



## Arizona In-Home Care Association August 18, 2022 Virtual Board Meeting Minutes

**Those present:** Zach Shaw                      Monica Bananto                      Seth Layman  
Bob Dailey                      Aaron Sinykin                      Ralph Fern  
Lisa Martinez                      Steve Alfonsi                      Linda Thompson

**Guest:** Korry Johnston, Board Applicant

**Those Absent:**                      Keffory Levy                      Laurel Smith                      Lisa MacNaughton

The meeting was called to order at 11:31 AM by Zach Shaw

Zach welcomed Korry Johnston of Copper Star Home Medical Supplies and asked him to give the board his background. Then the board took turns asking him questions about his business and what he could bring to the board. Korry left the call for board discussion and vote; the vote to approve was unanimous and Korry returned to the call to be welcomed as the newest board member.

**Minutes:** No discussion; Monica moved to approve, Lisa seconded the motion and all approved.

**Treasurers Report:** Monica is now working with Bob training to take over the Treasurer position in January. No discussion re. the financials. Lisa moved to approve, Ralph seconded and all approved.

**Strategic Plan Action Items Update:** Zach talked about the 2023 board executive committee then asked, and received, everyone's agreement. He also mentioned that Phillip Tramel of Hearts for Dementia will be joining the Member Benefits Committee.

Discussion then took place regarding doing business from an agency owner's home or the mandatory requirement for professional office space after one year. The board was unanimous that the current rules be continued.

The conference theme has been determined and everyone approved the chosen theme.

In Laurel's absence, the board could not confirm that she had volunteered to work on increasing Pima County memberships and developing chapters. This will be tabled until September.

**Membership Dues Increase:** Zach asked each board member their thoughts against increasing dues:

Bob doesn't see the need; Seth agrees; Bob commented that if more money was needed he would increase conference tickets. Aaron understands that AZNHA is undervalued, but needs justification for the increase. Ralph suggested the subject be tabled until September. Aaron said that EPDPA is setting their dues for 2023 now and if AZNHA waits, those who are members of both organizations won't be paying the higher dues until 2024.

Zach then asked for thoughts in support of the increase: Zach feels there are a lot of reasons for the increase – the people he's talked to say AZNHA is undervalued and have no issue with an increase. And that he doesn't believe AZNHA can rely on a 1 day per year conference to support the organization. Bob wants to see conference ticket fees raised in lieu of dues increase. Seth agrees with Bob and believes AZNHA needs to wait at least one more year before another increase. Monica suggests an increase conference ticket pricing for 2023 then increase dues in 2024.

Zach asked for someone to put forth a motion to increase membership dues to \$500/year. No one made the motion and the discussion was dropped.

**Membership Contacts:** Zach asked each board member if they had made any contacts since the last meeting.

- Zach reported that he spoke with Keith Condon of Placita Home Care in Tucson. Keith is a former member and is interested in returning. He also spoke with the executive director of Neighbors Who Care.

- Monica – No one
- Aaron – No one
- Seth – Lorita with Soaring Eagles (a current member) but no one new
- Ralph – Talked with John Arnes of Cleaning Authority
- Steve – No one
- Lisa – Bella who is starting a new agency and does not yet have an office

**APS Review:** This is the list of caregivers who have been reported for infractions. The board needs more information and Monica volunteered to follow up.

### **Committee Reports:**

**HCAOA/Legislative and the Health & Safety Committee:** In Keffory's absence, there was no report.

**Conference:** Monica reported that the theme had been chosen and that Linda was updating the sponsor packet and website. She said that revenue goals had been set and that the committee was working on speakers. They are starting to work with 2022 exhibitors as well.

**Education:** Zach reported that in Laurel's absence he had hosted the August Education Session and that the featured speaker did not call to cancel due to an unexpected death in the family. Fortunately, Dennis Powers with Inszone Insurance was on the call and volunteered to present Workers Comp 101. It was a good presentation, although the participation was very low (only 3 participants including Dennis), the session was recorded and will be on the site shortly. Linda reported that the 2022 sessions had all been booked and that Laurel was working on the 2023 schedule.

**Communications:** Seth said that there had not been much traffic on social media, and Zach asked him to announce Korry's addition to the board. Linda said she would send him the advertising for the monthly education sessions for posting as well.

**Benefits:** Ralph reported that the committee will be meeting the first week of September and that Phillip with Hearts for Dementia has become part of the committee.

**EPDPA:** Aaron said that there was not much going on with the legislature not being in session. He said that a \$1.15 increase in the minimum wage may drop to \$1.10. He also said that meetings with AHCCCS were starting early. He said that they were still dealing with the old model which will only offer one half of the minimum wage increase, but that one-half is better than nothing. They will probably get one half of the offset, which will help. The recent rate increase will allow a \$15 wage and a minimum wage increase may allow it to go to \$16.

Aaron added that they are getting ready for the next legislative session but there were concerns about who may end up in power in AZ because that will affect everyone.

### **New Business:**

Ralph offered that everyone is fighting for the same stuff – raising rates, caregiver retention – and he asks what is home care going to do.

Monica said she is trying to get Brian Brown as a conference speaker. He speaks on Boomer issues; that Boomers have higher expectations and are counting on inheritances from their parents to support their lifestyles.

Steve said he believed that a member rate increase could go toward increasing brand awareness.

The meeting was adjourned at 1:04 PM.

The next meeting will be virtual on Thursday, September 22, from 11:30 AM to 1:00 PM.

Respectively submitted by  
Linda Thompson,  
Board Administrator