday, November 17, 2021
11:45–1:00 p.m.

Meeting Place:

Starmount Forest Country Club

Program:

“The Forecast for the
Consolidation and Mergers
of Hospitals in NC”

Speaker:

Cody Hand
NC Healthcare Association
Senior Vice President of Advocacy

Cost: \$20.00 for a guest



A Thanksgiving Message

May you enjoy a bountiful
Thanksgiving.
A special greeting at
Thanksgiving time to
express to you our sincere
appreciation for your
confidence and loyalty. We
are deeply thankful and
extend to you our best wishes
for a happy and healthy
Thanksgiving Day.

MESSAGE FROM THE PRESIDENT

Chanel McKethan



Welcome to the holiday season! During the holidays, families and friends gather to give thanks and enjoy fellowship with one another. It is also a time of love and happiness for some, but a time of sadness and depression for others. Keeping this in mind, there are children and seniors who may go without gifts under the tree this year. It is for this reason that GMDM has a community service project for the Salvation Army. So, let's get excited about the opportunity to participate in this year's annual community service event. For more information about the community service project for the Salvation Army, please refer to the front page of this newsletter. Contact Tyler Hmiel at thmiel@Homehelpershomecare.com if you are interested in learning more about the Community Service Committee.

The GMDM luncheon for the month of October was a success. Lisa Duck, executive director for the Guilford Community Care Network, Ursula Robinson, executive director for PACE of Guilford and Rockingham Counties, and Jasmine Lewis, licensed clinical social worker for Cone Health's Community Care Clinics were the three panelists for the monthly luncheon. Each panelist shared a wealth of knowledge on "Health Care Services Available for the Uninsured and Underinsured in Guilford County." Please contact Wayne Ford at wayne.ford@lpl.com if you are interested in learning more about the Education Committee.

Due to the pandemic, GMDM was unable to host the celebration for Bosses' Night this year. A special thank you to everyone in positions of leadership. We sincerely thank you for the guidance that you provide to your teams and community. You are an inspiration to those you lead and serve! Please contact Nedra Baldwin at Nedra.baldwin@pacetraid.org if you are interested in learning more about the Bosses' Night Committee.

November is National Hospice and Palliative Care Month. This year's theme is, "It's About How You Live." Hospice and palliative care programs provide pain management, symptom control, psychosocial support and spiritual care to patients and

their families when a cure is not possible. These programs combine the highest level of quality medical care with the emotional and spiritual support that families need most when facing a serious illness or the end of life. Throughout the month of November, Programs of All-Inclusive Care for the Elderly will join organizations across the nation in hosting activities that help their community understand how important hospice and palliative care can be. For more information about hospice and palliative care, please visit <https://www.npaonline.org/national-hospice-and-palliative-care-month>.

As always, let's continue to be thankful and meet the GMDM mission of being "the premier professional organization for medical and dental practices in Guilford County and surrounding areas, dedicated to providing timely educational programs, strong networking support and personal growth opportunities." Invite your colleagues to join, connect and grow with GMDM.

Many Blessings,
Chanel

GETTING TO KNOW YOU – ACTIVE MEMBER

NAME AND PRESENT

POSITION:

GWYNDA LINER,
Practice Manager,
Dr. Scott Jensen.

ORGANIZATIONS

OUTSIDE GMDM:

PAHCOM, AADM,
SOMSA

HOMETOWN/FAMILY: Sophia, NC;
married 38 years; two daughters and two grandchildren.

HOBBIES: Cooking, water skiing,
spending time with family.

COMFORT FOOD: Pasta.

FAVORITE TRAVEL SPOT: Smith
Mountain Lake.

FAVORITE AUTHOR: John Grisham.

I WOULD LIKE PEOPLE TO

REMEMBER ME AS: Hardworking,
trustworthy, compassionate to the needs
of others.

COMMENTS ABOUT GMDM:

Great networking opportunities.



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Danny Rudisill, President

OUR SPOTLIGHT THIS MONTH

IS ON:

Oral & Maxillofacial Surgery Scott M. Jensen, DMD, PA

Scott M. Jensen, DMD, in Greensboro, practices a full scope of oral and maxillofacial surgery with expertise ranging from corrective jaw surgery to wisdom tooth removal. He can also diagnose and treat facial pain, facial injuries and TMJ disorders, and perform a full range of dental implant and bone grafting procedures. The focus of the practice is to provide oral surgery needs to our patients with the motto, "Treat our patients like we would like to be treated." The practice strives for excellence in every phase of patient care possible and continues searching for ideas for improvement.

The office is located at 920 Cherry Street, Greensboro, NC. The phone number is (336) 379-1500.

MISSION STATEMENT

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



The Lawyer's Corner

By Karen McKeithen Schaede

KSchaede@Revolution.Law

Q: Employer: Is that employee truly exempt?

A: One of the costliest mistakes made by an employer is misclassifying an employee as exempt. Because an employee is "salaried," the employee does not necessarily fall under the exempt classification. Even though the terms "salaried" and "exempt" are commonly used interchangeably by employers, these are two very different classifications.

The term "salaried" means only that the employee is being paid a fixed amount each pay period. "Exempt" means the employee meets a specific definition under law and therefore is not entitled to overtime and any other benefits or requirements that apply only to non-exempt employees.

To be classified as exempt, the employee must earn at least the threshold amount set by the U.S. Department of Labor for exempt employees and must be paid on a salary basis, regardless of hours worked. The employee must then meet exemption requirements as set by the Department of Labor, the most common of which are:

Executive Exemption – Employee must be a high-level manager, managing the business or a department, and regularly manage at least 2 full-time employees.

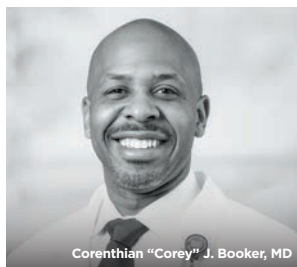
Professional Exemption – Employee works in a profession that requires a college degree or higher, a period of specialized training, or state licensure. Primary duties must involve regular use of independent judgment and discretion; must work in a field of learning or science; must have undergone a course of specialized intellectual instruction.

Administrative Exemption – Employee's duties must be high level in general operation of the business, and must regularly use independent judgment and discretion on important matters.

To avoid mistakes, an employer should have a clear understanding of classifications and exemptions. When in doubt, seek the counsel of your attorney.

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, Medical Director



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and wellness.

LAUGHTER IS THE BEST MEDICINE



We've all heard that laughter is the best medicine. Here, according to researchers, is why:

1. **It heightens mental functions** by increasing delivery of oxygen, producing a hormone that improves alertness and memory.
2. **It reduces blood pressure** by improving circulation and

speeding delivery of oxygen and nutrients to tissues throughout the body.

3. **It improves breathing** by helping clear mucus from the lungs, allowing them to expand and take in more oxygen.
4. **It helps fight infection** by increasing delivery of oxygen, and thus production of white blood cells, which boosts immunity and helps fight cold and flu.

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



HAVE A PERSONAL GROWTH MINDSET

401(k). We get it.

Make consistent and regular investments. Put your money to work. Wait. Wait some more.

It takes years to see the reward.

There's no magic involved. It's a timeless principle: commitment + work + patience = reward.

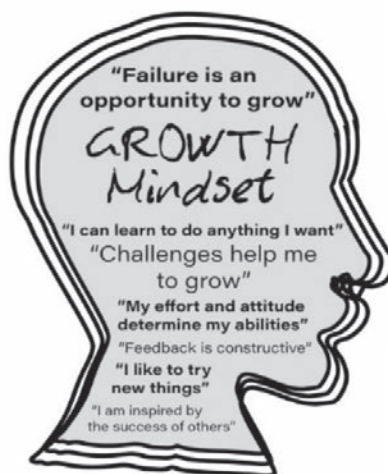
So why are we so impatient with our personal growth?

Apply a 401(k) mindset:

1. **Commitment:** Be an internal investor. Read a book. Subscribe to a professional journal. Enroll in an online course or workshop. Hire a coach. Find a mentor.
2. **Work:** Knowledge isn't power – application is. Learning takes root through relevant application.
3. **Patience:** An acorn transforms into a massive oak tree ... over decades. So it is with your personal/professional transformation. Don't let unrealistic expectations derail you.
4. **Reward:** Even before you reap the benefits of reaching your goal, there is satisfaction in knowing that the journey is underway. Enjoy the path of improvement, as well as the destination you desire.

Change your growth mindset.

Do the work, and wait for the results.



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 (336) 890-3277

THANKS TO OUR ADVERTISER



Brown Investment Properties, Inc., has been around since the 1940s and is now one of the largest commercial real estate firms in the area. Brown is a full-service commercial real estate company, offering quality products and services for a fair profit in development, management and brokerage. They are committed to honesty, fairness and professionalism in their relationships with clients, tenants, employees and the general public.

They coordinate all aspects of the lease or purchase process, which may include working with the banker, appraiser, inspector, insurance agent or attorney, as well as helping manage zoning issues, space planning and surveys.

They create a strategic plan that takes into account the current competition, market conditions and property amenities. They provide all signs, full-color brochures, marketing packages and website listings. They promote their clients' properties via NC Economic Development, direct mail, broadcast broker email, market studies, presentations, professional associations and many other approaches.

Associate member Bill Strickland worked in health care administration for nearly 20 years with Cone Health, Cornerstone Health Care and Greensboro Imaging before joining Brown in 2004. He specializes in medical and dental office properties.

Contact Bill at 336-369-5974 or bstrickland@bipinc.com to discuss how he can help you save money.



THE PUZZLER???

What is the Atlanta-based public health agency?

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

CHILDREN LEARN WHAT THEY LIVE

If a child lives with criticism,
he learns to condemn.
If a child lives with hostility,
he learns to fight.
If a child lives with ridicule,
he learns to be shy.
If a child lives with shame,
he learns to feel guilty.
If a child lives with tolerance,
he learns to be patient.
If a child lives with encouragement,
he learns confidence.
If a child lives with praise,
he learns to appreciate.
If a child lives with acceptance and friendship,
he learns to find love in the world.



JUST FOR FUN . . .

Count the number of "F's" in the following text:

FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIF-
IC STUDY COMBINED WITH THE EXPERIENCE OF YEARS.

Answer: 6

HOW TO MOVE MORE SIT LESS WITH THESE SIMPLE TIPS

Sitting for too long can increase your risk of high blood sugar, cardiovascular disease and even early death, according to the *Annals of Internal Medicine*. Fortunately, the fix is an easy one:

Move more! Here are five ways to sit less:

- 1 Rather than sitting when chatting on the phone, remain standing during calls.
- 2 Use apps and timers for walking reminders. Set a time to get up every 30 minutes, or download an app for custom reminders.
- 3 Roam the house during commercial breaks.
- 4 Stand while scanning the daily newspaper, and download audiobooks to listen to while on the move.
- 5 Wear an activity tracker to track your daily steps and motivate you to move more.



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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 in-service for your staff, contact
GMDM Member, Nedra Baldwin:

1471 E. Cone Blvd.
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336-550-4040

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