



2023

Annual Report



Adult Family Home Council

OF WASHINGTON STATE

A LETTER FROM OUR EXECUTIVE DIRECTOR

Dear AFH Owners of Washington State...

Adult family homes are quickly becoming the premier option for long-term care in the state of Washington. Over the last several years, adult family homes represent the only sector of long-term care that is growing. While we have lost many nursing home and assisted living beds across the state, the number of adult family homes continue to grow. I often get asked why I think there are so many new homes opening. I have a few different answers.

First, there is an unmistakable need. The population statistics suggest that the current population in Washington between the ages of 75 and 84 may grow by as much as 76% by 2030. Hospitals and nursing homes report increasing challenges finding placement for someone trying to find community-based care and housing. Even with the rate of growth we are experiencing, there is still a need to grow the long-term care workforce and resources.

Another reason is the type of care that an adult family home can offer. Our setting offers a staff-to-resident ratio that never dips below one staff to six residents. In most cases, it's probably more like a 1:3 ratio. This level of individualized, compassionate care offered in a residential home provides truly personalized care planning. This intimate engagement with our residents cannot be replicated in a large facility or institution.

Lastly, the work of the Adult Family Home Council has improved opportunities for those working in and operating an adult family home. Through improved reimbursement rates, specialty contracts, workforce development, expanded business opportunities, access to education, regulatory support, and marketing, adult family homes have been able to thrive. The work of the AFH Council is about improving lives through the support of adult family homes. This report outlines many of the issues we have taken on in the last year. We take this time to mark our accomplishments as we set our eyes on what lies ahead.

Thank you to all the adult family homes that have joined us as members of the AFH Council. To those homes who have not yet joined, please review the content of this report and then complete the membership form herein. Our success will come from all of us working together to ensure that adult family homes continue to have the opportunity to grow and serve people all across our state.

As always, if there are question or comments, please reach out to our office.

All the best,



John Ficker
Executive Director

"John, the AFH industry doesn't even realize how much this [AFH] Council has done to protect what we do for them. I so appreciate what you all do to protect us from over reaching government rules and regulations. You guys truly are a **blessing to us all!**"

- AFH Council Board Member

OUR MISSION

To improve the lives and well-being of vulnerable adults through the support of adult family homes.

The Adult Family Home Council Team

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Karen Cordero

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Doris Elkins

Membership Coordinator
doris@adultfamilyhomecouncil.org

The Adult Family Home Council Board of Directors

Region 1: Kim Erwin

Region 2: Jenna Hester

Region 3: Edwin Bondoc

Region 4: Dorothy Schlimme

Region 5: George Kibunyi

Region 6: Michelle Simmons

Region 7: Dan Puravet

At Large Delegate: Eyob Gebrekidan

At Large Delegate: Rey Aquinde

At Large Delegate: Bonnie Bruce

At Large Delegate: Gene Nassen

Our Board of Directors are elected by the membership and volunteer their time to guide and support our mission.

ADVOCACY

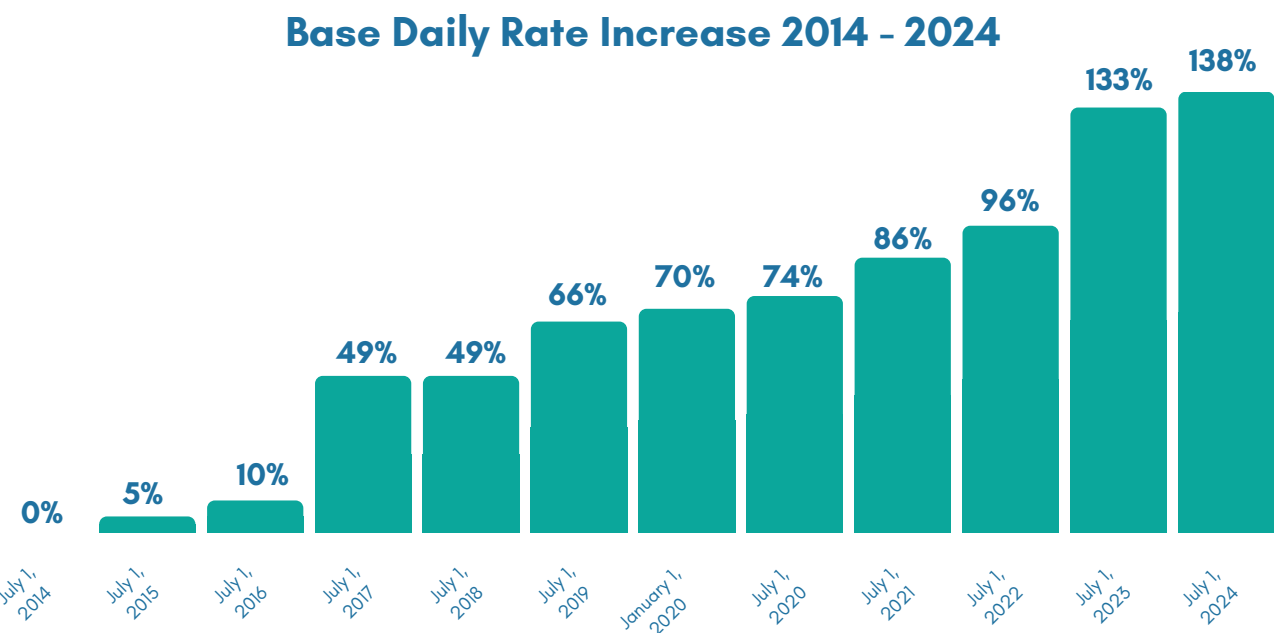
Adult Family Home Council Legislative Priorities

Collective Bargaining Agreement

As the exclusive bargaining representative of adult family home providers, the Adult Family Home Council engages in contract negotiations with the state every two years to fight for issues related to the reimbursement system for Medicaid funded residents. This process is known as collective bargaining. Last summer the Adult Family Home Council negotiated a new collective bargaining contract with the department of social and health services (DSHS) and the office of financial management (OFM) that resulted in an interest arbitration award that increased adult family homes spending by the largest single dollar amount ever awarded to AFHs in Washington State. Adult family home providers with Medicaid funded residents can expect to see the following:

- \$339 million spending increase for AFHs
- Average base daily rate increase of 29%
- 66% increase to Expanded Community Services
- 8% increase to Specialized Behavior Support
- 56% increase to HIV/AIDS contracts
- 115% increase to Community Integration
- 33% increase to Meaningful Day
- Updated county designation. The new contract will now have two county categories instead of three.

"Thanking [the] AFH Council for resilience [in] pursuit of this cause. You worked so hard to get us this deal. We can now hope to steer away from break-even to improved cash flows. It has been very hard to make ends meet."
- AFH Council Member



ADVOCACY

AFH Health Care Navigator

A study conducted by the Adult Family Home Council found that 90% of Adult Family Home workers lack access to affordable healthcare coverage. As the demand for long-term care continues to grow, lack of employment-based health care coverage has affected providers ability to hire and retain long-term care workers. During the 2023 legislative session, the Adult Family Home Council advocated for access to affordable health care coverage for both providers and workers. As a result, the legislature awarded the Adult Family Home Council's AFH Training Network \$672,000 to create educational resources and training and to employ a healthcare navigator that would be responsible for assisting AFH owners and their employees apply for free or affordable health care coverage.

AFH Language Access Pilot Program

In 2019 the Adult Family Home Training Network, housed in the Long-Term Care Foundation, was established to assist eligible adult family homes recruit, train, and retain new qualified long-term care workers. A recent study conducted by the Long-Term Care Foundation found that 29% of long-term care workers could have benefited from language access support during their training. With the recent workforce shortages, the Adult Family Home Council along with the Long-Term Care Foundation and AFH providers advocated for a Language Access Pilot Program during the 2023 legislative session. This resulted in an \$800,000 award from the legislature for a pilot project focused on providing translation services for interpreting mandatory courses offered through the Adult Family Home Training Network.

"Words are not enough to express our sincere appreciation and gratitude towards your relentless efforts in achieving this insurmountable task. Hoorays!!!! Go team!"
- AFH Council Member



Governor Jay Inslee officially signed the Washington State budget bill, SB 5187, on March 16, 2023. This bill includes funding for the AFH CBA, Health Care Navigator, Language Access Pilot Program and more. To the right of the governor in the back row is Representative Nicole Macri, Vice Chair of the operating budget and champion of the AFH Health Care Navigator pilot.

ADVOCACY

Additional Funding for Adult Family Homes

Adult Family Home Heat Pumps

The Adult Family Homes of Washington State were awarded \$5,000,000 in grants to install heat pumps so residents, providers and workers can stay cool during very hot summer months.



Washington State capitol budget bill, SB 5200, officially signed by Governor Jay Inslee on May 16, 2023. To the left of the governor is Senator Mark Mullet, the chair of the capitol budget and champion of the Adult Family Home Heat Pumps grant funding.

Developmental Disability Enhanced Specialty Pilot

\$6,881,000 was provided by the legislature to pilot a specialty rate for adult family homes to serve up to 100 individuals with intellectual or developmental disabilities who also have co-occurring health or behavioral health diagnoses.

Rapid Response Teams

The rapid response nursing program was awarded \$34,800,000 through the end of FY 2024. The rapid response program provides staffing teams to assist long-term care facilities manage workforce shortages and support beds that serve individuals discharged from acute care hospitals after their medical needs have been met.

Legislative Bills

Home Care Aide Certification

After multiple attempts at trying to address the home care work force shortages, we were excited to see several legislative bills this session focused on addressing this issue. HB 1694 addresses the home care workforce shortage by defining the date of hire, expanding timelines for long-term care workers seeking certification as a home care aide, and exempting certain home care aides and nursing assistants whose licensing credentials have expired from paying late fees or renewal fees. SB 5278 implements audit recommendations to reduce barriers to home care aide certification by requiring the exam to be conducted in series of examinations, at local testing sites, in the preferred language of the applicant taking the exam, expanding who can administer the exam, and more. Both bills have been signed by the governor and are expected to be implemented July 23, 2023.

HB 1694 Home Care Workforce Shortage bill signing. Representative Emily Alvarado, the primary sponsor of HB 1694 is to the right of the governor and to the right of Rep. Alvarado is Representative Kelly Chambers who also worked on HB 1694.



ADVOCACY

Personal Needs Allowance

Your residents get to keep more money! HB 1128 increases the personal needs allowance from \$75.36 to \$100 for residents being served in medical institutions and residential settings. Additionally, the bill requires the residential personal needs allowance to be adjusted for economic trends and conditions.



HB 1128 was signed by the governor on May 1, 2023. Right behind the governor is Amina Abdalla, the AFH Council Advocacy Coordinator and standing to the right of Amina is John Ficker, the AFH Council Executive Director, and Representative Jessica Bateman, the primary sponsor of HB 1128.

"Thank you for your dedication in advocating for our cause. It is such a blessing that we have people like you in the [AFH] Council. More blessings and more power to you and all of us."
- AFH Council Member

AFH Property Tax Exemption

HB 1265 establishes a property tax exemption for adult family homes that serve people with intellectual or developmental disabilities and are owned directly by a nonprofit organization, corporation, or association; or indirectly through lease, sublet, or service agreement with a provider operating an adult family home that specifically provides services for persons with developmental disabilities, without regard to the nonprofit status of the operator of the adult family home.

"Thank you John and [AFH] Council [team] for your work. It does make a huge difference to know someone has our backs and works on our behalf with DSHS. Your efforts are very much appreciated."
- AFH Council Member



HB 1265 was signed by the governor on April 13, 2023. In attendance at the bill signing ceremony was advocates from Life Enrichment Options, the 5th legislative district representatives, including Representative Bill Ramos, and Senator Mark Mullet, the primary sponsors, and Amina Abdalla, the Adult Family Home Council Advocacy Coordinator.

EDUCATION & SUPPORT

Webinars

94	6,277	136
webinars	attendees	CEUs

Chapter Meetings (resumed in June 2022)

9	19	23	
chapters statewide	meetings in 2022	meetings in 2023	monthly virtual chapter meetings

2022 Fall Conference

421	23	11
attendees	presentations	CEUs

2023 Spring Conferences

7	4.5
cities	CEUs

Support

2,382 calls + **5,596** emails = **7,978** support needs met by our team



Whether you are a new AFH provider looking to get started, or an experienced provider seeking to improve your operations, the AFH Council's Education & Support team is committed to helping you provide the best possible care to your residents. We recognize that AFH providers face a variety of challenges and we are here to help you address these challenges in a proactive and effective manner. We provide support in several key areas, including regulatory compliance, staff training and development, resident care and safety, and business management. We offer a range of services and resources designed to meet the unique needs of AFH providers, including online training courses, personalized coaching and consulting, and access to a network of industry experts.

Kind Words from Providers

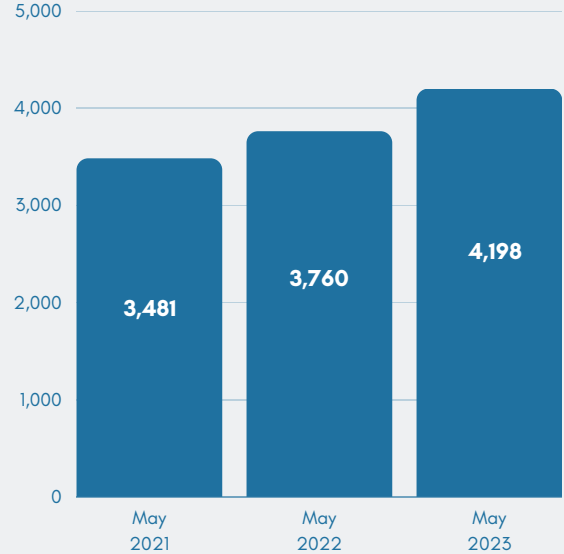
"[I] had a wonderful time at the Tukwila Spring Conference, [your] Education & Support Team is just wonderful! [I am] so excited about the rate increases in July, the AFH Council does a great job!"

"Thank you for everything that you and all the team do for us!"

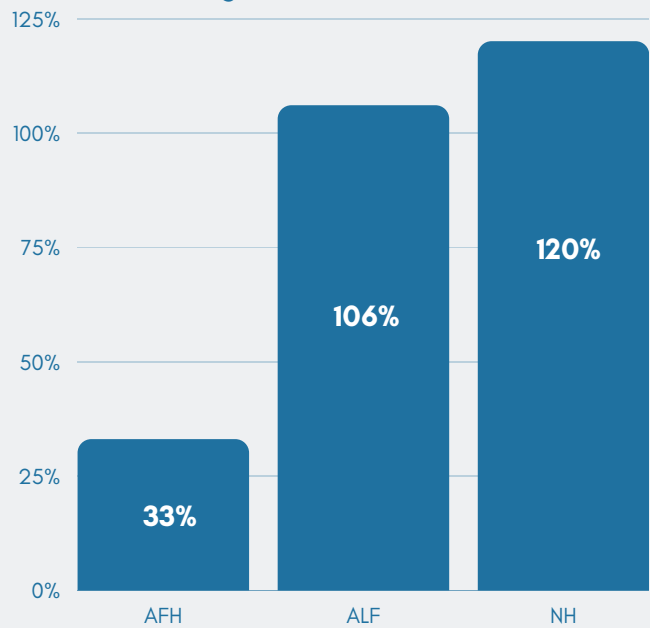
"I am glad the [AFH] Council is advocating [for] adult family homes. It is such a big encouragement for us to continue the work because [we] have people backing us up. Please continue to do a good job for the benefit of all [AFH] Council members and hoping all AFH[s] in Washington will realize how beneficial indeed [it is] to be part of the big family of AFH Council."

HIGHLIGHTS & A LETTER FROM OUR BOARD CHAIR

Growth of Adult Family Homes



Final DSHS Report on COVID Outbreaks in Long-Term Care Facilities



March 2020 - February 2023

AFHs had the smallest percent compared to Assisted Living Facilities (ALF) and Skilled Nursing Facilities (NH)

"I am honored to be serving as your Executive Board Chair for the Adult Family Home Council. I promise to listen to the membership. I will respect and work closely with the board of directors, Executive Director and staff with integrity and humility.

Our goal is to ensure that we listen to the needs of our membership, be visionary and generative thinkers serving with open-mindedness while being authentic and genuine.

Thank you for working hard during the pandemic. I am proud of each and every one of our providers who proved that adult family homes continue to provide great care even in times of adversity. We stood out from all other care facilities.

As an Adult Family Provider of nearly 23 years both my husband and I understand the challenges of filling our homes, retaining staff and fostering respectful relationships with state agencies. As your chair I will continue to work on your behalf, continuing to build on healthy relationships.

As an educator I will ensure we continue to strive in providing great training through the AFH Council and work on updates to the currently approved courses remain consistent to current laws. I will continue to participate in training new instructors for the Adult Family Home Administrator course offered in community colleges together with the ALTSA training unit, and participate in future updates of that course.

I challenge every member to utilize the resources we currently have for you by participating in events posted on the AFH Council website.

I will work with the board of directors and Executive Director to ensure adult family homes are recognized as the preferred long-term care option through developing marketing strategies that bring positive change."

Dorothy Schlimme
Board Chair



The Long-Term Care Foundation is a 501(c)(3) organization committed to improving and developing access to high-quality, long-term care services through:

public awareness

community connections

a well-supported long-term care workforce

The Long-Term Care Foundation is also the organization created by the Adult Family Home Council to develop and manage the **Adult Family Home Training Network** to provide **training, workforce development and other services** to adult family home operators and staff. Funding for the training network comes from a portion of the training benefit negotiated in the collective bargaining agreement between the Adult Family Home Council and the State of Washington. Funding began in 2020 and will be ongoing to support the maintenance and enhancement of the network. We are looking forward to a significant increase in our funding during the next biennium with the implementation of the new collective bargaining agreement so effectively negotiated by John Ficker.

We **strengthen workforce development** in adult family homes by providing ongoing **human resources education, guidance, and support**, as well as assistance in **recruiting and training** additional caregivers. We continue to expand our series of webinars on **HR Best Practices**. We provide **guidance, tools, and templates** on a variety of HR topics, from recruitment, hiring, training, and retention to performance management, discipline, and termination. We will soon complete a revised **Employee Handbook** for adult family homes to use as a template, and we offer slides, recordings, and regularly-updated FAQs of our webinars and presentations in the Resources section of our website at www.longtermcarefoundationwa.org/resources.

Through our training network, we provide **funding** to pay for the **training** required for sponsored individuals working in eligible adult family homes to become certified as **Home Care Aides (HCAs)** or **Certified Nursing Assistants (CNAs)**. We also reimburse their adult family homes with a stipend to ensure these employees are paid while they complete the training and certification process. Also, we provide **funding** to pay for the **training** for sponsored individuals working in eligible adult family homes who wish to enhance their skills and further develop their careers by completing an approved **Adult Education, AFH Administrator Training, CPR/First Aid (Initial), HCA to CNA Bridge Program, HCA Pre-Prometric Test Refresher, and Specialty Trainings (Dementia, Mental Health, Nurse Delegation, Nurse Delegation with a Special Focus on Diabetes)**. For more information and to apply for admission to the training network, please visit www.longtermcarefoundationwa.org/pilotprogram.

Our **Workforce Development Team**: Shereice Brown (Workforce Development Manager), Zenaida Almodovar (Workforce Development Specialist), Tiffany Kalegi (Workforce Development Specialist) and Cassheina Penfield (Recruiting Specialist), are continuing to develop **human resource best practice materials** for adult family homes and provide them with **ongoing HR support**. They also administer our training network and assist adult family homes in **recruiting new caregivers**. You can reach Shereice at shereice@ltcfwa.org, Zenaida at zenaida@ltcfwa.org, Tiffany at tiffany@ltcfwa.org, and Cassheina at cassheina@ltcfwa.org.

We look forward to expanding our scope of work—and our team—in the Fall of 2023. We will begin to provide **care navigation services** for AFH providers wishing to offer health insurance to their employees and access subsidies to pay down the cost of the premiums. Also, we will begin offering **language access support** to individuals in our training network who would benefit from the availability of interpreters to work with them in their preferred language throughout the training and certification process.



www.longtermcarefoundationwa.org



@LTCFWA



info@ltcfwa.org

Membership Information Form

AFH Name:		
Name of Licensee:	DSHS License #:	
AFH Address:		
City:	Zip:	
Mailing Address:		
City:	Zip:	
Phone:	Fax:	Cell:
Email Address:		
Website:		

Please choose *one* membership option below:

Set up a \$50 a month payment with a credit/debit card online at www.AdultFamilyHomeCouncil.org OR

- ☐ I authorize the ProvideOne payment system to deduct my Adult Family Home Council dues at the rate of \$50 per month, per license. My 9 Digit ProviderOne ID# is: _____
- ☐ I would like to use the automatic bank draft payment plan at \$50 per month per license (Please enclose a voided check)

Authorization of Monthly Bank Draft

I hereby authorize and request Adult Family Home Council to withdraw funds from my account at the bank indicated on the enclosed check. Funds need to be available at the designated bank on the evening prior to the effective date of the ACH withdrawal. In the event of an error, I authorize Adult Family Home Council to take any and all action required to correct the error. I agree to indemnify and hold Adult Family Home Council harmless from all costs, including attorney's fees (to the extent permitted by law), damage or claims related to Adult Family Home Council action in refusing payment of the item, including claims of any joint account-holder, payee, or endorsee, or in failing to cancel or process an item as a result of incorrect information provided by me. By signing below, I certify that the information I have provided on this ACH Debit Authorization Agreement for Direct Payments is complete, true and submitted for the purpose selected above.

ACH Cancellation Policy

If you wish to cancel a previously scheduled withdrawal from your account, please send an email or written notice to the Adult Family Home Council at: 3309 Capitol Blvd SW STE 1 Tumwater, WA 98501-3305 or by email at: info@adultfamilyhomecouncil.org

Print Name: _____ Signature: _____ Date: _____

Complete this form and fax it to us to start your membership today!

Members currently using the monthly payment plan option will automatically renew and do not need to complete a new information form. Fax this form to 1-360-943-6653 Questions? Call us at 1-360-754-3329



3309 Capitol Blvd SW STE 1
Tumwater, WA 98501-3305

Adult Family Home Council's Affiliate Business Partners

The Adult Family Home Council's Affiliate Business Partner program offers businesses who share in the AFH Council's mission an opportunity to support adult family homes. Through participation in educational events, advocacy efforts and direct support to providers, these businesses invest their time, money and talents back into adult family homes. Thank you affiliate business partners!

206 Realty LLC	Lincoln Pharmacy LLC
A Better Type of Homecare	LJ Hutson Insurance
A.E.P., PLLC	Managed Healthcare Pharmacy
Adult Family Home Connection	Matrix Pharmacy
Adult Family Home Solutions	MD Medical
Adult Family Homes NW Real Estate	Medicare Help Now
Advanced Medical Education (B&D Solutions)	Medicare Specialist
AFH Management	Mercury Pharmacy Services
AFH Senior Care	Daniela Micu
AK Vision Care	Molina Healthcare
Alliant Americas	MyMedSupplies
Anchored Hearts	New York Life
Andreea Mogovan and Team, HomeSmart Real Estate Associates	North Care Training
Angie Holmstrom Homes PLLC	Olympic Living Solutions
Anita L. Redline, Attorney	OmniShield
Assured Home Health & Hospice	Pacific Bath Company
Axis Pharmacy Northwest	Pacific Crest Savings Bank
Baldeo Family Real Estate	Pacific NW Retirement Solutions Inc
Baseline Delegation LLC	Padgett Business Services
Beautiful Homes for Sale	Paychex Inc
Care Plans Now	Premier Nurse Delegation
Carewatchers	Proactive Solutions LLC
CESCO Medical	Professional Medical Corp
CirruDx	Professional Realty Services Intl
Continuum Care Hospice	Providence Home Health Hospice & Community Care
Cornerstone Healthcare Training Company, LLC	Rayna Consultancy
Costless Senior Services	Ready Meds Pharmacy
Crown Health-A ConcertoCare Practice	S & H Training Center Inc
Elder Care Counseling & Guidance Services	Sixth Ave Pharmacy
Elder Village Partners	Snohomish Basic Development LLC
Empowering People, Inc	Sound Specialty Pharmacy
English Insurance Group	Soundview Medical Supply
Evergreen Home Loans	Stardig Nursing Services PLLC
Everlasting Smiles 4U	Synkwise
Felton Health Care Specialists	Tangram Insurance Services
FidaLab	The Federal Savings Bank
Fortiphi Insurance, LLC	The Home Doctor
Gabbert Architects Planners	The Roley Agency
Golden Sherpa Inc	Tim's Pharmacy
Golden Years Activities	United Care Pharmacy
Harmonycare Medical Group	UpBeat Music Therapy Services
Home Visit Services LLC	Viventum
Hope Nursing Institute LLC	Washington Adult Family Home Services
Horizon Marketing Group, Inc.	Washington Care Academy
Hospice of Spokane	Welcome Home Puget Sound
John L Scott Real Estate	WFG Financial Group - Susan Valdez
Kerning Billing Services LLC	WFG Financial Group - Tyronne Gamble
Law Office of Rachel A Brooks	Wyatt Nursing Services & Consultation LLC
LegalShield	