

## Join Us at the March Luncheon



**MATTHEW JOHNSTON**  
Care Manager/  
Administrative Director,  
Choice Care Navigators

### ▶ **THE PROGRAM** **Age-Related vs. Disease-Based Memory Loss: What Are the Differences?**

As we age, we anticipate that cognitive changes will occur. However, it can be hard to decipher what changes could be considered "normal" and what changes may occur due to the presence of diseases such as dementia, Alzheimer's and Parkinson's. This presentation will inform you as to what cognitive changes are likely to occur, what typically remains intact throughout the aging process, and what signs might suggest disease-based memory loss is occurring.

### ▶ **THE PRESENTER**

Matthew Johnston has worked with older adults for most of his life, from his teenage years as a waiter in a retirement community dining room to his decade-long sales career in retirement communities. Recently, he completed his master's in gerontology, which provided him with added knowledge about aging issues that is helpful as he assists older individuals and families with care decisions at [Choice Care Navigators](#).

### ▶ **THE LUNCHEON**

WHEN: 11:45 – 1:00 p.m., Wednesday, March 20, 2024

WHERE: Starmount Forest Country Club

COST: Free with membership; \$35 for guests

RSVP: Click [here](#) to log in and register for the luncheon

RESERVATIONS REQUIRED; PLEASE NOTE ANY DIETARY RESTRICTIONS

### Mark Your Calendar for Our Community Service Events

Bring your donations to the luncheon meeting in the specified month to help those in need.

#### APRIL



**Food Drive**  
to benefit  
Greensboro  
Urban  
Ministry

#### JUNE



**Clothing Drive** for  
Women's  
Resource  
Center and  
IRC

#### AUGUST



**School Supply Drive**  
for Teacher  
Supply  
Warehouse

#### NOVEMBER



**Toy and Gift Card Drive**  
for Salvation  
Army

### Can't Attend the Luncheon?

Watch the program via livestream!  
The link will be included in your luncheon reminder email from President Jody Clayton.

## MESSAGE FROM THE PRESIDENT

by Jody Clayton



Spring is arriving, bringing with it a season of fresh starts and exciting prospects for our association. As we embrace the warmer weather and longer days, I am delighted to announce that we have a packed schedule ahead, featuring various community outreach initiatives and our highly anticipated golf tournament.

In terms of community outreach, we have a range of thrilling opportunities planned for the upcoming months. Stay tuned for information on how you can support local schools and contribute to food drives, as we strive to make a positive impact on the lives of others. Together, we can build a more vibrant community.

Additionally, make sure to save the date for our legendary golf tournament. This annual event, to be held this year on June 17, not only offers a fantastic chance for networking and friendly competition, but also serves as a significant fundraiser for our scholarship program. These scholarships support individuals pursuing careers in medical and related fields.

Remember, your active involvement is what sets our association apart and makes it truly exceptional.

*Do you have questions or comments about GMDM? Email President Jody Clayton at [Jody.Clayton@kiscosl.com](mailto:Jody.Clayton@kiscosl.com).*

## Getting to Know You: New Member



**JERED YALUNG**

**DIRECTOR OF MARKETING AND OPERATIONS  
Options for Senior America**

**JOINED GMDM WHEN:** January 2024.

**WHY YOU JOINED:** I visited GMDM in the fall of 2023 and enjoyed the educational aspect as well the great marketing opportunities.

**EDUCATION:** BS, Chemistry & Biochemistry, Virginia Commonwealth University; Doctor of Pharmacy, VCU Medical College of Virginia.

**HOMETOWN/FAMILY:** Born and raised in Virginia Beach, VA, to a military family. I moved to Richmond, VA, for college and work as a pharmacist. Moved to North Carolina in 2019.

**SOMETHING YOU MAY NOT KNOW ABOUT ME:** I worked as a long-term care pharmacist for 6+ years before making the move to North Carolina.

**HOBBIES:** Music, going to live shows, drawing, hiking with my dog, MMA jiu jitsu and wrestling, and binging Netflix and Hulu shows.

**COMFORT FOOD(S):** My dad's Filipino food.

**FAVORITE MUSIC:** Post hardcore, metal, emo kid.

**FAVORITE TRAVEL SPOT:** Any place that has a lake.

**I WOULD LIKE PEOPLE TO REMEMBER ME AS:** Someone who truly cared about what they do.



Options for Senior America has provided nonmedical personal care and companionship services since 1989. We assist where care is needed most, providing services such as dressing, bathing, toileting, stand-by transfer assistance, transportation, light housekeeping, medical reminders, meal prep and more. We cover Guilford and Alamance County and come to you wherever you call home!

**More info:** [optionscorp.com/home/Burlington-NC-16](http://optionscorp.com/home/Burlington-NC-16)



### The Puzzler???

*How do you say Fat Tuesday in French?*

Look for the answer in one of the ads. Then click [here](#) to email the answer and the ad in which the answer appears to newsletter editor Deanna Thompson ([deanna@thompsononline.biz](mailto:deanna@thompsononline.biz)).

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## It's Time for An Introvert Revival

Introverts get a bad rap in the workplace. Over the years, frustrated clients have lamented, "I need to be more extroverted!"

No. Introverts are effective leaders and influential teammates. Here's the issue: The traditional open-office layout, with constant noise and ongoing interruptions, is less than ideal for introverts.

The adoption of remote work has provided a revelation for many employees. They're embracing the realization of how/where they do their best work.

As we continue the migration back to corporate offices, here's a recommendation for introvert leaders and team members: Build a case for continuing to work 1 – 2 days per week remotely. Let your leaders and direct reports understand how this ensures you're more effective and productive.

It's time to recognize and appreciate the value introverts bring to our organizations.

**Rich Schlentz** is the founder of EXTRAordinary! Communication ([www.reviveyourwork.com](http://www.reviveyourwork.com)) Contact him at [rich@reviveyourwork.com](mailto:rich@reviveyourwork.com) or 336-317-4603.

### MONTHLY ENCOURAGEMENT

by Rich Schlentz



## HEALTHCARE LAW & YOU

by Karen McKeithen Schaeede



**Q: I heard there are six factors used for identifying whether a person is an employee or an independent contractor in the new rules from the Department of Labor (DOL). What are the factors?**

**A:** The new final rules for independent contractors, which go into effect on March 11, 2024, look at the totality of circumstances for workers. In deciding if an individual is an employee or an independent contractor, employers should consider:

1. Opportunity for profit or loss.
2. Investments by the worker and the potential employer.
3. The degree of permanence of the work relationship.
4. The nature and degree of control by the independent contractor.
5. The extent to which the work is an integral part of the employer's business.
6. The skill and initiative required.

Workers cannot agree to be independent contractors by waiving their employment status. Be sure to review your contracts and assess whether someone meets these criteria and still qualifies as an independent contractor.

For more information, click [here](#).

**Karen McKeithen Schaeede**, a principal in Revolution Law Group ([www.Revolution.Law](http://www.Revolution.Law)), can be reached at [KSchaeede@Revolution.Law](mailto:KSchaeede@Revolution.Law). This article is for informational purposes only, not for the purpose of providing legal advice, and does not create an attorney-client relationship between Revolution Law Group and the reader.

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March 2024

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## NOW HIRING

### POSITION:

Director or Assistant Director of Nursing

**EMPLOYER:** BrightStar Care of Greensboro/Winston-Salem

**QUALIFICATIONS:** Must be an RN. Prior home care, infusion and wound care experience preferred.

**DUTIES:** Will oversee clinical operations, ensure state and Joint Commission standards are met, and assist in the field as needed for skilled nursing visits.

**APPLY AT:** 336-265-3500 or [jill.starcevich@brightstarcare.com](mailto:jill.starcevich@brightstarcare.com)

### HAVE A JOB OPENING?

Listings in the "Now Hiring" column are free for GMDM members. Email [deanna@thompsononline.biz](mailto:deanna@thompsononline.biz) to place a job ad.

## GMDM New Member Information

If you have recently joined GMDM, welcome! We are so glad to have you in our organization. Here are answers to some questions you may have. Watch future newsletters for more information orienting you to GMDM's operations.

### What's the difference between an active and an associate member?

Organizations that provide care to individuals join GMDM as active members. Associate member organizations offer services that may be helpful to active members. All members are encouraged to serve on a committee, but associate members are required to do so.

### What is the deadline for RSVPing for a luncheon?

Our once-a-month meetings are held the 3rd Wednesday of the month. RSVPs are needed by noon on the

Friday prior to the luncheon. We have to give Starmount our expected number that day.

### Why are there display tables at some luncheons?

All active and associate members have the opportunity to host a display table about their business at a luncheon. Sign up by emailing Jeff Shell at [jeff@healthshoppenc.com](mailto:jeff@healthshoppenc.com). At your table, you can have a tabletop or larger display and provide brochures, giveaways and other information. Most collect business cards for a drawing, with the prize normally a \$25 or \$50 gift card. The drawing is held after the speaker's presentation at the luncheon.

### Have a question about GMDM?

Email your question to [deanna@thompsononline.biz](mailto:deanna@thompsononline.biz), and we will feature the answer next month.

## 3 Things You May Not Know About AuthoraCare Collective

### ADVERTISER FOCUS



Channing Pizzuto (left) and Kevin Pearce represent the organization in GMDM.

- 1 AuthoraCare Collective - Hospice of Greensboro and Alamance/Caswell provides care in 13 counties and is the 2nd largest not-for profit hospice in North Carolina.
- 2 AuthoraCare Collective - Hospice and Palliative Care can come on board much earlier than people realize to provide additional medical, emotional, spiritual and personal care for patients and families wherever they call home.
- 3 Authoracare has two in-patient facilities, Beacon Place in Greensboro and Hospice Home in Burlington, with a total of 36 private rooms.



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# GMDM Charity Classic Scheduled for June 17

Mark your calendar now for the 12th annual GMDM Charity Classic golf tournament, to be held Monday, June 17, at the Greensboro Country Club's Carlson Farm Course.

This event raises money for a local charity and for GMDM scholarships, which are provided to area students pursuing careers in healthcare fields. This year's charity is Freedom House, a residential recovery program that provides help to women who have struggled with addiction (and their children).

There are lots of ways to get involved in this fun event:

## ◆ Sponsor the tournament.

Sponsorships range in price from \$100 to \$5,000. All receive signage on the course, and the higher levels also receive other perks, including a 4-person team in the tournament.

## ◆ Sponsor an individual or team from your organization, or play yourself.

You can send a four-person team to the tournament for \$500. Or if you, or just one person at your company, wants to play, the cost is \$150 for that individual.

## ◆ Join the Golf Committee.

The GMDM Charity Classic is a completely volunteer-run event, led by longtime golf chair Bruce Barton. More volunteers are welcome! If you



## 2024 SPONSORS SO FAR

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would like to get involved, contact Bruce at [bbarton57@gmail.com](mailto:bbarton57@gmail.com).

## ◆ Provide giveaways for the golfers' goodie bags.

Each player receives a goodie bag. Get your company's name in front of

golfers by donating items with your company's branding, from small items such as chapstick to larger items, such as golf towels. For more information, contact Lisa Haymore at [lisa.haymore@sosbonedocs.com](mailto:lisa.haymore@sosbonedocs.com).



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"Well-written. Striking and inventive layout and graphics."



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*Pulse*, the newsletter of Guilford Medical & Dental Managers, is published online monthly for members and other interested individuals.

#### News Submissions:

We welcome submissions from members of news they would like to share with GMDM members.

#### Advertising and Inserts:

Interested in advertising in the newsletter? We offer display ads starting at \$600 annually. Ads have hyperlinks, allowing readers to go directly to your website.

Newsletter inserts are \$250 and offer a great way to get detailed news to GMDM members. Your full-page flyer with active links is not only inserted into the newsletter but also is printed and distributed at a GMDM luncheon.

Learn more about the costs and benefits of advertising at [gmdm.org/advertising](http://gmdm.org/advertising).

#### Questions about News Submissions, Ads or Inserts:

Email editor Deanna Thompson of Thompson Communications at [deanna@thompsononline.biz](mailto:deanna@thompsononline.biz).



## February's Luncheon Prize Winners

*At each monthly luncheon, one lucky member receives half the pot collected in our 50-50 Raffle (with the other half going to the GMDM Scholarship Fund), and another member receives a prize in the Puzzler Contest drawing. In the months that we have Active and Associate Member Tables, the organizations with those displays also hold drawings for prizes.*

Above, left to right, are Sarah Barker of Pennybyrn, who won the February 50-50 Raffle; Kristin Gilbert of Guilford Orthopaedic and Sports Medicine Center, who won the Puzzler Contest drawing, receiving a \$50 Amazon gift card, provided by Pennybyrn; and Mark Cheek of Labcorp, who received a \$50 Target gift card from BrightStar Care, which had the February Active Member Table.

**How to enter the 50-50 Raffle:** Purchase raffle tickets at the luncheon meeting.

**How to enter the Puzzler Contest:** Read the question on Page 2 of this newsletter. Look in the ads for the answer. Email the answer and the ad where it appears to [deanna@thompsononline.biz](mailto:deanna@thompsononline.biz). Those answering correctly are entered in a drawing, with the winner announced at the monthly GMDM luncheon.

#### How to enter the Table Drawings:

Visit the Active and/or Associate Member Tables at the luncheon and take a few minutes to learn about the business. You then can place your business card in their collection container. You need to visit the table to enter the drawing.



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