

GMDM CHARITY 2022 GOLF CLASSIC

ABOUT THE PROGRAM

"The Impact of the Aging Population on Your Medical Practice"

Between 2016 and 2037, the older adult population in Guilford County is expected to grow by 44.8% – while the total population will only grow by 15.1%. The growing aging population will significantly increase the demand for home and community-based services. What are the resources available to you and your older adult patients? How can home and community-based service options empower YOU and your older adult patients?

ABOUT THE SPEAKERS

Nicole Reynolds is the lead navigator with Well•Spring Solutions and a past president of GMDM.

Nicole graduated from UNC-Greensboro in 2004 with a bachelor's degree in social work. She completed her internship at Presbyterian Home of High Point and was hired as their healthcare social worker upon graduation.

She began her journey with Well•Spring in 2008 as the social services coordinator and moved into the retirement relocation associate position in 2013. As Well•Spring expanded its services, Nicole began spending part of her time working with Well•Spring Solutions, and in 2016 became the full-time lead.

Jodi Kolada is the director of caregiver outreach and non-clinical team member education with Well•Spring Solutions

Jodi has a master's degree in gerontological studies from Miami University of Ohio. She is a certified co-leader of Powerful Tools for Caregivers. She is a certified trainer of the UCLA Longevity Center Memory Fitness Program as well as a certified instructor of the Dementia Dialogues Program from the Arnold School of Public Health at the University of South Carolina.

Jodi is originally from New Jersey and has been married to Mark for 21 years. They have two children: Spencer (19) and Sally (16). They also have a dog, Rocky.



June 21, 2022

Join us
at the Tenth Annual



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

Event Information

The 2022 GMDM Charity Classic will be held at the Greensboro Country Club's Carlson Farm Course, 5121 Hedrick Drive, Greensboro, NC 27410.

Format: Captain's Choice

Registration & breakfast: Begins at 7:30 a.m.

Shotgun start tee-off time: 9 a.m.

Each golf package includes:

Breakfast and Lunch

Goody Bag

Green Fees

Range Balls

Sponsors

GMDM thanks the following sponsors.

PLATINUM SPONSOR:



GOLD SPONSOR:



SILVER SPONSORS:



See more sponsors, Page 5

JUNE CLOTHING DRIVE



Bring clothes to
June 15 Luncheon
Details on Page 5

NEXT MEETING

RESERVATIONS ARE REQUIRED

Date and Time:

Wednesday, June 15, 2022
11:45–1:00 p.m.

Meeting Place:

Starmount Forest Country Club

Program:

"The Impact of the Aging Population on Your Medical Practice"

Speakers:

Nicole Reynolds, Lead Navigator

Jodi Kolada, Caregiver Outreach

Both with Well•Spring Solutions

Cost: \$25.00 for a guest

HOW TO IMPROVE YOUR LEADERSHIP SKILLS

If you want to improve your leadership skills and advance your career, you can't rely only on books and bosses to tell you how to do it. You need honest feedback about how your managing is perceived from those who experience it daily ... your staff.

Here are some sample questions for a survey.

1. How well do I communicate to you what I expect from you?
2. Am I too involved with your work or not involved enough?
3. Do you feel comfortable asking me questions and discussing work-related concerns with me?
4. How do I show you that I'm interested in your success at this practice?
5. Do I listen to your ideas?
6. Do I treat everyone fairly?
7. Do I understand our industry and how our practice fits into it?
8. What do you wish I could do differently?

This article is from the Manager's Intelligence Report and is something to consider using in a staff survey and incorporating with annual reviews. It might be one way to obtain worthwhile feedback from your staff.

-Adapted from
The Only Thing That Matters
by Karl Albrecht
(Harper Business)



CLOTHING DRIVE

BRING CLOTHES TO
JUNE MEETING

See Page 5 for details

GETTING TO KNOW YOU – ASSOCIATE MEMBER



Wayne (right) with grandson Drew and daughter Sandy.

NAME AND PRESENT POSITION:

Wayne Ford is an independent risk management and insurance advisor with Innovative Financial Solutions, LLC. Wayne specializes in life insurance planning, long-term care planning and disability income replacement planning.

GMDM COMMITTEES:

Have been an associate member for 20 years, and have been the chair of the Program & Education Committee for five years. I also co-chaired the Bosses' Night Committee for seven years.

OTHER CLUBS/ORGANIZATIONS:

The Greensboro Estate Planning Council and the Greensboro chapter of the Society of Financial Service Professionals. I am also active in the Crescent Rotary Club.

HOMETOWN: Born and raised in Richmond, VA, but have lived in Greensboro for 45 years.

EDUCATION: BA degree from Wake Forest University in political science and government. I also have certifications in long-term care (CLTC) planning, life insurance planning (CLU) and financial planning (ChFC).

FAMILY: Married to Myra Mayse of Boone for 11 years. I have one daughter, Sandy, and one grandson, Drew. Since marrying Myra, I also now have three stepchildren, and we are blessed with six grandchildren.

HOBBIES: Spending time with our grandchildren, playing strategy board games and working out.

One of the things I've learned through

GMDM: An appreciation of the dedication of the people who work in the field of medical care.

I WOULD LIKE PEOPLE TO

REMEMBER ME BY THE MOTTO:

"Dance like no one is watching, sing like no one is listening, love like you've never been hurt – and live like it's heaven on earth." (Mark Twain)

WAYS TO RELAX: Going to movies; watching college and pro football and basketball.

COMFORT FOOD: All seafood: fish, shrimp, lobster and crab.

PIEDMONT
PRINTING & GRAPHICS, INC.

We do it all!



Printing,
Graphics,
Apparel &
Promotional
Products

Great personal service

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

(336) 273-2120

Danny Rudisill, President

FAVORITE TRAVEL SPOT: Our second home in the mountains.

COMMENT ABOUT GMDM: A great organization of true professionals and good friends.

AN INTERESTING FACT ABOUT ME:

I love playing Rummikube and other board games of strategy.

OUR SPOTLIGHT THIS MONTH

IS ON:



Innovative
Financial
Solutions, L.L.C.

Innovative Financial Solutions offers services in two areas:

(A) **Risk Management for "Events that are out of your control"** – such as premature death, becoming dependent, suffering a long-term disability or needing long-term care services. We pride ourselves on being independent, by representing 30 quality insurance companies;

(B) **Financial Planning for "Events that you can control"** – such as pre-retirement planning, post-retirement strategies, education savings, and tax-favored investment planning.

Our mission statement is:

"We believe in always representing our clients FIRST, and the insurance companies second."



The Lawyer's Corner

By Karen McKeithen Schaede

KSchaede@Revolution.Law

Q: Are there regulations for CBD oil in the workplace?

A: Amid the great debate over the legalization of marijuana, employers should be wary of implementing overly harsh punishments for employees who test positive for the drug. The increased amount of employees partaking in marijuana use for recreational and medical purposes has created some challenges for employers.

Under federal law, marijuana is still an illegal drug. Therefore, employers do not need to accommodate medical marijuana users under the Americans with Disabilities Act (ADA). This general rule applies even in states where the drug is decriminalized. However, CBD oil, a substance derived from hemp plants, is legal. Since some CBD oil products contain low levels of THC, drug-tested employees may return positive results.

The question is, can an employer fire a disabled employee for testing positive for marijuana use when the employee claims their intake of CBD oil produced a false positive?

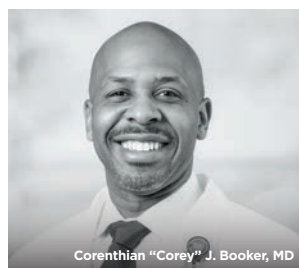
In *Huber v. Blue Cross & Blue Shield of Florida, Inc.*, a federal district court in Louisiana recently refused to dismiss an ADA

case filed under similar circumstances. In this case, an employee who suffered from migraines began taking CBD oil at the recommendation of her physician. Unexpectedly, the employee's drug test came back positive for marijuana, and she was fired under the company's drug-free policy. The employee attributed the positive test to her use of CBD oil to treat migraines and later sued her employer under the ADA. The company requested the court to dismiss the case, but the court refused.

The court's rationale in denying the dismissal was (a) the employee's migraines qualified as a disability, (b) the company was unclear as to whether drug-testing was necessary for the employee's position, (c) the state law provided greater drug-testing protections for employees than federal law, and (d) the company failed to make a reasonable accommodation for the employee's disability as required by the ADA.

There are a few notes that can be taken from this case. Employers should be mindful that state employment laws can at times differ from federal laws. So, whether an employer must make accommodations for medical marijuana users may vary from state-to-state. Second, employers may want to give employees the opportunity to explain a positive drug test to account for possible false positives. Last, employers should evaluate whether testing for marijuana for non-safety-sensitive positions is needed.

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.



Corethian "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

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



BE A SPONSOR – GOLF TOURNAMENT INFO

Sign Up to Play

- ☐ **TEAM: \$500**
- ☐ **SINGLE PLAYER: \$150**

PLAYER 1

Name: _____
Phone: _____
E-mail: _____

PLAYER 2

Name: _____
Phone: _____
E-mail: _____

PLAYER 3

Name: _____
Phone: _____
E-mail: _____

PLAYER 4

Name: _____
Phone: _____
E-mail: _____



Sign Up to be a Sponsor

- | | |
|---|--|
| <input type="checkbox"/> TITLE SPONSOR | 1 Available
(Contact Bruce Barton at (336) 944-2969 for sponsorship details) |
| <input type="checkbox"/> PLATINUM SPONSOR | 2 Available
(Contact Bruce Barton at (336) 944-2969 for sponsorship details) |
| <input type="checkbox"/> GOLD SPONSOR | \$2,500
One (1) team to participate in tournament
Spotlight in press releases and promotional materials
One (1) premium hole sponsorship with signage
Banner at clubhouse Breakfast sponsorship |
| <input type="checkbox"/> SILVER SPONSOR | \$1,000
One (1) team to participate in tournament
Spotlight in press releases and promotional materials
One (1) premium hole sponsorship with signage |
| <input type="checkbox"/> ACTIVITY SPONSOR | \$300
Closest to the Pin (4), Longest Drive (1), Putting Contest (1)
GMDM will provide a \$50 gift card as the prize for each contest. |
| <input type="checkbox"/> BEVERAGE STATION SPONSOR (2) | \$250 |
| <input type="checkbox"/> DRIVING RANGE SPONSOR | \$250 |
| <input type="checkbox"/> TEE SPONSOR; SIGNAGE AT ASSIGNED HOLE | \$100 |

SPONSORS, TEAMS and PLAYERS

Please make checks payable to:

GMDM Charity Classic

Mail to:
Guilford Medical and Dental Managers
PO Box 10735
Greensboro, NC 27404

Yes! I would like to be a sponsor, field a team, and/or participate as a player at the GMDM Charity Classic. (Please check appropriate boxes above and complete player information.)

Name: _____ E-mail: _____
Company: _____ Phone: _____

TOTAL INCLUDED: \$ _____

(All team payments must be received in full to confirm tournament participation)
Questions? E-mail Bruce.Barton@conehealth.com or contact Bruce Barton at (336) 944-2969

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
CONTACT HIM AT RICH@EXTRAORDINARYINC.COM
336-317-4603



GET WORSE BEFORE GETTING BETTER

For years, we've endured the tangled mess.

It's a main intersection between our office and the interstate.

Travel to clients requires that we regularly navigate this hyper-congested area.

Now, something is being done about it.

Massive construction equipment and flashing orange signs indicate that a solution is on the way.

Even though I was relieved that something is being done about the problem, I realized: This is going to get worse before getting better.

The same construction that will eventually solve the slowdown will initially cause more frustration and delays.

It's the same scenario when you commit to self-growth.

Want to improve a specific skill or behavior? Expect to get worse at it first.

Navigating your personal development construction zone requires patience.

Give yourself permission to struggle.

Self-improvement is a slow-moving journey.

Stay the course.

It's the only way to get to where you're going.





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.

CONE HEALTH
Urogynecology
AT MEDCENTER FOR WOMEN

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 device can carry a tune? (4 letters)

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

BRING CLOTHES TO JUNE LUNCHEON



WOMEN'S CLOTHING DRIVE



Clothes will be taken to:



This month, let's all rally together to do some Spring cleaning in our closets!

Shirts, pants, dresses, jackets, cardigans, shoes, and more can all be donated.

Donate men's clothing, too!



Cone Health Medical Group
Partnering for exceptional care.

BRUCE BARTON

Cone Health |

Director of Business Development / Practice Enhancement

Direct Dial: 336.663.5032 | Cell: 336.944.2969

Website: conehealth.com



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:

1471 E. Cone Blvd.
Greensboro, NC 27405

336-550-4040

www.pacetriad.org
info@pacetriad.org

GOLF TOURNAMENT SPONSORS

(CONTINUED FROM PAGE 1)

DRIVING RANGE SPONSORS

ABBOTSWOOD

MEDICAL/DENTAL COMMUNICATIONS

BEVERAGE CART SPONSOR

GRAHAM PERSONNEL SERVICES

PUTTING CONTEST SPONSOR

PENNYBYRN

BREAKFAST SPONSOR

FIRSTLIGHT HOME CARE

CLOSEST TO PIN SPONSORS

TRIAD INTERNAL MEDICINE ASSOCIATES

THE COX FAMILY

VASCULAR & VEIN SPECIALISTS

GREENSBORO IMAGING

HOLE-IN-ONE SPONSOR

GREEN LINCOLN

TEE SPONSORS

TBA in next newsletter

Thank You!



CORRECTION

New GMDM active member **Angela Lilly** of Aim Hearing and Audiology was incorrectly identified as an associate member in last month's Getting to Know You feature. We apologize for the error.



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



**"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
(336) 294-9617

aim.
hearing
AND AUDIOLOGY

GMDM
Guilford Medical
& Dental Managers

PO Box 10735
Greensboro, NC 27404-0735

**Does your marketing
need a boost?**



Contact us for a dose of creativity.

T Thompson
COMMUNICATIONS



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

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.

MEMORY CARE
Solutions

*For every level of dementia and
memory care, our experts
provide the support you need.*

WellSpring
SOLUTIONS



Choose the **CARE SOLUTION** that is best for your loved one:

THE MEMORY CARE CENTER

*A full day of activities and cognitive
stimulation in Greensboro*

CONNECTIONS, A MEMORY CLUB

*Available half-days at convenient
locations in Greensboro and High Point*

336-545-5377 • well-springsolutions.org

BROWN INVESTMENT
PROPERTIES
ESTABLISHED 1900

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

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



CCIM IR www.bipinc.com