



## Networking Hour

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# Welcome to the Networking Hour!



# Member Forum

## March 22, 2024



# Board Chair Report

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## **Welcome**

- *Donna Elbrecht, President/CEO, Easterseals Arc of Northeast Indiana & Cardinal Services*

## **Today's Agenda**

- 2024 Legislative Session Wrap-Up
  - *Andrew Alvarez, INARF & Grant Waggoner, KWK Management Group, LLC*
- Association Update
  - *Nanette Hagedorn, INARF*
- Industry Update
  - *Katy Stafford-Cunningham & Courtney Scott, INARF*
- Annual Meeting of the Members, Lunch, Board Meeting



## Upcoming Events

- INARF Leadership Academy - Class of 2024 / Class 2 - April 4 & 5
- INARF Webinar: Using Data to Drive Decision-Making / In partnership with CQL – April 9
- Networking Hour, Member Forum, & Board of Directors Meeting – April 26



Registration opens 3 weeks in advance. To register for open events, scan the QR code or go to <https://web.inarf.org/events>



# 2024 General Assembly Summary

Grant Waggoner, KWK Management Group, LLC &  
Andrew Alvarez, INARF



# 2024 Session Overview

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## Top issues this session

- Over 730 bills introduced
  - 172 total bills went to the Governor's desk
- Education (reading)
- Child care
- Artificial intelligence
- Medicaid



## INARF Legislative Agenda Re-cap

- DSP workforce data transparency
  - [SEA 148](#) – Workforce Data Collection
    - Requires DDRS to post monthly on its website the total number of individuals registered under the DSP registry.
    - Requires the DDRS Advisory Council to present these DSP workforce numbers at least quarterly.
- Raise awareness of transportation issues in I/DD community
  - [February 27th Senate Homeland Security and Transportation Committee](#) (starts at 30:30).
    - Discussion on transportation issues in the I/DD community. Topics: employment, grants, public transit, mobility devices, etc.



## [HEA 1067](#) (Clere) – Human Services Matters

- Sunsets the 1102 Task Force at the end of 2024.
  - Requires a study of the MedWorks program before sunseting
- Adds items from [HB 1187](#) (the Arc of Indiana legislative agenda item)
  - Special Review Team for waiver applications
  - CIH emergency waiver placement changes
- Adds MLTSS language from [SB 132](#)





## HEA 1120 – State and Local Administration

- Collective contracting with MCEs
- By end of 2024, FSSA must specify minimum reimbursement for family caregivers under SFC and Attendant Care
  - Was 80% at one point
- By November 2024, FSSA must present to Medicaid Oversight Committee:
  - How to improve Medicaid transparency
  - What led to Medicaid variance in 2023
  - Info on transition to SFC



## Post-Session Next Steps

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- 2025 Legislative Session Preparation
  - Identify INARF priorities
  - Grow new champions in General Assembly
  - Legislator outreach and Member visits - get to know your legislator
  - Getting our data sheets and transition documents created
- General election tracking
- Thank our supporters



# Thank you, PAC donors!

Corporate Contributor	President's Circle (\$500+)	Activist (\$301 - \$499)	Advocate (\$151 - \$300)	Supporter (\$76 - \$150)			Contributor (\$26 - \$75)		Friend (\$1 - \$25)
	Debbie Bennett	Donna Elbrecht	Carrie Blackham	Andrew Alvarez	Christiaan Campbell	Brian Cook	Stephanie Anderson	Shelly Everett	
	Danielle Tips		Melissa Walden	Matt Harrington	Jason McManus	Jason Meyer	Kathie Parks	Kacie Ensign	
	Allison Wharry		Bitta DeWees	Barb Young	Shane Burton	Stan Keepes			
	Neil Samahon		Katy Stafford-Cunningham	Brandi Foreman					



## INARF PAC





## Contribute to the PAC

Your contributions to the INARF PAC are a critical part of INARF's legislative advocacy efforts. They are used to support elected officials who serve as champions of the provider community. Please consider supporting the INARF PAC today.



INARF PAC

For more information and to contribute, scan the QR code or visit: [www.INARF.org/INARF-PAC](http://www.INARF.org/INARF-PAC)



Thank you!

# Questions/Comments?





# Association Update

Nanette Hagedorn, INARF



## “We Heard You”



Members are our #1 asset, and we strive to LISTEN to suggestions gleaned through casual conversations, email communications, survey feedback ...

Our efforts this past month focused on the launch of '**Konversations with Katy**'

As a follow-up to the CEO-Only Breakout session that occurred during the February 15 Professional Interest Section meeting, Konversations with Katy will provide:

- ✓ An open forum for CEOs to discuss issues impacting them and their organization
- ✓ For recent behind-the-scenes industry insight and
- ✓ Safe space conversations supporting one another and focused on advancing the provider community



## Visits w/ INARF Members

### Recent:

- February 26 - CEO Regional Lunch 'n Learn / ViaQuest Community Solutions (Indianapolis)
  - ✓ Caring Dove Personal Care Services
  - ✓ Easterseals Crossroads
  - ✓ Oasis Mental Health Consulting
  - ✓ The Columbus Organization



- March 19 – Janus Developmental Services, Inc. Annual Create Connect Commit Fundraising Breakfast

### Upcoming:

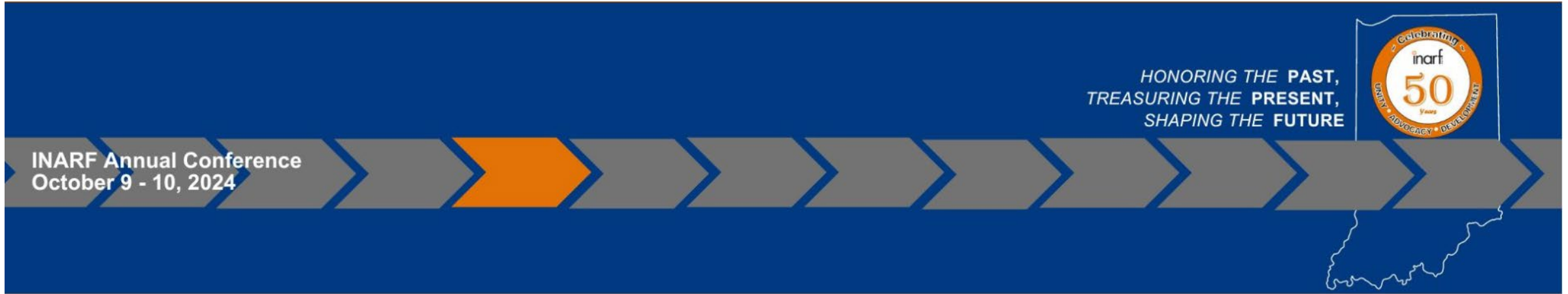
- March 25 - CEO Regional Lunch 'n Learn / Wabash Center, Inc. (Lafayette)







# 2024 Annual Conference



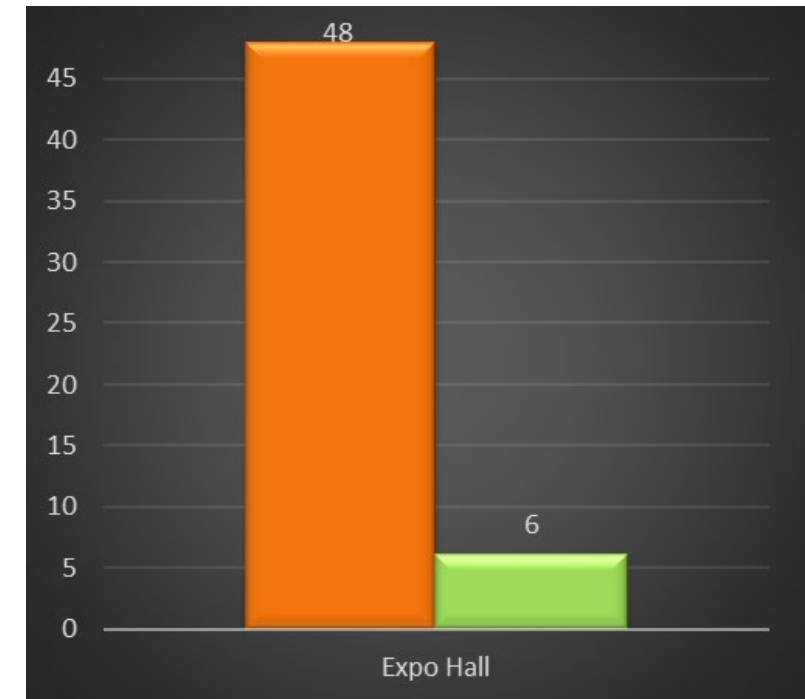
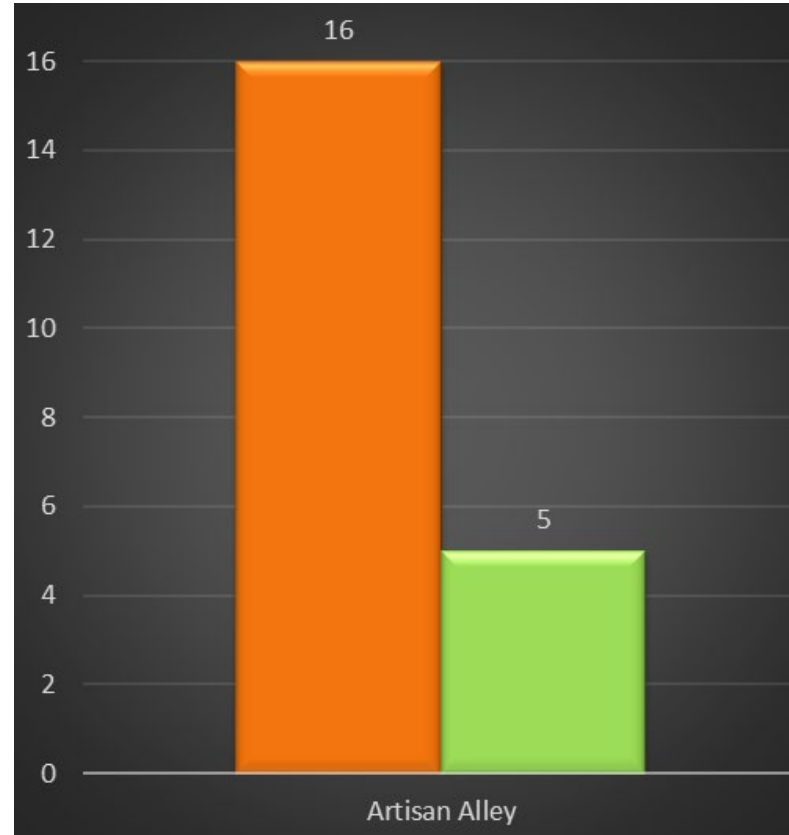
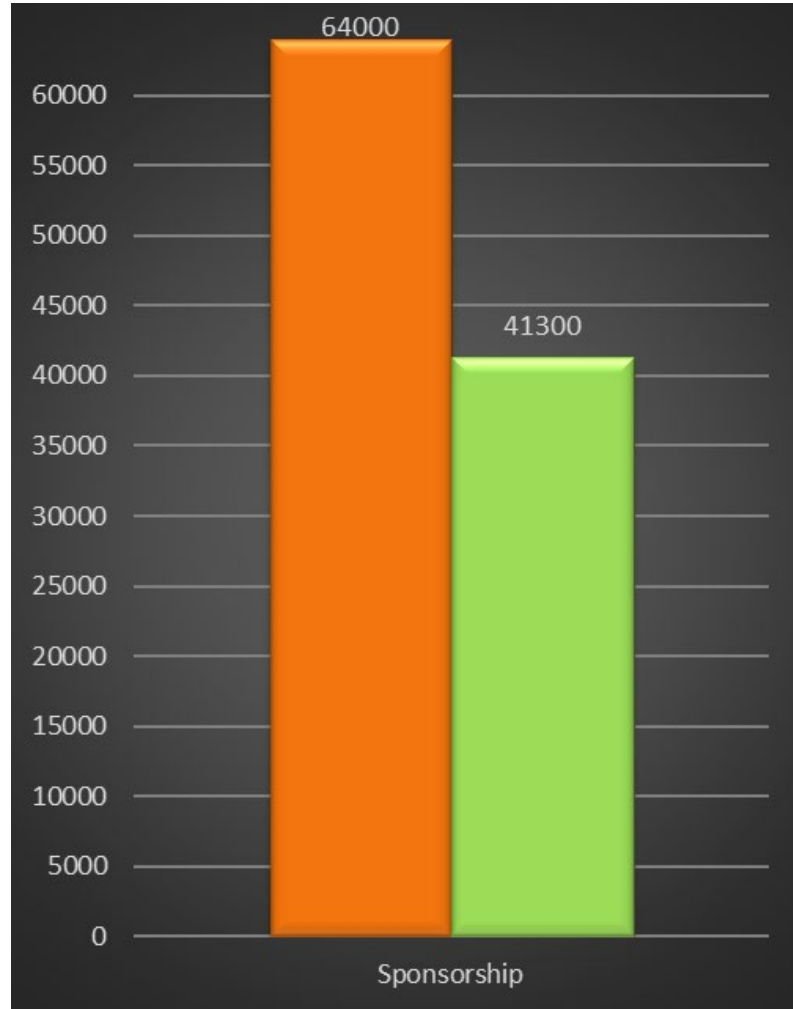
## Key Activity Timeline:

- **Open** – Exhibit, Sponsor, and Artisan Opportunities
- May 1 – Annual Awards & Scholarship – Call for Nominations
- June 5 – Registration Opens
- October 8 – Pre-Conference: Leadership Symposium
- October 9-10 – Annual Conference





# 2024 Annual Conference: Dashboard





# Industry Update

Katy Stafford-Cunningham & Courtney Scott, INARF



## EVV

- April 1st is the hard launch effective date for EVV
  - Based on claims processing date, not date of service
- Beginning with claims processed on February 28, noncompliant EVV claims will be suspended for an additional seven calendar days before final claim adjudication is made.
  - 0958- Suspend 7 days matching EVV data not found
  - 0959- Suspend 7 days- EVV less than claim units
  - [IHCP Bulletin BT202422](#)
  - [IHCP Town Hall](#)



## SFC Resources

- For INARF members who do not currently provide SFC on the CIHW and are considering adding that service
- [View the SFC and Attendant Care Side-by-Side Comparison Chart](#)
- [View the SFC Pro and Con Chart](#)
- [INARF Technical Assistance SFC Resources](#)
- Reminder – SFC providers do not have to be employees of the IDD organization
- [Review this webinar](#) and [complete this form](#) by March 28, 2024, to express your interest.
  - If your organization offers ATTC or SFC and wants to expand



# DOL Overtime Exemption Updates

- US DOL is updating and revising the regulations issued under the FLSA implementing the exemptions from minimum wage and overtime pay requirements for
  - Executive, Administrative, Professional (EAP), Outside Sales, Computer Employees
- **Current Qualifications:** Employees fall under the exemption must:
  - be paid a salary, meaning that they are paid a predetermined and fixed amount that is not subject to reduction because of variations in the quality or quantity of work performed (the “salary basis test”);
  - be paid at least a specified weekly salary level, which is \$684 per week (the equivalent of \$35,568 annually for a full-year employee) in the current regulations (the “salary level test”); and
  - primarily perform executive, administrative, or professional duties, as provided in the Department’s regulations (the “duties test”).



# DOL Overtime Exemption Updates

- **Proposed revisions include**
  - Increasing the standard salary level of weekly earnings of full-time salaried workers to \$1,059 per week (\$55,068 annually for a full-year worker)
  - Increasing the highly compensated employee (HCE) total annual compensation threshold to \$143,988.
  - The Department is also proposing automatically updating these earnings thresholds every 3 years with current wage data to maintain their effectiveness.
- The new rule does not proposed changes to the standard duties test.
- Please note:
  - The salary thresholds may change
  - Potential April 2024 effective date
  - Typically 60 day implementation timeframe



# DOL Overtime Exemption Resources

[Fact Sheet #17A: Exemption for Executive, Administrative, Professional, Computer & Outside Sales Employees Under the Fair Labor Standards Act \(FLSA\)](#)

[Fact Sheet #17B: Exemption for Executive Employees Under the Fair Labor Standards Act \(FLSA\)](#)

[Fact Sheet #17C: Exemption for Administrative Employees Under the Fair Labor Standards Act \(FLSA\)](#)

[Fact Sheet #17D: Exemption for Professional Employees Under the Fair Labor Standards Act \(FLSA\)](#)





# DOL Overtime Exemption Resources

[Fact Sheet #17E: Exemption for Employees in Computer-Related Occupations Under the Fair Labor Standards Act \(FLSA\)](#)

[Fact Sheet #17F: Exemption for Outside Sales Employees Under the Fair Labor Standards Act \(FLSA\)](#)

[Fact Sheet #17G: Salary Basis Requirement and the Part 541 Exemptions Under the Fair Labor Standards Act \(FLSA\)](#)

[Fact Sheet #17H: Highly-Compensated Workers and the Part 541-Exemptions Under the Fair Labor Standards Act \(FLSA\)](#)



## INARF Upcoming Events: CQL Webinars

- ~~DSP Workforce Issues – March 12, 11 AM (EST)~~
  - ~~INARF DSP Workforce Strategic Priority~~
- Data & Decision-Making – April 9, 11 AM (EST)
  - INARF Data Collection Strategic Priority
- Introduction to the Basic Assurances<sup>®</sup> - May 14, 11 AM (EST)
  - INARF Managed Care Strategic Priority



## Member Forum Survey

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Please Take our 2-Minute Survey!





# INARF Annual Meeting of the Members

March 22, 2024



# Board Chair Report

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## **Welcome**

- Donna Elbrecht, President/CEO, Easterseals Arc of Northeast Indiana & Cardinal Services

## **Today's Agenda**

- Approval of Minutes from 2023 Annual Meeting of the Members – Donna Elbrecht
- State of the Association Remarks - Katy Stafford-Cunningham
- Recognition of Incoming Board Members – Donna Elbrecht
- Board Chair Special Leadership Award
- Other Business



## State of the Association Remarks

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### Financial Position

- INARF: At the end of 2023, INARF had an increase in net assets from Operations of \$71,000 and total net assets of \$2.6 million.
- Ability Indiana: At the end of 2023, Ability Indiana had a decrease in net assets from Operations of (\$109,000) and total net assets of \$1.8 million.
- Our financial position remains strong and positioned well for the work of 2024 and beyond.



# State of the Association Remarks

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## Membership

- Membership **retention** remains high following the Annual Membership Renewal Campaign with retention of 95% of Organizational Members and 86% of Associate Members with **recruitment** efforts resulting in 11 new Organizational Members and one Associate Member joining the Membership.



## State of the Association Remarks

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### **Key 2023 Achievements: Member Services**

- Implemented INARF/DDRS Emerging Provider Partnership making INARF Membership a possibility for nine (9) providers as a result of the American Rescue Plan Act
- Organized CEO Regional Lunch 'n Learns around the state gathering INARF CEOs and Senior Leaders in an informal setting for networking, collaboration, and support of one another's mission
- Attracted 95% of the INARF Membership in one or more Professional Development training opportunities with 4.62 Overall Event Satisfaction Score in 2023 (scale of 1 to 5).





## State of the Association Remarks

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### **Key 2023 Achievements: Operations**

- Adopted INARF Strategic Priorities
- The transition to Sharepoint and 8x8 phone software
- Upgrade of the IT equipment including internet cabling, switch, and wireless access points
- The transition to The Owl and Microsoft Teams for Member Forum live streaming
- Focus on documentation of operational processes
- Enhanced staff onboarding process based upon new hire feedback



## State of the Association Remarks

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### **Key 2023 Achievements: Public Policy**

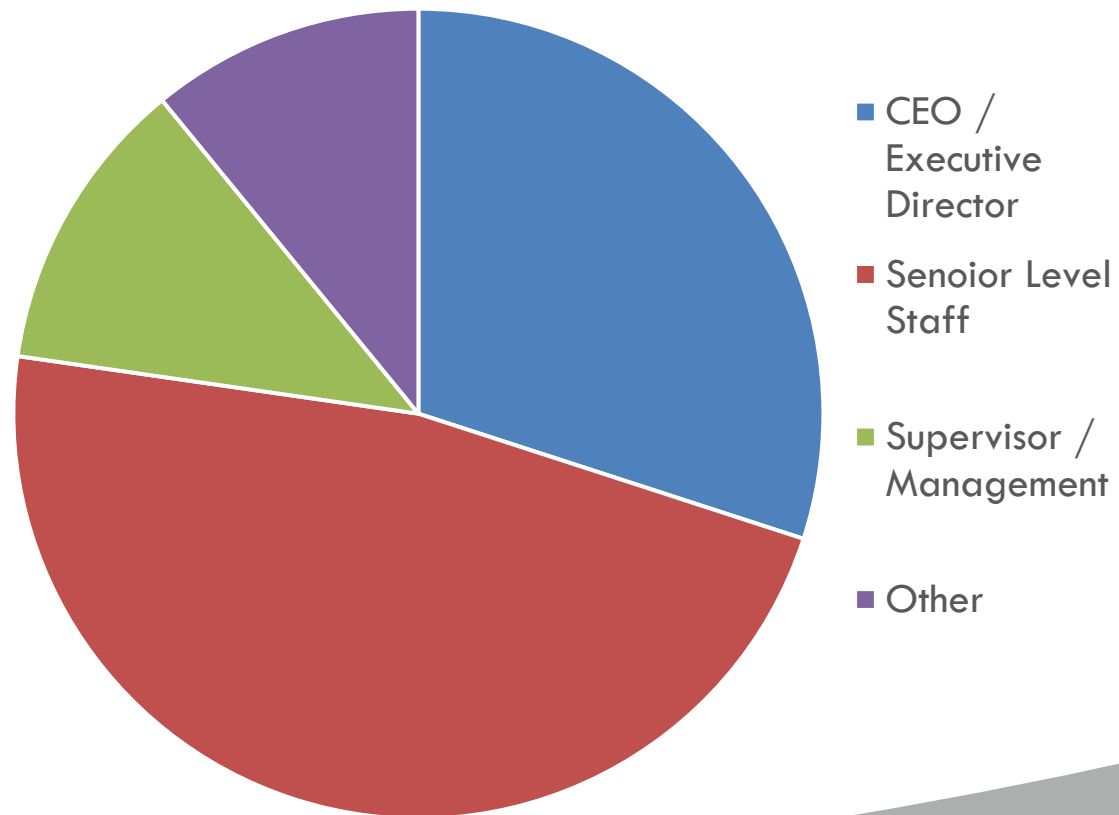
- Honored Rep. Robb Greene as the INARF Legislator of the Year
- Advocated successfully for funding to increase HCBS rates consistent with the 2022 Rate Review findings
- Assisted FSSA and Members with the implementation of the new rates effective July 1, 2023
- Executed a Critical Issues Forum addressing industry issues of timely importance including Managed Care



# State of the Association Remarks

## Annual Membership Satisfaction Survey:

— Survey Participation





## State of the Association Remarks

### Annual Membership Satisfaction Survey:

- Overall Satisfaction by Audience (1 to 5 Scale)

<u>Position</u>	<u>2024</u>	<u>2023</u>
CEO/Executive Director	4.7	4.8
Senior Level Staff	4.8	4.7
Supervisor/Management	4.5	4.6
Other	4.7	4.5



# State of the Association Remarks

## Annual Membership Satisfaction Survey:

- I. **INARF Legislation & Advocacy** initiatives positively influence change to the industry by being the voice for the IDD provider community...

2024  
4.7

2023  
4.6

*“Without INARF the historic rate increases for providers throughout the state would not have been achieved. We are forever grateful to INARF!”*

- II. **INARF Technical Assistance** is a valuable service that offers customized guidance to my organization...

2024  
4.5

2023  
4.4

*“INARF continues to provide high quality technical assistance and critical information dissemination to members in a timely manner. They strive to stay ahead of the many curves this industry is faced with.”*



## State of the Association Remarks

### Annual Membership Satisfaction Survey:

III. **INARF Support During Changes and Challenges** enabled me and my organization to successfully maneuver through changes and challenges...

2024  
**4.7**

2023  
**4.5**

*“INARF's support has been a guiding light, providing direction and answering questions, as we navigated these industry changes.”*

IV. **INARF Communications & Resources** help my organization remain current with vital industry information...

2024  
**4.8**

2023  
**4.6**

*“INARF communication and resources are hugely helpful for myself and my leadership staff. “*



## State of the Association Remarks

### Annual Membership Satisfaction Survey:

- V. How satisfied are you with the various **INARF Professional Development** opportunities offered in an effort to educate and engage me, or members of my organization, meet or exceed our needs...

2024

**4.6**

2023

**4.5**

*“In my opinion, this has always been a very strong point for INARF. The meetings and conference help staff understand and get more knowledge about various topics.”*

*“Very diverse offerings from INARF on professional development opportunities for people at all levels within an agency.”*

*“INARF's diverse offering of professional development opportunities provide something for everyone in our industry.”*



## State of the Association Remarks

### Annual Membership Satisfaction Survey:

#### VI. "We Heard You"

2024

4.4

*"INARF seems strong in this area. Listening seems to be an attribute of the organizational staff."*

*"INARF has made genuine efforts to listen and receive input and feedback and is willing to make changes to adapt to the needs of its members."*

*"This initiative is another step to only improve INARF and the commitment to the provider network."*





## State of the Association Remarks

### Annual Membership Satisfaction Survey:

VI. How likely are you to **recommend INARF membership** to another provider organization?

<u>2024</u>	<u>2023</u>
<b>4.8</b>	<b>4.6</b>

*“We are a new member and our management has found INARF to very beneficial in helping us guide our company. We are glad we joined. Thank you!”*

*“Well done..... again and again!!!”*

*“Our industry is complex and I have always appreciated the knowledge gained by being an INARF member and the relationships I have formed with others.”*

*“I appreciate the resources and leadership that INARF shows to providers and their support of being a liaison to legislatures, governing bodies and amongst fellow providers'. They provide a valuable connection between providers to communicate, brainstorm and collaborate for the good of not only the providers but also the individuals and families served.”*



## INARF Staff Recognition

Staff, Years of Service, and how they described themselves in one word related to their work at INARF.



**Barb Young,**

**32 Years**

Vice President-Finance /  
CFO

“Dedicated”

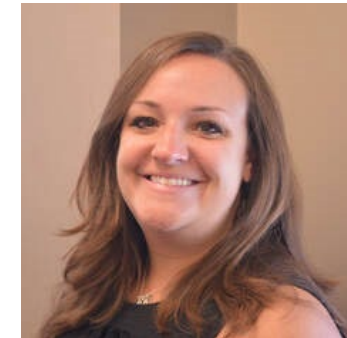


**Nanette Hagedorn,**

**20 Years**

Vice President,  
Member Services

“Appreciative”



**Katy Stafford-Cunningham,**

**10 Years**

President / CEO

“Excited”



## INARF Staff Recognition

Staff, Years of Service, and how they described themselves in one word related to their work at INARF.



**Kim Wasiak**  
**9 Years**

Member Services Manager  
"Hardworking"



**Mindy Duddy**  
**7 Years**

Accounting Coordinator  
"Reliable"



**Brooke Brown**  
**5 Years**

Account Executive  
"Supportive"



## INARF Staff Recognition

Staff, Years of Service, and how they described themselves in one word related to their work at INARF.

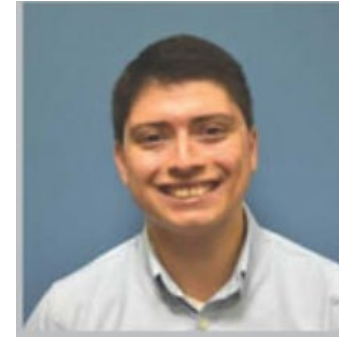


**Courtney Scott**

**2 years**

Public Policy Analyst

"Diligent"



**Andrew Alvarez**

**10 months**

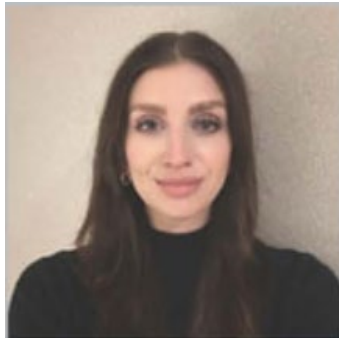
Vice President – Legislative Affairs

"Collaborative"



## INARF Staff Recognition

Staff, Years of Service, and how they described themselves in one word related to their work at INARF.



**Kate Craig**

**2 months**

Communications

Specialist

“Hopeful”

**Brandi Foreman**

**2 weeks**

Vice President – Compliance and

Regulatory Affairs

“Dedicated”



## Incoming INARF Board Member

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Bitta DeWees, CEO  
Stone Belt Arc, Inc.



## Renewed INARF Board Members

Matt Harrington, LOGAN Community Resources, Inc.

Yolanda Kincaid, Janus Developmental Services, Inc.

Jim Wiltz, Kestrel Behavioral Health, LLC



## Special Leadership Award

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Patrick Cockrum, CEO, Sycamore Services, Inc.



*In recognition of your commitment to bettering the lives of people with disabilities throughout your distinguished career.*



## Other Business

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- Other Business
- Adjournment





# Thank you!

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# INARF 50<sup>th</sup> Anniversary Lunch

Sponsored By:



CPAs / ADVISORS



*Alicia M. Boyd, CPA*  
Professional Corporation

