

# CMSA OF EASTERN OKLAHOMA ANNUAL CONFERENCE

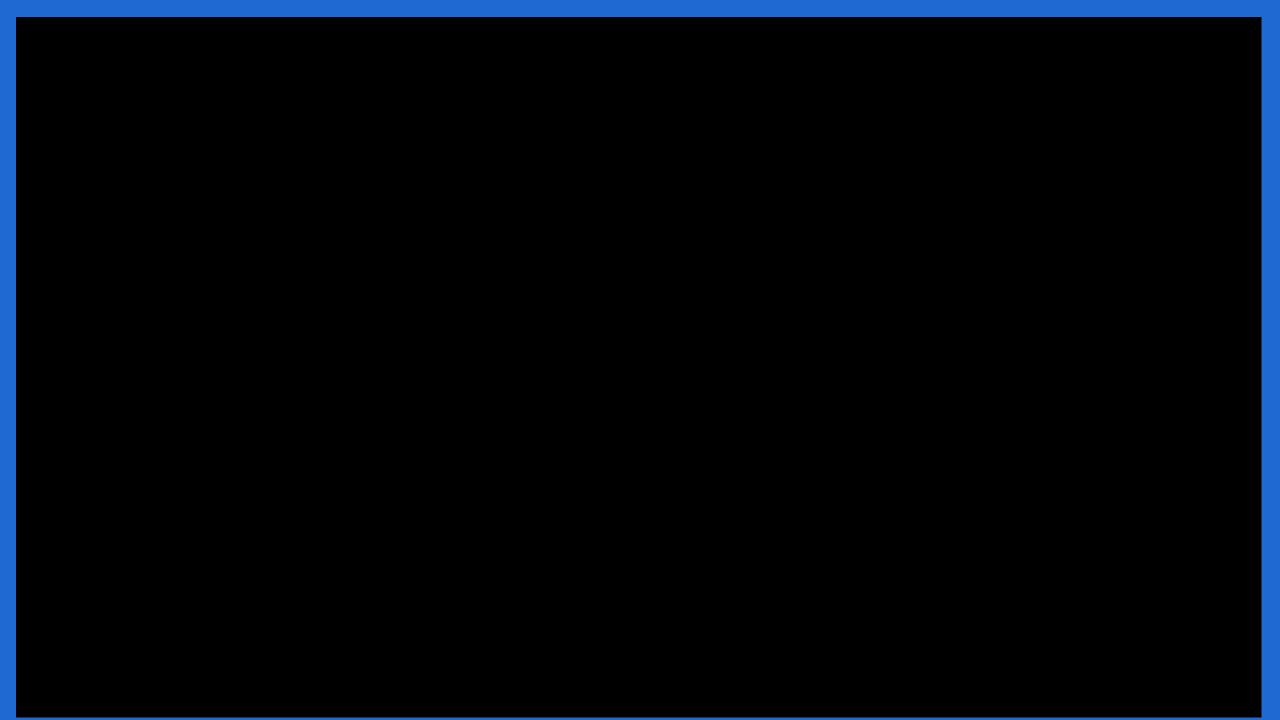


OSAGE CASINO HOTEL

MAY 7 2025

# HUMAN TRAFFICKING



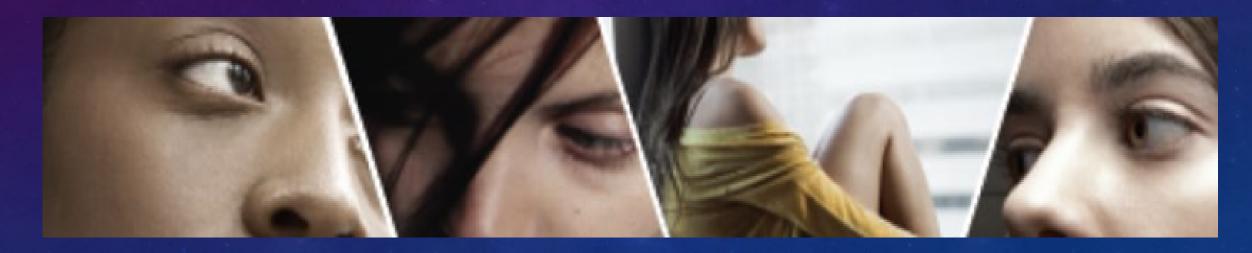




# WHAT IS HUMAN TRAFFICKING?

### Human trafficking is the fastest-growing criminal industry

- The person is the product
- Low risk / high gain



U.S. Justice Department and International Labor Organization Human Trafficking

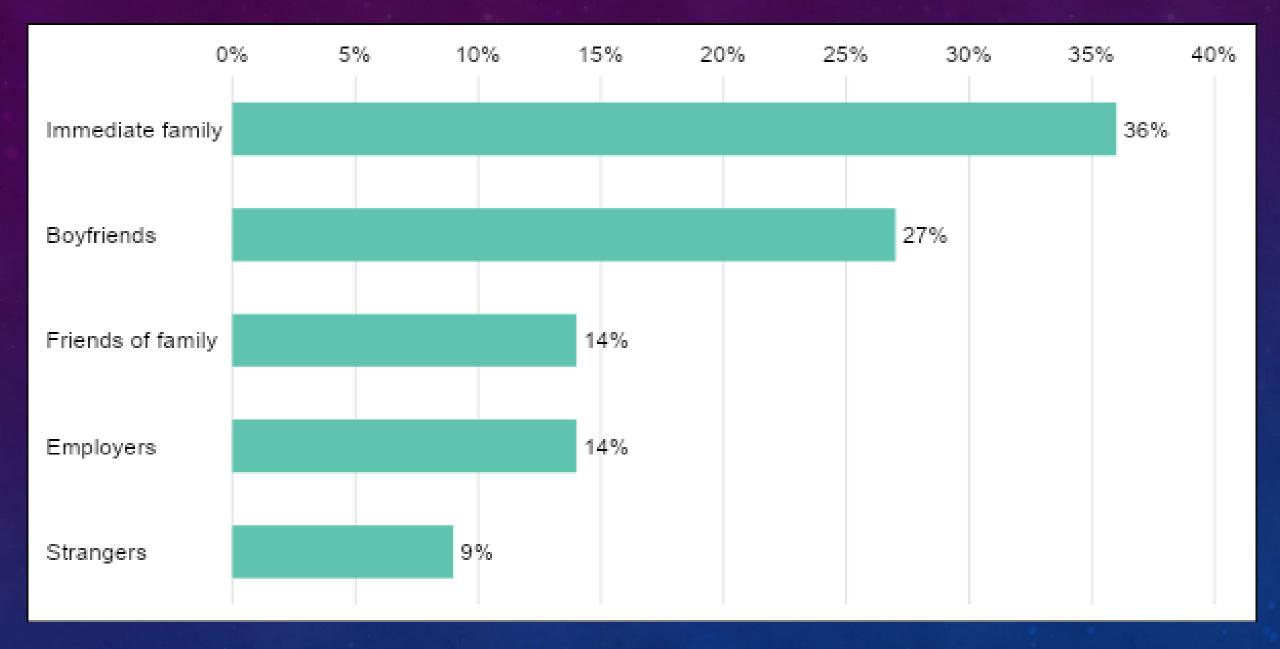
Human Trafficking is a crime that involves compelling or coercing a person to provide labor or services, or to engage in commercial sex acts for profit or gain (this does not have to be monetary, it can be ANYTHING of value). The coercion can be subtle or overt, physical or psychological.

Causing someone under the age of 18 to engage in a commercial sex act is human trafficking, regardless of whether any form of force, fraud or coercion was used.



# **Common Myths**





"Homelessness, Survival Sex and Human Trafficking: As Experienced by the Youth of Covenant House" New York

#### WHO ARE THE TRAFFICKERS?

- A <u>parent or guardian</u> who sells their child for sex to make their car payment or rent.
- A <u>partner</u> who forces their partner to sell themself for sex to provide for the family.
- An <u>individual</u> convincing a young person to sell themself to feed a drug addiction.
- An <u>individual</u> that provides food or shelter to a homeless youth but then forces them to sell sexual favors as a way to "pay" them back often thought of as survival sex.
- A <u>parent or guardian</u> that makes their child work long hours at the family restaurant "under duress" instead of going to school.
- An employer who takes ID's, passports of migrants and forces work on fields.

#### Anna

Inadequate living conditions

Substance use as means of control or to mentally escape

Sexual assault and violence

Dress or belongings not appropriate for weather or situation or outside of their means, or not in control of personal belongings

Claims of just visiting or inability to clarify where living

Lack of choice or control regarding safe sex practices

## Matthew

Deprivation of basic needs

Involvement with new friend group, older people

Not allowed or able to speak for himself

Restricted movement

Isolation

Physical violence & abuse from traffickers or buyers

#### Olivia

History of missing from care

History of recurring STDs

Disconnect from friends, family, activities

Unexplained absences from school, work, activities

Controlled communication

Unexplained cash, phone upgrades, clothing

Psychological and emotional abuse

#### Maya

Not in control of personal belongings or identification

Withholding of medical care

Physical restraining, bondage or confinement

Not allowed or able to speak for herself - a third party may insist on being present and/or translating for them

Unpaid, paid little, or works excessively long/unusual hours

Dangerous working conditions

# TRAUMA INFORMED CARE

A practice that promotes a culture of safety, empowerment, and healing.



Prioritize safety

Meet basic needs

Provide options for resources

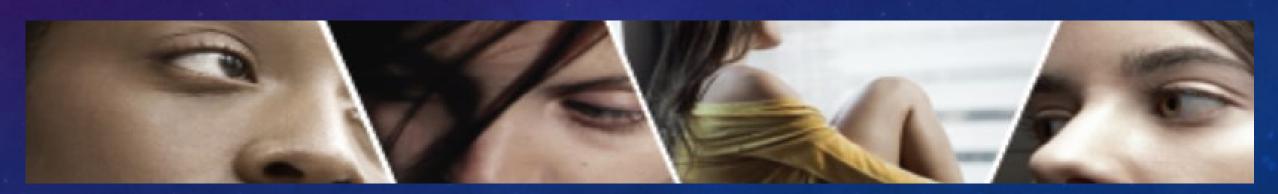
Keep your word

Honor their experience

Take care of yourself

# - Every behavior makes sense -

Understanding trauma can help us to identify when there has been a "trigger" to the victim.



# **Questions to Consider**

Does the person know they have other alternatives to their situation?

Has the person witnessed other crimes?

Has the person been forced to participate in other crimes?

What could the person have been threatened with?

Could there be other victims in the home?

Does the person feel this is the best that they can have?

Has the person asked for help in the past and been hurt worse and/or seen the person they asked for help be harmed?

# **Questions to Consider**

Has anyone asked you to share compromising photos of yourself with them and now they are threatening to share them if you do not work or engage in sex with others for the profit of another person?

Did you run away or leave your home and now someone doesn't want you to go back or contact your family members?

Is someone withholding food, shelter, money, drugs, medication, or anything important to you if you refuse to work or engage in sex for the profit of someone else?

Is someone threatening, blackmailing or hurting you or someone you care about to force you to work or perform a commercial sex act?

# **Questions to Consider**

Are you able to get the healthcare you need without fear of being hurt?

Are you paid less than minimum wage, or does someone other than you control how your paycheck is spent?

Is someone else keeping your birth certificate, identification, legal documents, or passport and withholding it when you ask for it?

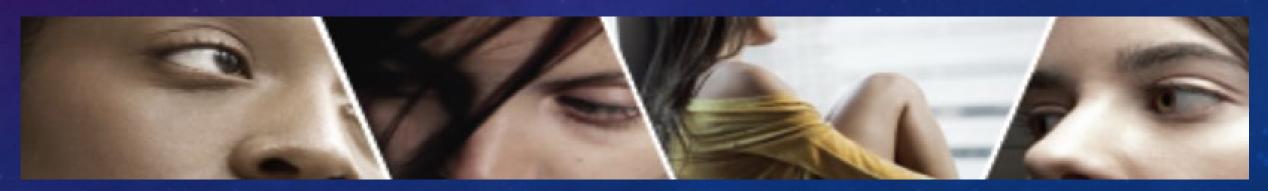
Do you owe a debt to your employer, sponsor, or person who recruited you for this work that, even if you are making payments, never gets smaller or paid off?

Does your employer tell you where to live?

### Self Determination –

We may be subject matter experts but we are not the experts of the victim's life or story - they are.

Our job is to simply help them identify possible options for next steps.



We MUST understand the meaning of being responsible "To" someone, not "For" someone.





OCATOKLAHOMA.ORG

A PROGRAM OF THE FAMILY SAFETY CENTER



# LOOK BEYOND WHAT YOU CAN SEE & INVISION WHAT THEIR FUTURE CAN LOOK LIKE!

#### Sara Gadd

Human Trafficking Program Manager Ascension St. John 918-417-2063 work cell sara.gadd@ascension.org



# CMSA OF EASTERN OKLAHOMA ANNUAL CONFERENCE



OSAGE CASINO HOTEL

MAY 7 2025

# UNDERSTANDING OKLAHOMA'S MEDICAID PROGRAMS: SOONERCARE AND SOONERSELECT

Carolyn Reconnu-Shoffner

**CMSA-Eastern OK** 

May 7, 2025



## **DISCLAIMER**

- SoonerCare policy and programs are subject to change.
- The information included in this presentation is current as of April 28, 2025.

• Stay informed with current information found on the OHCA public website by visiting oklahoma.gov/ohca.

## **LEARNING OBJECTIVES**

- Understand basic Medicaid principles and populations served.
- Understand the differences between Traditional SoonerCare and the SoonerSelect managed care program.
- Understand how to help someone apply for Oklahoma's Medicaid programs.
- Understand benefits provided through Oklahoma's Medicaid programs.
- Understand SoonerCare's various care coordination programs and roles.

# MEDICAID OVERVIEW

## **MEDICAID OVERVIEW**

Medicaid provides health coverage to millions of Americans including eligible low-income adults, children, pregnant women, elderly adults and people with disabilities.

- The program is funded jointly by states and the federal government.
- Medicaid is administered by states according to federal requirements.
- Title XIX of the Social Security Act (1965).

Children's Health Insurance Program (CHIP) provides low-cost health coverage to children in families that earn too much money to qualify for Medicaid.

- Partnership between the federal and state governments.
- Title XXI of the Social Security Act (1997).



## SOONERCARE

The Oklahoma Health Care Authority (OHCA) administers Oklahoma's Medicaid and CHIP programs, commonly known as SoonerCare.

 SoonerCare works to improve the health of qualified Oklahomans by ensuring medically necessary benefits and services are available.

OHCA also administers the <u>Insure</u> <u>Oklahoma Employer-Sponsored Insurance</u> plan which helps employers provide their eligible employees with affordable health care.



# SOONERCARE VS. MEDICARE

#### SoonerCare (Medicaid)

- SoonerCare is a state-federal funded program.
- It varies from state to state.
- State and local governments administer their own Medicaid programs within federal guidelines.
- Covers residents of Oklahoma.
- Assists low-income individuals of all ages with their health care needs.
- Adults pay a small copay on certain services; children have no copays for services.

#### Medicare

- Medicare is a federal program that is the same across the U.S.
- Coverage primarily for adults 65 and older regardless of income.
- People with disabilities may also have Medicare.
- In Oklahoma, there is a Senior Health Insurance Program (SHIP) to help individuals with Medicare questions that pertain to Oklahoma.
- Medicare members pay part of their costs through deductibles and small copays for hospital and other costs.

# SOONERCARE QUALIFICATIONS

U.S. Citizenship or Qualified Alienage Oklahoma Residency 3 **Income Requirements Eligibility Groups** 

### **SOONERCARE ELIGIBILITY GROUPS**

In general, the following groups of individuals may qualify for SoonerCare services:

- ✓ Adults not eligible for Medicare, ages 19 to 64.
- Children under age 19 and pregnant women.
- ✓ Individuals ages 65 and older.
- Individuals who are blind or who have disabilities.
- Women under age 65 in need of breast or cervical cancer treatment.

## SPECIAL ELIGIBILITY CATEGORIES

- Soon-to-be-Sooners: SoonerCare coverage of pregnancy-related medical services for women who would not otherwise qualify for SoonerCare benefits. Coverage is limited to services that benefit the unborn child and does not include full Medicaid benefits.
- Breast & Cervical Cancer Treatment Program: Provides coverage for treatment of breast and cervical cancer and pre-cancerous conditions to eligible members.
- TEFRA: Makes Medicaid benefits available to children with physical or mental disabilities who would not ordinarily be eligible for Supplemental Security Income (SSI) benefits because of their parent's income or resources.

#### **INCOME GUIDELINES** (EXAMPLES AS OF 4/1/25)

#### **Pregnant Women**

Size of Household	Monthly Income	Annual Income
1	\$2,753	\$33,036
2	\$3,719	\$45,628
3	\$4,686	\$56,232
4	\$5,654	\$67,848
5	\$6,624	\$79,452
6	\$7,587	\$91,044
7	\$8,556	\$102,627
8	\$9,522	\$114,264

#### **Expansion Adults**

Size of Household	Monthly Income	Annual Income
1	\$1,813	\$21,756
2	\$2,450	\$29,400
3	\$3,087	\$37,044
4	\$3,725	\$44,700
5	\$4,361	\$52,332
6	\$4,998	\$59,976
7	\$5,636	\$67,632
8	\$6,273	\$75,276

#### DIFFERENT METHODOLOGIES

#### **OHCA: MAGI**

- Modified Adjusted Gross Income (MAGI) is determined based on federal tax rules for how income is counted.
- MAGI is NOT a number on a tax return.
- Uses household composition, family size and relationship of household individuals.

### OHS (OK Human Services): Non-MAGI

- Operates under the eligibility guidelines in place prior to the implementation of the ACA (2014).
- Subject to an income and family size limit, assets test and asset verification.
- Social Security Administration determines disability status.

#### WHO QUALIFIES THROUGH OHCA

- U.S. citizen or qualified alien.
- Reside in the state of Oklahoma.
- Children ages 0-18.
- Pregnant (childbearing age).
- Low-income, non-disabled adults with children.
- Former foster care (in Oklahoma and from other states).
- Low-income adults ages 19-64.

- Individuals seeking family planning services Sooner Plan.
- Individuals seeking behavioral health or substance abuse services only (no age limit) – MHSAS.
- Insure Oklahoma Employer Sponsored Insurance (ESI) employees.

#### **ONLINE ENROLLMENT**

#### MySoonerCare.org

OKLAHOMA Health Care Authority  Member Enrollment	<u>Log On</u> <u>Contact Us</u> <u>Idioma</u> ▼
Log On or Create Your Account	
Do not use your browser back button or do a screen refresh.	
To log on to your existing account, Please enter your User ID or e-mail address be spouse or your authorized representative.  Required fields are marked with an asterisk (*). You may enter a User ID (or E-Mail Address)	
User ID or E-Mail Address: *	Forgot your User ID?
Password: *	Forgot your Password?
	LOG ON
If you do not have a user account, but you have your Personal Identification Numl	iber (PIN), you may <u>create an account using your PIN</u> now.

#### **Additional Enrollment Partners**

<u>Agency partners</u> can be state agencies, Indian Health Service and tribal nations, and Federal Qualified Health Centers.

- Oklahoma Human Services (OHS)
- Oklahoma State Department of Health
  - Oklahoma City Department of Health
  - Tulsa Department of Health
- Oklahoma Department of Mental Health and Substance Abuse
- Oklahoma Department of Corrections

- Tribal Partners
  - Chickasaw Nation
  - Citizen Potawatomi Nation
  - Cherokee Nation
  - Choctaw Nation
- Indian Health Services
- Federal Facilitated
   Exchange Marketplace

- Variety Care
- Community Health Clinics of Oklahoma
- Great Salt Plains

#### WHO QUALIFIES THROUGH OHS

- Ages 65 or over.
- Blind (any age).
- Disabled adults.
- Disabled children who do not qualify for Social Security.
   Income (SSI) because of their parent's income and/or resource (TEFRA).
- Individuals who reside in nursing homes.

- Individuals with Medicare.
- Home and community-based waiver populations (Advantage, Medically Fragile, Developmental Disabilities).
- Children in the custody of OHS.
- Individuals who receive treatment for tuberculosis (TB).
- Refugee assistance.

#### **APPLICATION PROCESSES**

An individual's eligibility category will determine how an application should be submitted. Visit OHCA's <u>How to Apply</u> page for more information.

- Online enrollment at <u>MySoonerCare.org</u>
  - Applies to specific populations (learn more on <u>How to Apply page</u>)
- Enrollment at DHS via <u>OKDHSLive</u> website or calling 405-522-5050.
  - Applies to specific populations (learn more on <u>How to Apply page</u>)
- Electronic newborn application (eNB-1)
  - Available to hospitals only
- Notification of Date of Service (NODOS)
  - Available to specific facilities only

# LONG-TERM SERVICES & SUPPORTS

- Long-term services and supports (LTSS) refers to both institutional care as well as home- and community-based services (HCBS).
- LTSS users qualify for Medicaid based on various eligibility pathways.
- Some pathways require that individuals deplete their personal savings before becoming eligible.
- Others require that individuals contribute their income each month to help cover the cost of their care in institutional and community settings.

#### LTSS (CONT.)

- Nursing facilities are institutions certified by a state to offer 24-hour medical and skilled nursing care, rehabilitation or health-related services to individuals who do not require hospital care.
- Home- and community-based services (HCBS) allow people with significant physical and cognitive limitations to live in their home or a home-like setting and remain integrated with the community.
- Money Follows the Person (MFP) is a demonstration program focused on moving Medicaid beneficiaries living in institutions to a less restrictive community setting.
- Programs for All-inclusive Care for the Elderly (PACE).

### SERVICE DELIVERY SYSTEMS

### SoonerSelect

- SoonerSelect is a health care delivery system used to coordinate medical care to help improve quality of care.
- SoonerSelect provides Medicaid health benefits through contracted arrangements with health plans and dental plans.
- The SoonerSelect Children's Specialty Program (CSP) serves members involved in the juvenile justice system and those served by Oklahoma Human Services. This includes children in foster care, children receiving adoption assistance and former foster care young adults (ages 19-25).

### SoonerSelect



#### **Health Plans**

Aetna Better Health Humana Healthy Horizons Oklahoma Complete Health



#### **Childrens Specialty Plan**

Oklahoma Complete Health



#### **Dental Plans**

DentaQuest
LIBERTY Dental

#### **SOONERSELECT POPULATIONS**

SOONERSELECT MANDATORY	EXCLUDED FROM SOONERSELECT
Pregnant women	Aged, Blind, Disabled (ABD) individuals
Children	Individuals dually eligible for Medicare and Medicaid
Parents and caretaker relatives	Individuals enrolled in a home- or community-based waiver program
Expansion adults	Individuals in a nursing facility or Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF-IID)
Children in foster care	Individuals enrolled in a Medicare savings program
Former foster care (up to age 25)	Individuals enrolled in breast and cervical cancer program
Juvenile justice-involved children	Individuals with coverage under Soon-to-be-Sooners
Children receiving adoption assistance	
OPTIONAL SOONERSELECT: American Indian/ Alaskan Native (AI/AN)	LIII CARL AUTHORITI

#### **SOONERSELECT ENROLLMENT**

• MEMBERS ENROLL WITH THEIR CHOICE OF SOONERSELECT PLANS (MEDICAL AND DENTAL) ANYTIME OF THE YEAR AS THEY GAIN NEW ELIGIBILITY

ANNUALLY THEREAFTER

• OPEN ENROLLMENT IS MAY 1 THROUGH JUNE 13, 2025 FOR THE JULY 1, 2025-JUNE 30, 2026 PLAN PERIOD.

# OTHER SOONERCARE SERVICE DELIVERY SYSTEMS

#### SOONERCARE TRADITIONAL

- Fee-for-service model.
- Long-term care.
- Dually-eligible for Medicare and Medicaid.
- Home- and communitybased waivers.
- Disabled children in state or tribal custody.

#### SOONERCARE CHOICE

- Patient-centered medical home model with care coordination payments.
- Aged, Blind, Disabled (ABD).
- Non-SoonerSelect opt-in American Indian/Alaska native.

### COVERAGE

#### **COVERAGE**

SoonerCare coverage is based on which program the member is enrolled in and the age of the member.

Adult: an individual age 21 or older.

Child: an individual under age 21 years.



See the <u>Benefit Comparison Chart</u> for a list of covered services. Search <u>SoonerCare Fee Schedules</u> for pricing and review requirements by procedure code.

#### **COVERAGE FOR CHILDREN**

- Unlimited medically necessary outpatient visits, prescription drugs, emergency room services and inpatient days
- Ambulance or emergency transportation
- Dental services
- Durable medical equipment and supplies
- Early and periodic screening, diagnosis and treatment services
- Early intervention services
- Hospital services
- Non-emergency medical transportation (SoonerRide)

- Optometry services
- Physical, occupational, speech and hearing services
- Skilled nursing services
- School-based services
- Targeted case management for first time mothers and infants
- Residential behavior management services
- Inpatient psychiatric services
- Psychological services

This list is not comprehensive. Check the **fee schedule** for detailed procedure pricing.

#### **EXCLUSIONS FOR CHILDREN**

- Services or expenses incurred for cosmetic surgery, unless the physician certifies the procedure is necessary for the emotional well-being of the child.
- Experimental/investigational medical services with the exception of approved clinical trials.
- Services of two physicians for the same type of service on the same day, except when supplemental skills are required.
  - Documentation and review required
- Non-therapeutic hysterectomies.
- Induced abortions, except when certified in writing by a physician that the abortion was necessary to save the mother's life.
- Services of a certified surgical assistant.

#### **COVERAGE FOR ADULTS**

- Ambulance or emergency transportation
- Ambulatory Surgery Center services
- Case management services for certain diagnoses
- Chemotherapy and radiation therapy
- Clinic services including renal dialysis services
- Dental services
- Durable medical equipment and supplies
- Family planning services and supplies
- FQHC & RHC services
- Hemophilia
- Home health services
- IP hospital services
- IP medical detoxification mental health and substance use disorder services
- Non-emergency medical transportation (SoonerRide)

- Nursing facility services
- Nutritional services
- OP hospital services
- OP mental health and substance use disorder services
- Personal care services
- Physician services, including preventive services
- Podiatry services
- Prescription drugs and insulin
- Prenatal, delivery and postpartum services (maternity services)
- Smoking/tobacco use cessation counseling and products
- Transplants
- Tuberculosis services
- Ultrasound benefits

This list is not comprehensive. Check the **fee schedule** for detailed procedure pricing.

#### **EXCLUSIONS FOR ADULTS**

- Inpatient diagnostic studies that could be performed on an outpatient basis.
- Cosmetic surgery and experimental/investigational services with the exception of approved clinical trials.
- Routine eye examinations and visual aids.
- Non-therapeutic hysterectomies or sterilization reversal procedures.
- Induced abortions, except when certified in writing by a physician that the abortion was necessary to save the mother's life.
- Services of two physicians for the same type of service to the same patient on the same day, except when supplemental skills are necessary.
- Services rendered by the following:
  - Certified surgical assistant
  - Hearing therapist

#### **COST-SHARING REQUIREMENTS**

Non-pregnant adults will be charged copayments up to the 5% out-of-pocket cost-sharing limit, unless exempt from cost-sharing requirements.

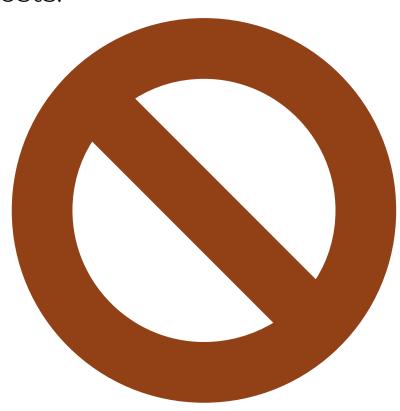


- Cost-sharing caps are monthly.
- The maximum out-of-pocket cost will be 5% of the household monthly income.
- <u>Cost-Sharing and Copayments Guide</u> is available online.

#### **COST-SHARING EXEMPTIONS**

Population groups exempt from out-of-pocket costs:

- Children ages 0-20
- Institutionalized individuals
- Individuals receiving hospice care
- Native Americans/Alaskan Native members
- Members of the breast and cervical cancer program
   Services exempt from out-of-pocket costs:
- Emergency services
- Family planning services
- Pregnancy-related services, including tobacco cessation
- Preventive services for children



# CARE COORDINATION OPPORTUNITIES

# POPULATION CARE MANAGEMENT

**Private-Duty Nursing** 

**Out-of-State Services** 

High-Risk and At-Risk Obstetrics

Breast and Cervical Cancer Treatment Program

**Complex Care Navigation** 

Transitions of Care with SoonerSelect Care Management Teams

# CHRONIC CARE MANAGEMENT & CLINICAL REVIEW SERVICES

#### CHRONIC CARE MGMT

Chronic conditions and comorbidities such as diabetes, heart disease, asthma and COPD

Sickle cell anemia

Hemophilia

Bariatrics

Postpartum cardiomyopathy

#### **CLINICAL REVIEW**

Programs for All-inclusive Care for the Elderly (PACE)

**TEFRA** eligibility

State plan personal care for non-MAGI populations such as expansion

Nursing home level of care for non-OHS populations

## CARE COORDINATION PARTNERSHIPS

#### Health Management Program

- Telligen
- Chronic condition management
- Health coaching

#### Health Access Networks

- Sooner HAN
- OSU HAN

# NON-EMERGENCY MEDICAL TRANSPORTATION & SOCIAL SERVICES

SoonerRide

Meals and lodging for distant care

Social determinants of health resources and referrals

#### **BEHAVIORAL HEALTH**

Inpatient concurrent review for psychiatric admissions

Discharge planning

High-acuity care management

Preadmission Screening and Resident Review (PASRR)

Authorization review for applied behavior analysis

# SOONERSELECT CARE COORDINATION

Health risk screenings

Comprehensive assessments

Risk stratification

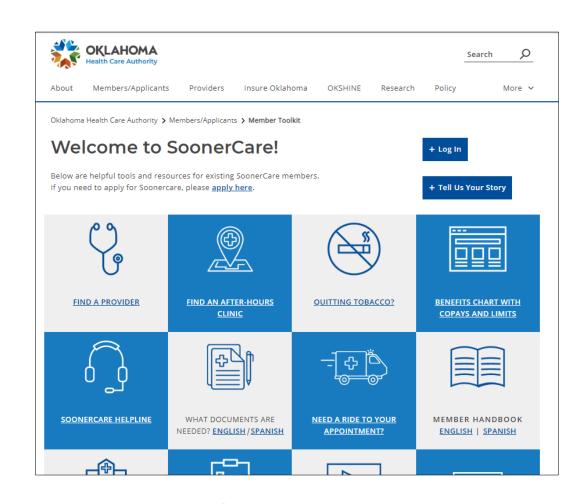
Care plans

### RESOURCES

#### MEMBER RESOURCES

- Member Toolkit:

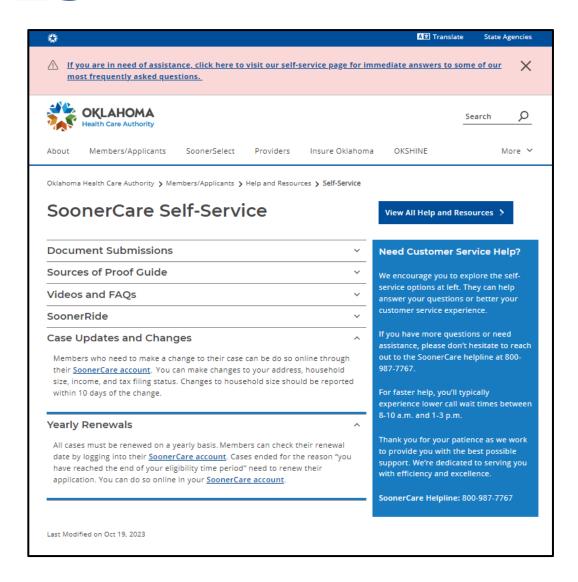
   https://oklahoma.gov/ohca/individuals
   /toolkit
- Call SoonerCare Helpline: 800-987-7767, Monday through Friday, 8 a.m. to 5 p.m.



Find at OHCA's public website: oklahoma.gov/ohca.html

#### MEMBER RESOURCES

- Self-Service Page: <u>Self-Service (oklahoma.gov)</u>.
- Has immediate answers to some of the most frequently asked questions.
- Information to the right on how to get customer service help.



#### STATEWIDE RESOURCES

- Oklahoma 211 Resource Directory 211 is a 24/7 free service available to all Oklahomans across 77 counties.
  - Call toll-free 877-362-1606 (Oklahoma City and Western Oklahoma) or 877-836-2111 (Tulsa and Eastern Oklahoma).
  - Go online at <u>navigateresources.net/hlok</u>.
- Mental Health Directory to find services related to behavioral health, crises and substance use.
  - Contact the helpline by dialing 988.
  - Go online at <u>988oklahoma.com</u> or <u>oklahoma.gov/odmhsas.html</u>.

### QUESTIONS?

#### CONTACT INFORMATION

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Oklahoma Health Care Authority

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Email: Carolyn.Reconnu-Shoffner@okhca.org

#### REFERENCES

- Oklahoma.gov/ohca. About page; SoonerCare member page; SoonerSelect member page; Health Care Provider page
- Oklahoma.gov/ohca/research/data-and-reports.html. Annual Report Primer.
- Rules.ok.gov/code. Oklahoma Administrative Code. Title 317. Chapters 1 through 55.



#### **GET IN TOUCH**

4345 N. Lincoln Blvd. Oklahoma City, OK 73105

oklahoma.org/ohca MySoonerCare.org Agency: 405-522-7300 Helpline: 800-987-7767









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# ETHICAL ISSUES IN ADULT PROTECTIVE SERVICES



### Introduction

0

Ethical principles guide all of our client related contact.

02

Ethical Issues faced by APS staff





# Ethics and Client Contact

District Director, PFR, Supervisor approve-Personal resources: bank accounts, cash mortgages, trusts, deeds, stocks, bonds, etc.

01

Initiate repairs, personal services, provide health care, food or shelter. Verbal can be given in emergency situation.

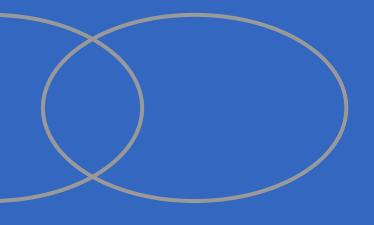
02

Re-entering a residence after it is secured; may only enter with another person who is outside of Oklahoma Human Services. \*\*\*

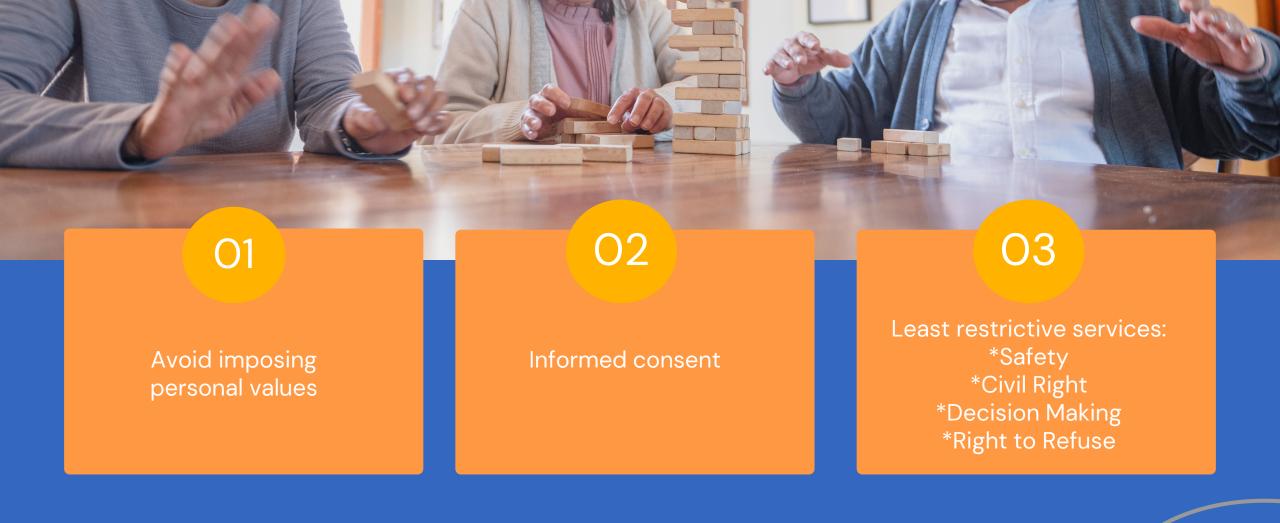
03



- Solicit, charge or accept a fee, gift or payment of any kind; use contact with the client or family for personal gain or personal relationships.
- After case closed, cannot make personal contact with client or support system for personal gain; buy items from client; engage in business; give medical or legal opinions.
- Refer client to just one physician, attorney, counselor, or other professional for services; have sexual contact with the client, their relatives, next of kin or support system members; make after hours visit to home.



# Adult Protective Services May Not:



### Ethical Issues Faced by APS Staff



# Involuntary Protective Services

Authorized per 43A O.S. § 10–
107. If abuse, neglect or exploitation present a substantial risk for death or immediate/serious physical harm or significant depletion of estate. Client is provided with information pecessary to make

estate Client is provided with information necessary to make informed decision; sometimes with assistance from family.



03

APS is responsible for for ensuring to the extent possible, protection of the clients residence, resources and belongings; setting up new accounts, freezing old accounts.



### Challenges in APS

Stress and Burnout: Caseloads are higher than ever before. D1 is +58 per month over 2023 with 1 more person added.

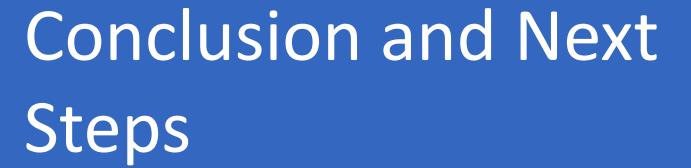
01

Resource Limitations: Budget for new staff and training, GALT staff, turnover costs .

02

Growth in Aging Population: Top priorities for CAP (Community Living, Aging, and Protective Services) - funds for APS and Medicaid Waiver programs

03





- Dartners and seek out new and inventive ways to reach our vulnerable population.
- Aging Our Way Oklahoma's Multisector Plan on Aging has kicked off and is needing more ambassadors to reach our communities across the state.
- Multi-Disciplinary Teams across the state. Already active in Tulsa, Oklahoma, Canadian, Garfield, Beckham/Custer Counties. More will be rolling out soon.



#### Created By: Kimberly Allison



## THANK

YOU



Creating a safe and comfortable space makes the elderly feel more valued and respected.



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#### **2025 CSMA Conference**

### **Grieving and Selfcare for Healthcare Workers**

Dr. Daniel J. Grimes, MDIV, DMIN





#### **Human Life Common Denominators**

- Birth
- Happy Healthy Times
- Times of Suffering and Sadness



The Good Samaritan: A Metaphor for Health Caregivers

The Story: Luke 10: 25-37



## **Key Lessons from the Metaphor**

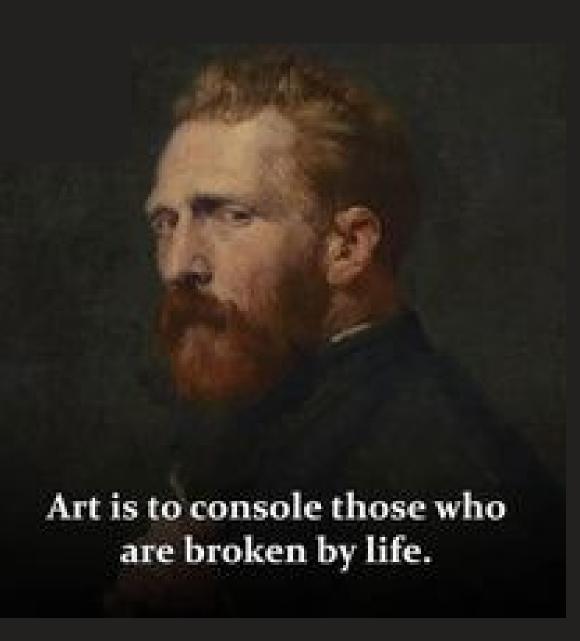
- Compassion without Boundaries
- Active Responsibility
- Sacrificial Generosity
- Respect for Human Dignity



## Applications from the Metaphor

- End-of-Life Care
- Holistic Health Care
- Daily Responsibilities









### The Benefits of Caring

- Significance
- Dignity
- Connection
- Love
- Growth
- Give

### The Crush of Caring

- Burnout & Emotional Exhaustion
- Moral Injury
- Mental Health Struggles
- Grief & Trauma
- Systemic Barriers



### Strategies to Address The Crush of Caring Before a Crisis

- Resilient Organizational Framework
- Stress Assessment Mechanisms
- Crisis Preparedness Plans

### Strategies to Address The Crush of Caring During a Crisis

- Visible Leadership
- Stress First Aid
- Flexibility in Roles

### Strategies to Address The Crush of Caring After a Crisis

- Recovery Aid
- Debriefing Sessions
- Recognition of Sacrifice

Grief & Loss
What it is.
Why we need to process it.



Compassion Fatigue
What it is.
Why we need to process it



### Post Traumatic Stress Moral Injury

What is the difference?



#### PTSD

#### MORAL INJURY

Exposure to actual (or potentially) injurious and/or life-threatening event

Fear/Horror

Paranoia

**Flashbacks** 

Hypervigilance

"Startle" reflex

**Memory loss** 

Depression

**Anxiety** 

Substance abuse

Insomnia

Anger

**Nightmares** 

Suicidality

Exposure to event which trangresses one's moral beliefs

Grief

Shame

Regret

Alienation

Anomie (a collapse of personal standards and values)



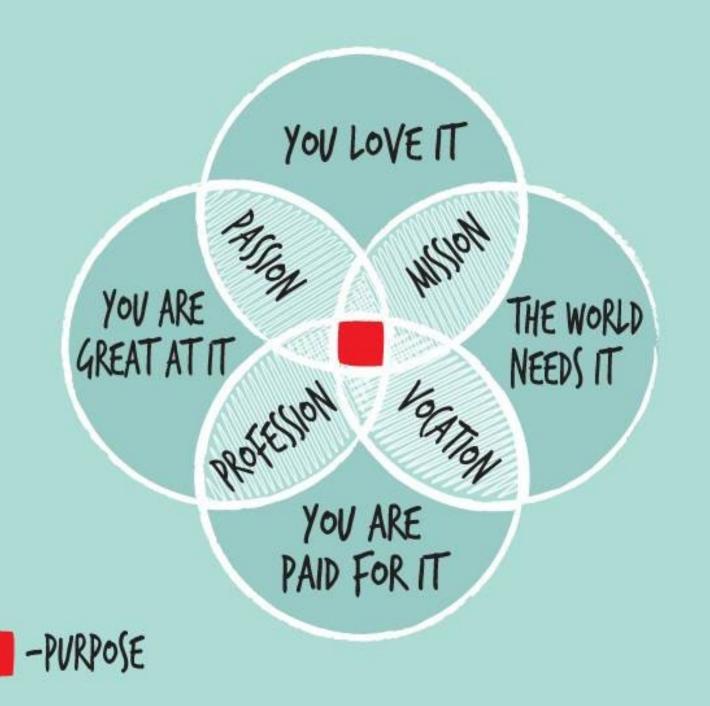
**OVER 12 MILLION COPIES SOLD WORLDWIDE** 

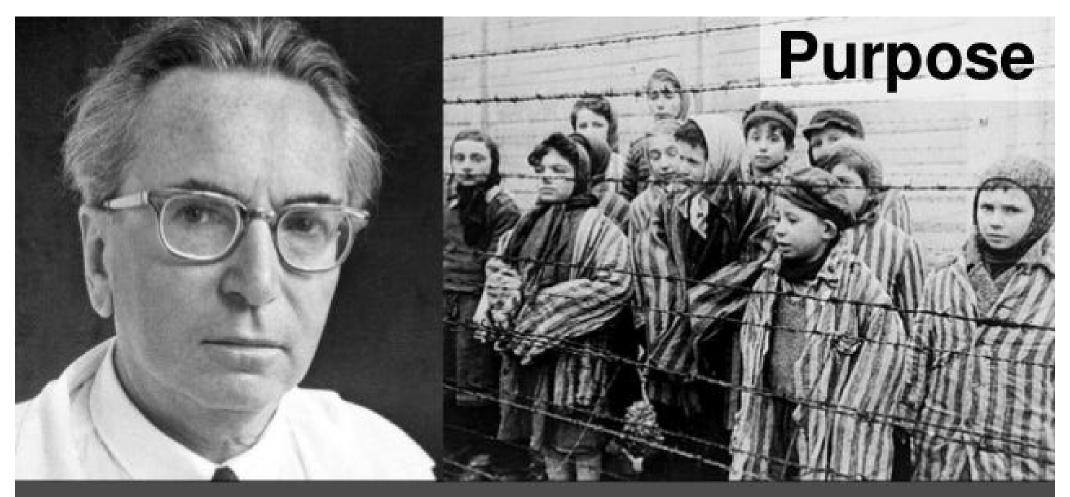
# MAN'S SEARCH FOR MEANING

THE CLASSIC TRIBUTE TO HOPE
FROM THE HOLOCAUST

**VIKTOR E. FRANKL** 

WITH A NEW FOREWORD BY MARTIN GILBERT





"Those who have a 'why' to live can bear with almost any 'how."

– Viktor Frankl, Man's Search for Meaning

### Self-Care and Work-Life Balance



#### **Self-Care Defined**



#### **Self-Care Benefits**

- Reduced Burnout
- Improved Job Satisfaction
- Better Health Outcomes



# Self-Care and Work Life Balance Strategies

- Scheduling and Organization
- Avoiding Time-Wasters
- Flexible Scheduling
- Taking Breaks
- Prioritizing Health
- Delegation



# Make Your Plan for Self-Care and Work Life Balance

- Prioritize It
- Set Boundaries
- Build a Social Network
- Develop Resilience
- Manage Stress Effectively
- Create an Action Plan
- Leverage Resources



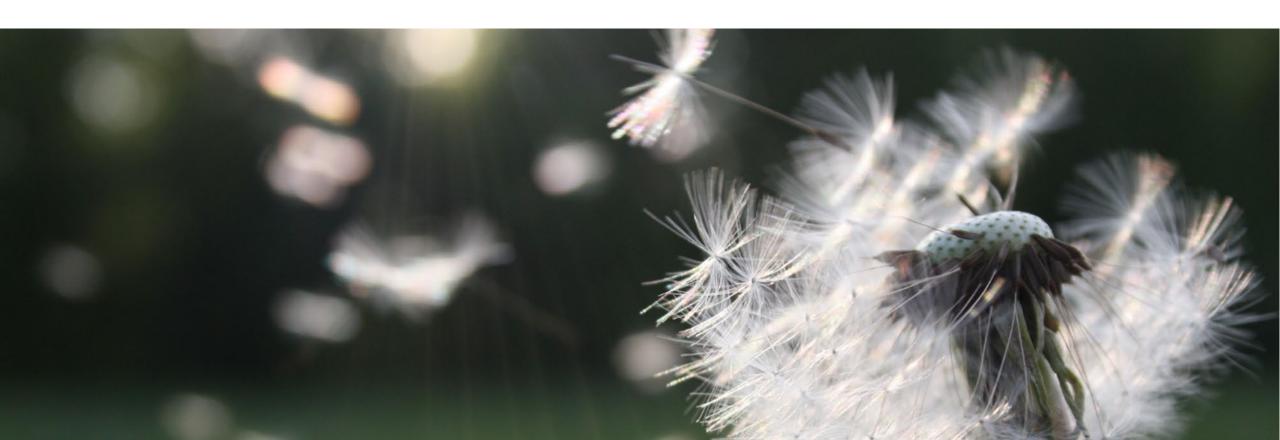
## **Self Care Tips**

- Schedule your self-care
- Keep moving and incorporate regular exercise in your week
- Commit to good nutrition
- Prioritize sleep and try to stay well-rested
- Don't be afraid to say no
- Do say "yes" when you can to be with people who make you feel loved and happy, and make you laugh
- Use positive self-talk
- Keep a gratitude journal

## **Self Care Tips**

- Take up a hobby
- Unplug
- Incorporate self-care into your work hours
- Listen to music
- Hug someone— human or furry
- Practice self-compassion
- Embrace your spirituality
- Celebrate what is good in life
- Talk with a therapist to maintain good mental health

# Death and Dying: The Thin Place





### **Key Elements:**

- Open Communication
- Active Listening
- Empowerment
- Practical Guidance

### The Benefits:

- Reduced Anxiety and Fear
- Improved End-of-Life Care
- Strengthened Relationships

### **Communication Techniques:**

- Be Direct Yet Compassionate
- Encourage Open Dialogue
- Balance Hope with Reality

### **Practical Steps for Conversations:**

- Initiate Early Discussions
- Set Goals Together
- Develop a Clear Plan

# In Conclusion

"I'm the right person for the job."







"I'm the right person for the job."



## CMSA OF EASTERN OKLAHOMA ANNUAL CONFERENCE



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Mastering Nonverbal Communication

## Learner Oriented Objectives

- **Senior Living Insights:** Gain valuable insights into the senior living sector to better serve your clients.
- **Decoding Nonverbal Cues:** How-to best-read body language, facial expressions, and vocal tone to decipher a client's underlying emotions, intentions, and personality style.
- The Power of Tailored Communication: Discover how to tailor your communication approach to different personality styles.
- **Projecting Confidence and Empathy:** Develop the nonverbal skills necessary to project both confidence and empathy, creating a safe space for open communication.
- **De-escalation Strategies for Different Styles:** Master techniques to de-escalate situations and navigate challenging client interactions effectively.

### Curriculum Vitae

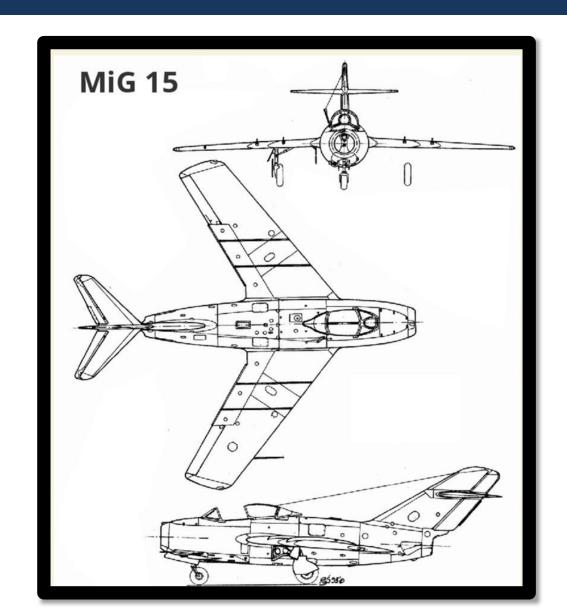


Matt Wilson, CSA, CDP CEO Next Level Senior Living

Matt has been a senior living industry professional for 20 years. After seeing so many families struggle to make educated, prudent decisions to care for their loved ones, Matt was motivated to help. He created Next Level to provide a team of advocates for seniors and guide families through what can be a challenging, stressful time.

Today, Next Level provides high-quality, compassionate, and free placement services across the country, regardless of their situation or financial status. As the company's founder, Matt manages day-to-day operations, works with existing clients, and oversees new client and business relationships in the area.

# Why did the plane on the right shoot the one on the left down at a rate of 8:1





# Senior Living Insights



# The Challenges of Navigating Senior Living

### The Spectrum of Care

- Emotional Toll: Acknowledge the stress and emotional challenges families face.
- **Information Overload**: Highlight the difficulty of sorting through vast amounts of information.
- Time Constraints: Recognize that many families have limited time to research options.
- The Importance of Expertise: Explain how Next Level's expertise can alleviate these challenges.



# Senior Living Insights

#### **Demographics and Growth**

- The senior population is growing rapidly with "Silver Tsunami"
- Increased longevity due to life expectancy increasing
- The U.S. will need nearly 1 million new senior living units by 2040
- There are approximately 30,600 assisted living communities in the United States

#### **Senior Living Industry**

- Occupancy rates average 86.4%
- 81.9% of communities are for-profit
- 42% of assisted living residents have Alzheimer's or another form of dementia

#### **Resident Characteristics**

- Approximately 70% of older adults will require some form of long-term care during their lives
- 68% of assisted living residents are women
- The average age of residents in assisted living communities is 84.3



FINISHED FILES ARE THE RE-SULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF MANY YEARS.

# Non-Verbal Communication

# Social Styles



# Analytical

### **CHARACTERISTICS**

Task oriented Problem solver

Detail oriented Logical

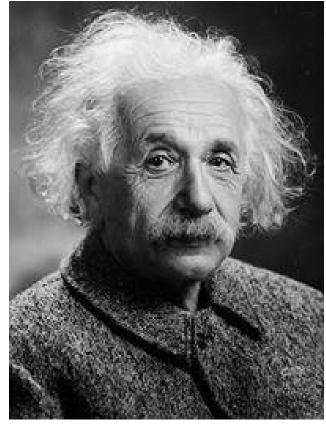
Organized Hard worker

Consistent Thorough

Dependable

#### MAYBECOME STRESSED IF YOU:

- Don't give them the information they require
- Surprise them
- Expect a quick decision
- Expect them to initiate a new project without giving them the time to think it through



Albert Einstein

# Success with an Analytical



- Stick to business
- Approach directly
- Provide facts and data
- Appreciate their need for credibility
- Work with them to set deadlines
- Put it in writing and avoid emotional appeals

### Driver

#### **CHARACTERISTICS**

Upwardly mobile

Bottom line oriented

Direct and to the point

Makes quick decisions

Results oriented

Self-motivated

Ambitious

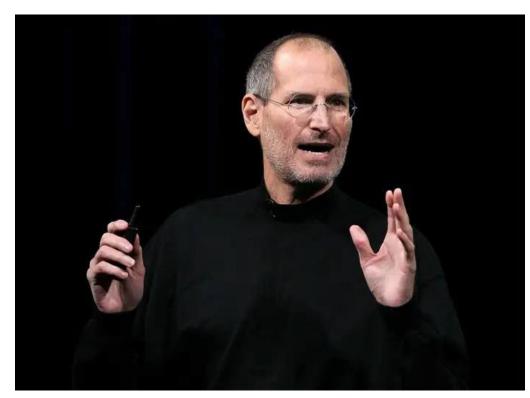
Task oriented

Good delegators

Competitive

#### MAYBECOME STRESSED IF YOU:

- Give them too many facts
- Threaten their sense of control
- Use excuses or waste time
- Bypass them on issues when they should be involved



Steve Jobs Apple

### Success with a Driver

- Be on time, clear, specific, brief and to the point
- Present the facts logically
- Ask specific questions (preferably "what" questions)
- Motivate and persuade by referring to objectives and results
- Give them control whenever possible



## Amiable



### **CHARACTERISTICS**

People Oriented Good communicator

Supportive Relationship oriented

Believes in teamwork Nurturing

Good listener Cooperative

Dependable Friendly

#### MAYBECOME STRESSED IF YOU:

- Fail to maintain social rapport and informal chats
- Are harsh or insensitive
- Forget to listen and have patience
- Ask them to make an unpopular decision



Beyonce

### Success with an Amiable

- Establish rapport
- Show sincere interest in them
- Ask questions that begin with "how"
- Treat them fairly, supportively, openly
- Be a team player
- Provide support and give them opportunities to interact with others



# Expressive =

### **CHARACTERISTICS**

Innovative Idea-oriented

Creative Expressive

Enthusiastic Risk taker

Strong social skills People oriented

### MAYBECOME STRESSED IF YOU:

- Openly argue
- Give too much structure and too many rules
- Don't show them appreciation for new and thoughtful ideas
- Demand conformity
- Expect them be organized



**Oprah Winfrey** 

# Success with an Expressive

- Allow them the flexibility to be creative
- Give them recognition and credit
- Ask for their opinions
- Respect their need for socializing and relating
- Try to get commitment to action in writing
- Don't overload them with details



# Non-verbal Communication

### Non-verbal Communication

- There are over 300,000 non-verbal ways to communicate.
- Words account for only 7%
- The remaining 93%:
  - 38% are Voice and Tone
  - 55% are Visual



# Enhancing Your Nonverbal Communication

### Handshakes

- Palm up
- Palm down
- Equals
- Half hand
- Dead fish
- Double handed arm shake
  - Elbow grasp
  - Shoulder hold



#### **Body Language**

- Hand on back of the neck
- Prospect scratches his/her ear
- Raised steeple
- Open palms
- Head positions
- Tilted
- Down



#### **Body Language**

- Both hands behind neck
- Hand to face gesture
- Evaluation
- Chin stroking
- Crossing arms





- Controlling the gaze "pen trick"
- Americans expect eye contact during 70% of a conversation

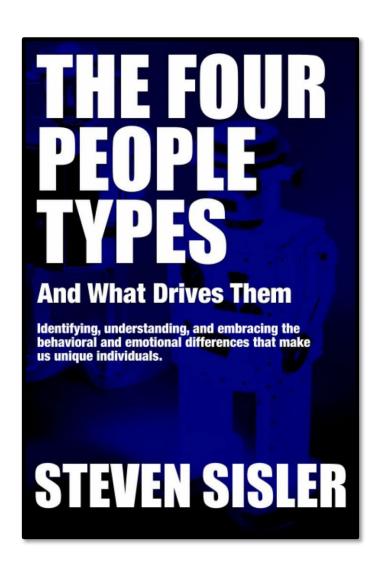


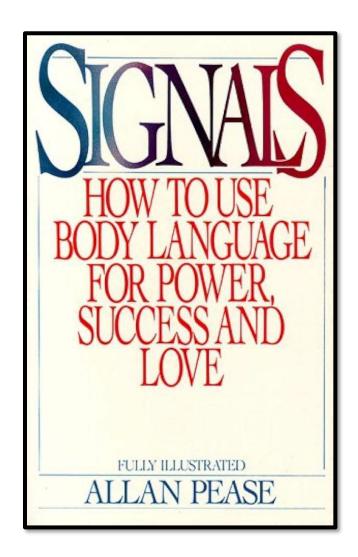
#### Closed (Resistance) Signals

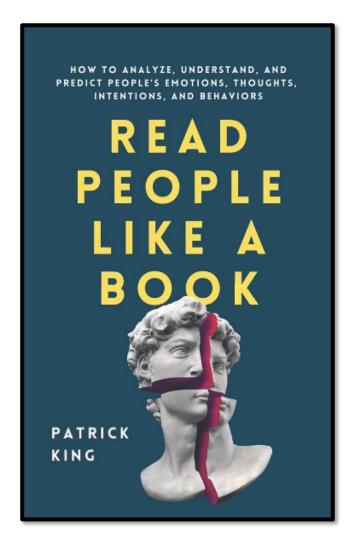
- Leaning Away/ Standing Far
- Rigid Body
- Head Down
- Minimal Eye Contact

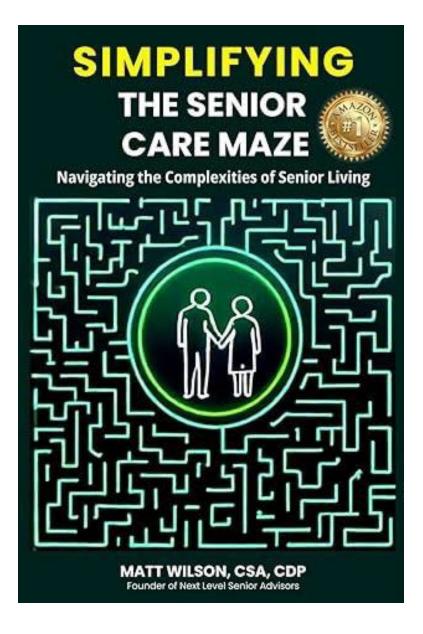


# Great Reading









#### Copyrighted Material

With over two decades dedicated to senior care, Man Wilson is a leading authority on navigating the complexities of senior living. As a Certified Senior Advisor (CSA) and Certified Dementia Practitioner (CDP), he provides unparalleled expertise and compassionate guidance to families across the nation.

Having witnessed firsthand the challenges and choices that come with aging. Matt embarked on a mission to provide clarity and support to those navigating the senior care landscape. With his guidance, families can make informed decisions that prioritize their loved ones' well-being and ensure their golden years are filled with comfort, dignity, and joy.

Matt founded Next Level Senior Advisors with a mission to empower families and individuals to make informed decisions about senior care. His team of dedicated professionals offers persentalized support with comprehensive assessments so they can connect clients to make sound decisions regarding senior living, including independent living, assisted living, memory care, skilled musting, long term care and home-based services.

Next Level's focus is on providing clarity, direction, and peace of mind. We understand the challenges families face and are committed to helping you find the best possible care for your loved one. Our services include:

- · In-depth assessments to determine care needs
- Personalized care consultations
- Connections to top-rated senior living communities
- · Ongoing support and guidance



Matr's client-centered approach allows families to navigate the complexities of senior care with confidence, as they are expertly steered towards the best options that align with their unique needs and preferences. With Matt and Next Level as their allies, families can confidently embrace the future, knowing they have the knowledge, resources, and compassionate support needed to make informed decisions for their loved ones.

NEXT LEVEL





Copyrighted Material

#### References

Signals- How to Use Body Language For Power Love and Success Author: Allan Pease





# Q & A



# Thank you!





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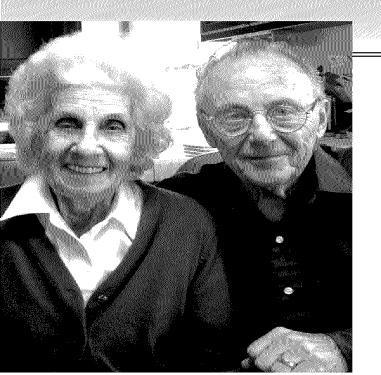


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# It May Not Be Dementia But The Brain Can Still Be Broken

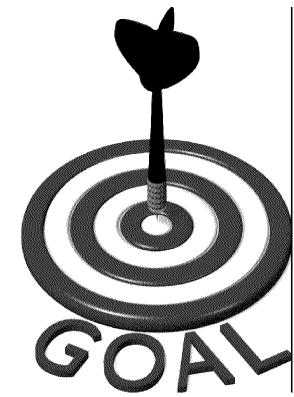
**Presented by Purview Life** 



### Goals for Today

What do I do when my client's decisions are questionable but there's no diagnosis

- Understand Dementia
  - -Types, Causes, Treatment
- What is NOT Dementia
  - -It may not be "dementia" but their brain may still be broken
- Executive Functioning
- What works



### Perceptions

What do you think of when you hear:

Senility

Dementia

Alzheimers

Old Timer's

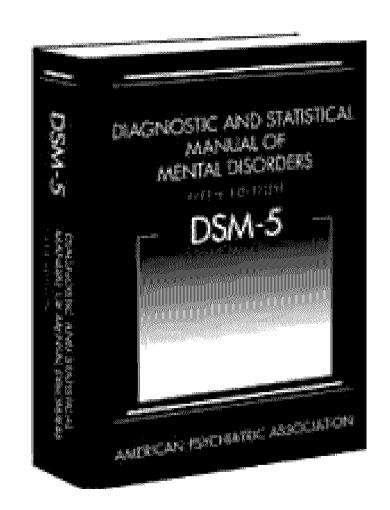
Memory Loss

#### What is Dementia

2013 "Dementia" term changed to

Major or Mild Neurocognitive Disorders (DSM-5)

For simplicity, today we will use the common term of "dementia"



#### What is Dementia

# TYPES OF DEMENTIA

Dementia is anr
umbreUa term for
loss of me,mory and
other thinking
abiilitiies severe
enough to interfe,re
with daily llife,.

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- \*! !!vliixed dem,!111.,tia: [)r!1n nti,]

- Dementia is a disease process
  - The umbrella term for a number of neurological conditions, of which the major symptom is the decline in brain function due to physical changes in the brain

#### What is Dementia

- Dementia is a disease process
  - -Progressive decline in cognitive function
  - -Memory loss
- Many causes of dementia (50-150)
  - -Alzheimer's, Vascular, Lewy Body, Frontotemporal
- Some forms may be reversible (or treatable)
  - -Hypothyroidism, Depression, Vitamin B12 Deficiency, Normal Pressure Hydrocephalus (NPH), Alcohol Abuse (ETOH), Some Drug Interactions

#### Areas of the Brain Affected

#### Cognition

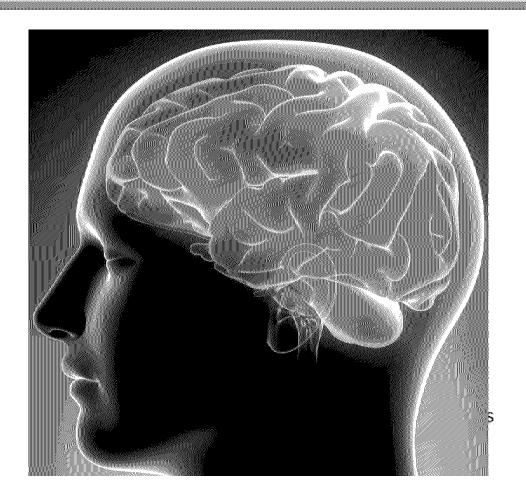
- Memory
- Learning
- Language
- Praxis Function
- Abstract thinking
- Psycho-motor speed

#### **Behavior**

- Communication
- Safety
- Personal care deteriorates
- Lapses in clarity
- Hallucinations
- Delusions

#### **Emotion**

- Dysregulated
- Disorganized
- Apathy (loss of energy, willingness)
- Lability (moods change)



# Stages (Alzheimer's)

#### Early

- Needs reminders
- Daily routines difficult
- Concentration is difficult

#### Middle

- May need hands on care
- May get lost easily
- Changes in personality

#### Late

- Severe confusion
- Needs hand on care for most personal care
- May not recognize self or family

#### When It is NO7 Dementia

#### Age-associated memory impairment

- If you are experiencing difficulties with memory, but:
  - They are not noticeably disrupting your daily life,
  - They are not affecting your ability to complete tasks as you usually would,
  - You have no difficulty learning and remembering new things and
  - There's no underlying medical condition that is causing your memory problems

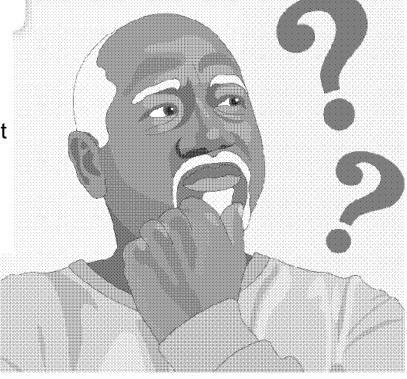
Though you may have difficulties remembering things on occasion, like where you left your keys, a password for a website or the name of a former classmate, these are *not* signs you have dementia. You may not remember things as quickly as you used to, but most of the time there is no cause for concern

### When It is NOT Dementia

Many people can become more forgetful as they age. Learn the differences between age-related forgetfulness and signs of dementia.

#### Age-related forgetfulness

- Making a bad decision once in a while
- Missing a monthly payment
- Forgetting which day it is and remembering later
- Sometimes forgetting which word to use
- Losing things from time to time

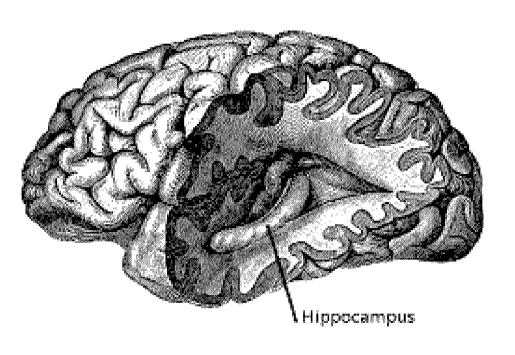


#### Signs of dementia

- Making poor judgments and decisions a lot of the time
- Problems taking care of monthly bills
- Losing track of the date or time of year
- Trouble having a conversation
- Misplacing things often and being unable to find them

Source: NIH.gov

#### When Is It NO7 Dementia?



#### Three causes of age-related memory loss

- The hippocampus, a region of the brain formation and retrieval of memoria with age.
- 2) Hormones and proteins that protect an stimulate neural growth also decline with
- Older people often experience decreas which can impair memory and le skills.

# So...What is Executive Functioning?

- **orlikiii**1ng **r**11**e**11**n**1**c>**,
  - iii1nvollves w'-11hatever you'111'e doii1ng riiiight r'111ow, Illf yo:::>tJre 111;exdi11111f talki1n1g 111111;ets 011; lhaviiin1g a co>1nversatiiio1n1 taletti11your we-111ff11111g rnerr1ory iiis pa111: of tilhe p111;c>cess
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# So. .. What Is Executive Functioning?

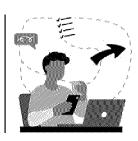
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### Executive Dysfunction

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Focusing too 1much on just one thing.



Being easily distractible,.



Daydreaming or "spacing out" when you shouldn't be,.



Struggling to switch between tasks.



Problems with impullse control.



Trouble starting difficult or boring tasks.

### Executive Dysfunction

#### **Some Causal Disorders:**

- Addiction
- ADHD
- Autism spectrum disorder
- Depression
- Obsessive-compulsive disorder (OCD)
- Schizophrenia
- Traumatic brain injury
- Infections (such as those that cause encephalitis or meningitis)
- Toxins (e.g. carbon monoxide poisoning)



Focusing too 1much on just one thing.



Being easily distractible,.



Daydreaming or "spacing out" when you shouldn't be.



Struggling to switch between tasks.



Problems with impullse control.



Trouble starting difficult or boring tasks.

# What Works: Steps to Providing Great Care

Comprehensive Assessment

Developing a Care Plan

Adapt the Environment

Appropriate Care Training



#### Assessment



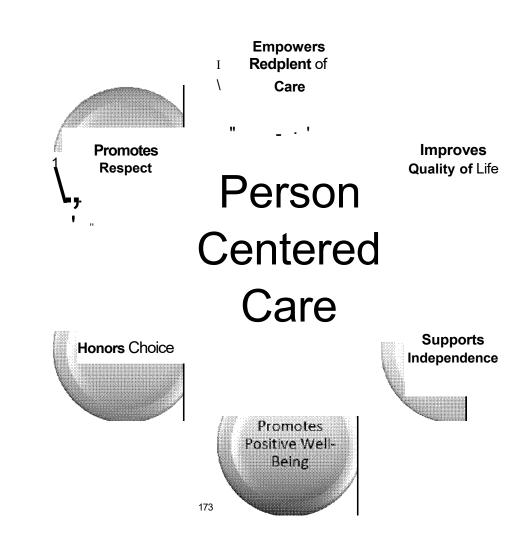
- Ascertain validity of diagnoses
- Level of functioning
   (Not as simple as it sounds....)

Advanced directives

Preferences/Family wishes

#### Care Plan

- Focus on individual needs
- Flexibility to enable a person to live the life he or she would want
- Emphasis on client's own sources of self-esteem and pleasure
- Regular re-evaluation
- Build in specific objectives and strategies



#### Environment

- Make it Home-Like
- Familiar Items
- Calm
  - -Colors
  - Distractions
  - -Knick-knacks



The Apartment: Alzheimer's Foundation of America

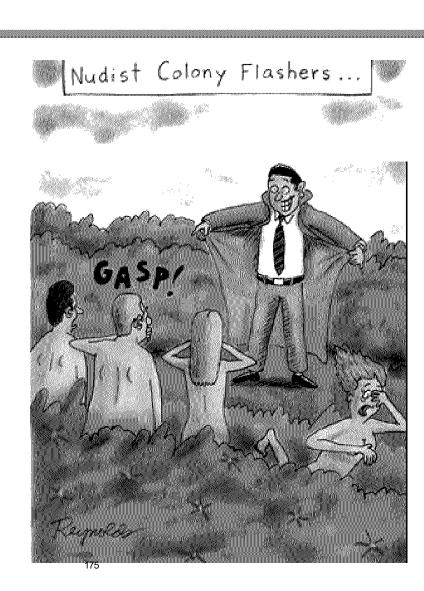
#### Behaviors

#### Varies by Type of Dementia

- Pacing
- Sleep [
- Wande
- Repetit
- Sexual



1d Speech ness



#### Behaviors

- Questions to ask
  - -Who has the behavior?
  - -What is the specific behavior?
  - -Why does it need to be addressed?
  - -What happened just before?
  - -What does the behavior mean?
  - -What is the DESIRED change?



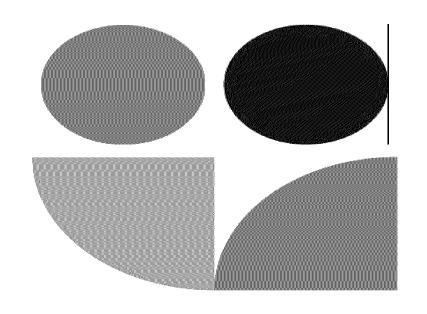
# Training



Ensure proper training of all staff

- Good Employees are Invaluable
- In-services
  - -Alzheimer's Association
  - -Teepa Snow
  - Dementia Friendly America

#### Dementia Friendly . . . . TULSA



# De entia Friendly Americ ®

# Characteristics of Good Dementia Workers

Compassion	Respect and honor	Dependability
Fairness	Honesty	Integrity
Supportive	Appreciation of teamwork	Flexibility
Creativity	Sense of fun	Energetic
Warmth	Sense of humor	Unconditional positive regard

# How Does Care Main

Holistic, clientcentered approach to caring for older adults or disabled persons. Community
Based

Improves the client's quality of life and reduces family stress through:

Assessnr1e1r1t &.

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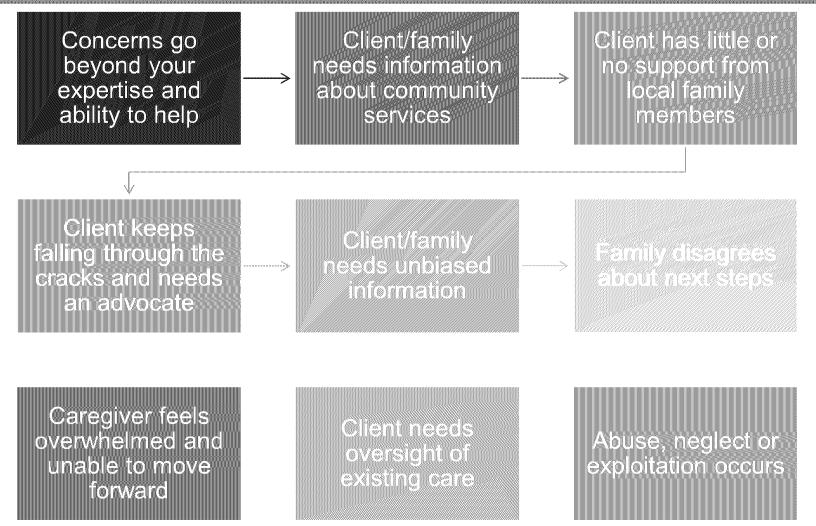
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www...agiiingllliiifecare...org/

# When to call an Aging Life Care Manager





Contact Info: lmane Rose: i.rose@purviewlife.com 918-902-2523





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