



BI-MONTHLY HEALTH JOURNAL & GUIDE MARCH 2021



CHAIR & CEO MESSAGE DR. LERLA G. JOSEPH

TIME CONTINUES TO CHANGE AND THERE ARE NO FORCES TO SHUT IT DOWN. IT IS LIKE AGE, IT CLIMBS AND WE CAN'T PREVENT, MANAGE AND MONITOR ITS EFFECTS ON US.

CVCHIP CONTINUES TO BE THE BENEFICIARY OF COMMITMENT AND LOYALTY OF ITS 22 PRACTICES AND THE GROWING NUMBER OF PRACTICES AND ORGANIZATIONS THAT WANT TO JOIN.

THE DIVERSITY OF THESE PRACTICES AND THEIR LOCATION ARE ESSENTIAL FOR EXPANDING OUR FOOTPRINT AND CAPABILITY IN THE COMMONWEALTH. OUR SUCCESS IS QUANTIFIABLE, WE HAVE LAUNCHED A SIX-PHASE PROCESS TO SUPPORT A CVCHIP STRATEGIC PLAN.

FURTHER DEMONSTRATION OF THE LEADERSHIP OF CVCHIP IS THE DISTINGUISHED HONORS RECEIVED BY ITS MEMBERS. I WAS RECOGNIZED BY DOMINION ENERGY'S HISTORIC STRONG MEN AND WOMEN INITIATIVE IN MID-FEBRUARY

THERE ARE TOO INCREASING CREATIVE INNOVATIVE PROGRAMS OF OUR PRACTICES TO PROMOTE WELLNESS AND MANAGE CHRONIC DISEASES. ILLUSTRIOUS OF THIS ARE THE RED BAG PROGRAM OF THE CARDIAC CONNECTION AND THE DIABETES EDUCATION, AWARENESS AND MANAGEMENT PROGRAMS OF PROFESSIONAL SPECIALISTS INC. AND PEOPLES' PHARMACY LLC. WE ALSO ARE SIGNIFICANTLY INVOLVED IN COVID-19 VACCINATION PROGRAMS.

THE CVCHIP MEMBER VOICES ARE RESONATING WITH MANY. OUR AGENDA AND CALL TO ACTION ARE ON THE FRONT BURNER. THANK YOU FOR YOUR SUPPORT.



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NOTE: REMINDERS – PAGE 5

MOVE AGGRESSIVELY ON FORWARD THINKING TO NURTURE, GROW AND INSURE VIBRANCY OF CVCHIP...

1. **Adopt** and Implement Inaugural CVCHIP Strategic Plan
2. **Expand** and Diversify Practices and Locations
3. **Improve** Performance Outcomes of Practices
4. **Showcase** Specialization of Practices such as the RED Bag Initiative of Five-Star Cardiac Connection Home Health
5. **Heighten** Shared Savings Level for Distribution
6. **Diversify** Communication Platforms to Educate Providers, Patients and the Public about value-based care
7. **Advocate** for Higher Reimbursement for Primary Care
8. **Reduce** the Incidence and Prevalence of Chronic Diseases through innovative strategies, programming and best practices
9. **Add** Subject Matter Experts to Provide Technical Assistance to Practices
10. **Revisit** and adjust as necessary the business model to sustain CVCHIP
11. **Identify** and expand partnerships to promote and sustain wellness with Medicare beneficiaries
12. **Sustain** leadership and competitive position as a premier, minority owned and managed ACO in the Commonwealth and the nation

**WORDS OF INSPIRATION:
AN ABUNDANCE OF GRATITUDE
VOLUME VI, ISSUE 7—February 22, 2021
Marilyn's Monday Morning Message**

It has been an unprecedented three weeks for my family having been adversely impacted from COVID-19. The days have been very dark but there are flickers of light. My colleagues, friends and family represent these lights. Below are expressions of my take on your extraordinary support and gratitude through the eyes of some others I admire as well:

"Always remember people who have helped you along the way, and don't forget to lift someone up."

Roy T. Bennett

The Light in the Heart When we give cheerfully and accept gratefully, everyone is blessed."

Maya Angelou

"If we never experience the chill of a dark winter, it is very unlikely that we will ever cherish the warmth of a bright summer's day. Nothing stimulates our appetite for the simple joys of life more than the starvation caused by sadness or desperation. In order to complete our amazing life journey successfully, it is vital that we turn each and every dark tear into a pearl of wisdom and find the blessing in every curse."

Anthon St. Maarten, Divine Living:

As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.

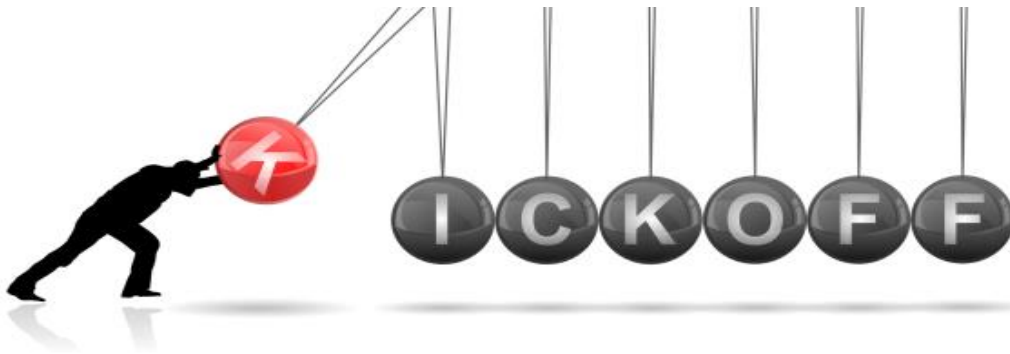
John F. Kennedy

At times our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us.

Albert Schweitzer



MORE INFORMATION YOU CAN USE



2/4/21

CVCHIP STRATEGIC PLANNING INITIATIVE

1. Phases 1-3 IMPLEMENTED
2. SP COMMITTEE MET ON FEBRUARY 4
3. SP COMMITTEE CHAIR, DR. LERL G. JOSEPH, CVCHIP CHAIR/CEO
4. SP FACILITATOR, MARILYN H. WEST
5. SWOT ANALYSIS COMPLETED
6. MEETING SUMMARY DOCUMENT PREPARED AND DISTRIBUTED
7. NEXT STEPS IDENTIFIED
8. MARCH 4 AT NOON – SESSION #2



MARCH 2021

REMINDERS



CELEBRATIONS

Monthly Holidays

National Kidney
National Women's History
Spiritual Wellness

Weekly Holidays

National Physicians: 25-31
Holy: 28-4/3

Daily Holidays

Daughters' and Sons:7
COVID-19 Global
Pandemic: 11
Daylight Savings Time: 14
Spring Arrives:21
Palm Sunday: 28

JOIN THE CVCHIP

**BI-WEEKLY CHAT
VIA ZOOM**

**WEDNESDAY, 7:30 AM
3/10 and 3/24**

(Visit cvchip.org for details)



RETURNING



CONTINUE TO

Practice the 3-Ws
Wash Your Hands
Watch Your Distance
Wear Your Masks

**TAKE THE TIME TO ACT ON
THE FOLLOWING:**

- **CONNECT REGULARLY WITH CVCHIP QUALITY ASSURANCE OFFICER – Shakara Elam**
- **SHARE** Success Stories and Best Practices
- **RECOMMEND** Board Members, Partners and Practices for CVCHIP
- **VISIT FREQUENTLY CVCHIP WEBSITE**

CELEBRATE OFTEN

Patient Engagement

STAFF ENGAGEMENT

WORTH REPEATING...THE SUCCESS STORY



A POD OF EMERGENT ACO
cvchip.org

AT A GLANCE

AN ACO WITH PRACTICES THAT JOIN WITHOUT ANY FEES AND MAINTAIN THEIR AUTONOMY

8 YEAR HISTORY UNDER THE LEADERSHIP OF THE FOUNDER, DR. LERLA JOSEPH

3 VIRGINIA REGIONS COVERED BY ACO PRACTICES: RICHMOND, HAMPTON ROADS AND FREDERICKSBURG

2020: 21% Increase # PRACTICES WITH MEMBERSHIP IN ACO

5000 PLUS COVERED MEDICARE LIVES

PERFORMANCE BASED ON ATTRIBUTIONS, QUALITY CARE, ENGAGEMENT AND COSTS

\$7.5 MILLION MEDICARE SHARED SAVINGS FOR THE PAST FOUR YEARS

\$2 MILLION SHARED SAVINGS DISTRIBUTED TO PRACTICES FROM 2017-2020

\$1,000 to \$ 60,000 SHARED SAVINGS RANGE AWARDED TO QUALIFYING PRACTICES IN 2020

Source

ACCOMPLISHMENT HIGHLIGHTS IN 2020...

Aligned CVCHIP with Emergent ACO as a POD

Created the CVCHIP BI-WEEKLY CHAT as a vehicle to promote collaboration and information exchange to support members

Revamped CVCHIP website (cvchip.org)

Used Subject Matter Experts as resources to promote practice performance, outcomes and cost savings

Reinforced Importance of Primary Care and the role of the members in providing high quality, accessible and affordable care to the Medicare Population

Engaged frequently CVCHIP Governance through meetings

Published the CVCHIP BI-MONTHLY JOURNAL AND GUIDE

Invited Medical Specialists, Business Leaders and Public Officials to discuss Trends in Health Care and Impact of COVID-19 on health status, workers, the economy etc. Among the invited guests are Dr. Elizabeth Etz, Dr. Danny Avula, Congressman Robert C. Scott, Dr. Diego Martinez, Dr. Les Edinboro, Keisha Smith, MPA, Justin Mason, Dr. Stephen Richard. Dr. Thelma Watson

ACCOMPLISHMENTS cont'd

MEDICARE SHARED SAVINGS HISTORY

PERFORMANCE YEAR	DISTRIBUTION YEAR	TOTAL RECEIVED BY CVCHIP ACO FROM CMS	TOTAL DISTRIBUTIONS TO CVCHIP ACO PARTICIPANTS	PERCENTAGE OF FUNDS DISTRIBUTED TO PARTICIPANTS
2016	2017	\$1,734,251.00	\$239,648.00	13.8 %
2017	2018	\$1,456,808.00	\$386,896.74	26.5 %
2018	2019	\$2,477,240.97	\$749,632.45	30.0 %
2019*	2020	\$1,843,196.00	\$624,367.78	33.9 %

QUALITY SCORE PER PERFORMANCE YEAR

2016	100.00 %
2017	83.44 %
2018	92.60 %
2019	92.17 %

*FOR SIX MONTHS ONLY

SHARED SAVINGS DISTRIBUTED

MISSION ACCOMPLISHED

DUMPING STRESS IN THE TRASH CAN... CREATE A MENTAL HEALTHY OFFICE MO AS AN ALTERNATIVE



Adverse factors increase continuously that weigh against PRACTICE OWNERS in the public and private sectors and the performance of their support, ancillary and other staff. While COVID-19 has been recently a key contributor of unhealthy work environments there have always been conditions that have enabled a toxic workplace, no matter how small or large or successful the organization. PRACTICE OWNERS to their credit are now developing and embracing strategies to promote mind healthy readiness and sustainability for one of their most significant assets, EMPLOYEES. An increasing focus as described in **Addressing COVID Mental Health Effects at Work (1/22/21)** has been the following, which presents an opportunity for CVCHIP to consider as opposed to carving out time to create its own strategies:

STAFF CONNECTIVITY

- Show your STAFF you appreciate their work. Each employee makes a contribution to the company's success, and acknowledge that which contributes to their feeling of value.
- Listen to them and show them that you care about their overall wellbeing.
- Be aware of the environment you are promoting: are employees receiving unreasonable demands? Is Management being transparent? Do employees have discretion around their work?
- Learn from other companies and how they are addressing the mental health needs of their employees.
- Ensure employees have access to mental health services through their healthcare plans and other resources, both within and outside the company.
- Understand that mental health issues impact the whole family-be sympathetic just as you would be for **any other medical issue.**

LEVERAGE STAFF TO HELP ONE ANOTHER

- If an employee observes a change in a colleague's mood, encourage them to ask if everything is ok.
- Boost confidence of employees to voice concerns when they are having a bad day.
- Really listen when a colleague opens up to you (and reserve judgement).
- Don't be afraid to express concerns and offer to help when you perceive someone is struggling.
- Don't allow mental health issues to become contagious-if anyone reacts to you in an uncharacteristically negative way, stop and ask why this it is happening before reacting.
- NOTE: Some of the signs that an employee may be struggling with mental health issues can include changes in mood, difficulty concentrating, fatigue, missed work, anxiety, depression and decreased performance.

RECOGNIZE THE UNCOMFORTABLENESS OF STAFF WORKING/PROVIDING CARE IN VIRTUAL ENVIRONMENTS

- Be sure and maintain a routine; set regular hours for work, meals, exercise/relaxation and family time.
- Help employees to create an office space apart from their living space that is aesthetically pleasing as it could help to limit distractions as much as possible (BUT not always easy with young children or pets around!)
- Assist staff in developing schedules to obtain sunlight, eat healthy foods, practice mindfulness and get plenty of sleep.
- Encourage employees to stay connected with friends, family and co-workers; even when socially distanced, there are so many ways to remain in touch.

MONITOR OFTEN INTERVENTIONS AND FEEDBACK FROM EMPLOYEES AND MAKE ADJUSTMENTS AS NECESSARY

CALL THE CVCHIP TEAM FOR ADDITIONAL RESOURCES

RESOURCE: National Alliance on Mental Illness- New York State (NAMI-NYS).



PRACTICES AND BOARD MEMBERS

Practice Name	Contact Name
Adult And Pediatric Medical Associates, PC	Vernis Beverly, MD
Cardiac Connections Home Health Care	Zanaib Dumbya, RN
Central Virginia Family Medicine, P.C.	Mitzi j. Sampson, MD
Charles City Medical Group Inc	Lerla G. Joseph, MD
Divine Health Care LLC	Lind W. Chinnery, MD
Dr Al Family and Urgent Care	Liqaa S Al-Khozaie, MD
East Coast Physicians PC	Hasan Farkhani, MD
Family Medical Center PC	James Cook, MD
Family Medicine Health Care PLLC	Samir Abdelshaheed, MD
Fort Norfolk Plaza Medical Associates, LLC	Keith Newby, M.D.
Horace Jackson, M.D.	Horace Jackson, MD
Jerome Smith, M.D.	Jerome Smith, MD
House Calls MD	John Gehman, MD
Lei S. Charlton MD PC	Lei S. Charlton, MD
Leon J. Brown, Jr., M.D., P.C.	Leon J. Brown, Jr, MD
Lifestyle And Wellness Center LLC	Tanis Akers-White, MD
Lindley Smith	Lindley T. Smith. MD
MD Wellness And Health Center	Makini Ainsworth, MD
Old Hampton Family Medical Associates PC	Leo C. Bowers, MD
Peoples Pharmacy LLC	Anna Peoples, Pharm D
Primary Care Specialists, Inc.	James Newby, II, MD
Professional Health Care, Inc.	John K. Min, MD
* Jerome Smith , MD is practicing with Professional Health Care	

BOARD MEMBERS

- Graissee Abdelshaheed, RN
- Leon J. Brown, Jr, MD
- Lei S. Charlton, MD
- Melessia Hill, PM
- Lerla G. Joseph, MD
- James Newby, II, MD
- Michael Perriccio, BS
- Mitzi J. Sampson, MD
- Jerome Smith, MD
- Lindley Smith, MD
- Thelma B. Watson, Ph.D.
- Edward G. West, MBA
- Tania Akers-White, MD

WE ARE CONTINUING TO TRAVEL TO THE NEXT LEVEL...

VISIT FREQUENTLY OUR WEBSITE AT cvchip.org

SEND NEWSLETTER TOPIC SUGGESTIONS TO

Dr. Lerla Joseph: lerla.joseph@chip.net

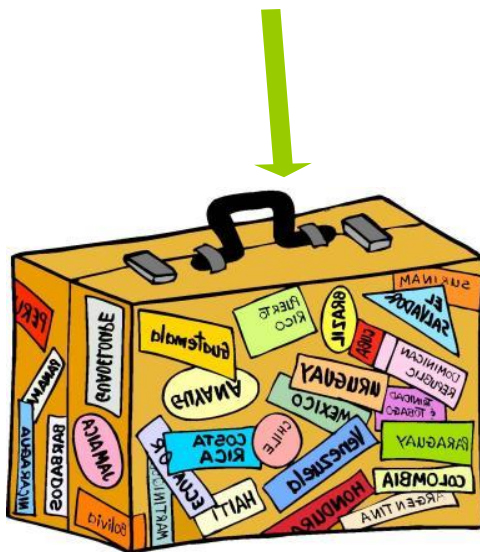
THANK YOU EVERYONE FOR YOUR CONTINUING SUPPORT

2021 PROMISES TO BE ANOTHER GREAT YEAR

EVEN WITH A WIDE RANGE OF FACTORS STEMMING FROM THE DEVASTATION OF COVID-19, INCLEMENT WEATHER, THE AFTERMATH OF THE 2020 NATIONAL ELECTION AND SOCIAL AND RACIAL JUSTICE ISSUES

Marilyn H. West, Editor

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NORTH CAROLINA

TENNESSEE

NEBRASKA

VIRGINIA

STAY ON TRACK WITH US

**JOIN US NEXT MONTH
FOR OUR APRIL
2021 ISSUE TO LEARN
MORE ABOUT
CVCHIP!**